Index

absolute employment, and high-growth firms 163–8

absolute growth
  in comparing growth measures 71–80, 183
definition 190
  and firm size 54–5, 59, 68, 183
  in high-growth firms 190, 191, 197–208
  and relative growth 54–5, 59, 68, 71–80, 183
absolute organic employment growth, and high-growth firms 190, 191, 198
absolute sales growth, and high-growth firms 190, 191, 198
absolute total employment growth, and high-growth firms 190, 191, 198
acquisition growers 198–200, 202–3, 204, 205, 206, 207
acquisition growth
  and concept of firm 43
  employment 169–70
  and entrepreneurship 31
  high-growth achievement 14, 196, 200, 204, 205, 206, 207
  high-growth firms’ contribution to employment 169–70, 171, 173–4
large firms 6, 30, 57, 170, 186–7
old firms 6, 30, 57, 170, 186–7
versus organic growth 13, 30, 57, 173–4, 186–7
resource-based view 30
small firms 4
activities
  in configuration perspective on firm growth 47, 48
  and ease-of-use in empirical analysis 51, 52
  and firm size expectations of nascent entrepreneurs 10, 90, 91, 98, 100, 101–2, 103
in motivation perspective on firm growth 47, 48
relevance for different research disciplines 50
relevance for different user groups 49
in resource-based perspective on firm growth 46, 48
in strategic adaptation perspective on firm growth 47
unit of analysis of firms 45, 46, 47, 48, 50, 53–4, 58
see also new economic activity

actual growth, in studies of small firm growth 41
affective responses, in attitude theory 111, 112
affiliation
  in high-growth firm achievement 206, 207
  and firm growth theories 187
  and high-growth firms’ contribution to employment 161, 162, 163, 166–7, 168, 169–70, 172
age, firm see firm age
age, of entrepreneur, in expectancy-value approach towards growth 119, 120, 122, 124–5, 128
Ajzen, I. 111–12, 117, 121
Ardishvili, A. 39, 46, 183
arriving at the high-growth firm study discussion 208–11
executive summary 179–81
introduction 181–2
literature review 182–8
method
  growth variables 192–6
  method of analysis 196–7
  sample 188–92
overview 14
results
  cluster analysis 197–204
demographic contrasts 204–8
  growth variables 192–6
assets, as growth indicator 52–4, 55, 57, 65, 66, 145, 183–4
atmosphere 132, 133
attitudes 110–113
see also expectancy-value approach towards growth study
Babson Conference 10, 21
Barker, R.G. 132
Barkham, R. 52, 145
Barney, J.B. 30
Baucus, D.A. 186
behavior 25, 26, 111–13
beliefs 109, 110, 111, 112–13
see also expectancy-value approach towards growth study bias 64, 88, 141, 210
Birch, D.L. 156
Blixt, L. 161–2, 163, 186
business concept, in new venture creation 90
business cycles 11, 13, 125, 164, 173
business goals, of nascent entrepreneurs 10, 89, 90, 91, 97, 100, 101–2, 103, 104
capital availability, and performance 148–9, 151
Carter, N.M. 94
case studies 40, 52
cash flow, and financial performance 147, 151
causality 41, 210
Chandler, G.N. 65, 186
change 7, 41–5
close-downs, firms 41, 156–7, 158–9, 210
close-downs, firms 41, 156–7, 158–9, 210
cluster analysis 2, 14, 196–208, 209
cognitive responses, in attitude theory 111, 112
Cole, A.H. 23–4
commitment, of nascent entrepreneurs 104, 105
common method variance 133
in firm size expectations of nascent entrepreneurs study 91, 98, 99–100, 101–2, 103–4, 105
Continued Entrepreneurship and Small Firm Growth (Davidsson) 1–3, 9
correlation, in expectancy-value approach towards growth 114, 115, 117, 121, 124–5, 126, 127–9, 131, 133
Cooper, A.C. 148
correlation, in data analysis 73–5
Covin, J.G. 4, 141, 142–3, 150
creation of new economic activity see new economic activity
creation of new enterprise 24, 25, 31
creation of new organizations, in definitions of entrepreneurship 24, 25, 26, 27, 28, 29
creation of new products and services see new products and services
crisis survival ability, and growth motivation 114, 116, 117, 121, 124–5, 126, 127–9, 131
cross-sectional designs 4, 9, 40, 41
Crozier, L.M. 117
Dahlqvist, J. 11
data analyses common method variance 133
in Continued Entrepreneurship and Small Firm Growth (Davidsson) 2
correlation 73–5
longitudinal designs 56–7, 96–9, 149–150
meta-analysis, in growth measurement 71, 79
partial least squares (PLS) 2, 3
regression analysis 2, 9, 41, 73, 96–104, 122–30, 149–50, 186
significance tests 70–71, 79, 122, 123, 150
skewed distributions 68–9, 76, 78, 123
data collection interviews see interviews in longitudinal designs 50–51, 52, 92–4, 146, 158–9
retrospective data 88
secondary data 40
service sector 53
Index

...and unit of analysis 50–51, 52
Davidsson, Per 1–3, 6, 9, 10–11, 13, 22, 28–9, 39, 40, 57, 156, 167
Davis, S.J. 156
decision making 3, 4, 89–90
Delmar, Frédéric 3–4, 6, 7, 9, 10–11, 22, 39, 40, 55, 57, 72, 183
demand, as growth indicator 66
Dess, G.G. 141, 148
discovery, in definitions of entrepreneurship 25, 26, 31, 32
D’Souza, D.E. 52, 145
dynamic decision making 89–90
early growth 88
economic activity see activities; new economic activity
economic progress, in definitions of entrepreneurship 24, 25
economics 1, 50, 64, 68
emergence 6, 24, 29
see also new economic activity; new enterprise; new organizations; new products and services; new venture creation
emotions, in attitude theory 111
employee well-being, and growth motivation 11, 114, 115, 117, 121, 124–9, 131–2, 133
employment
definitions of employment contribution 157
as growth indicator 8–9, 52, 53–4, 80, 94–6, 145, 183, 184
in arriving at the high-growth firm study 14, 189–90, 190, 191, 193–6, 200–201, 202, 204, 206, 207
in firm size expectations of nascent entrepreneurs study see firm size expectations of nascent entrepreneurs study
in high-growth firms’ contribution to employment study see high-growth firms’ contribution to employment study
in measuring growth study 65, 66–7, 70–71, 72–3, 74, 75
in sustainability of entrepreneurial orientation-performance relationship study 147, 152
in modeling growth rates 55, 56, 57
small firms 164
see also absolute employment; firm size; job creation; job losses
employment growers 198–201, 202–3, 206, 207
enactment 89, 90
enterprise, new 24, 25, 31
Entrepreneurial Behavior and Business Performance (Delmar) 3–4
entrepreneurial orientation (EO) 4, 5, 12, 141–2
see also sustainability of entrepreneurial orientation-performance relationship study
entrepreneurial teams 45, 50–51
entrepreneurs 24, 45, 50, 88, 125, 127
see also individuals; nascent entrepreneurs
entrepreneurship
definitions 6, 23–8, 32
normative bias towards 141
research 21
research questions 34–5
role 24–6
and unit of analysis 6–7, 50, 58
as type of growth 28–32
Entrepreneurship Theory and Practice 11, 12, 21, 22, 63
environmental context, in firm size expectations of nascent entrepreneurs 10, 91, 98, 99–100, 101–2, 103–4, 105
environmental dynamism, and performance 5, 148, 150
Ericsson group 51
erratic one-shot growers 198–200, 202–3, 204, 206, 207
expectancy-value approach towards growth study
belief identification 113–17
conclusions and implications 133
discussion
explaining growth attitudes 129–30
importance of beliefs 131–2
limitations and future research 132–3
hypotheses 114–16
method 118–23
Index

see also first-mover firms; high-growth firms (HGFs); high-technology firms; knowledge-intensive firms; large firms; manufacturing firms; medium-sized enterprises; new venture creation; old firms; retailing firms; service sector firms; small and medium-sized firms; start-ups; young firms

first-mover firms 143–4
Fishbein, M. 112, 113, 117, 121
Flamholtz, E.G. 117, 145
founders see entrepreneurs

future goods and services, in definitions of entrepreneurship 25, 26, 31
future growth 41

Gartner, W.B. 21, 22, 24, 26–7, 29, 32, 89, 94
gender, of manager, and growth motivation 125, 127
generalization, in studies of small firm growth 40
geographic affiliation, in firm size expectations of nascent entrepreneurs 98, 99, 100
gestation activities, of nascent entrepreneurs 91, 98, 100, 101–2, 103

see also new economic activity

Gibrat’s Law 55, 68, 187
Gimeno-Gascon, F.J. 148
goals, of nascent entrepreneurs 89, 90, 91, 97, 100, 101–2, 103, 104
goods and services see products and services
governance structures
in arriving at the high-growth firm study 206
in configuration perspective on firm growth 47, 48
ease-of-use in empirical analysis 51, 52
in high-growth firms’ contribution to employment study 161, 162, 163, 166–7, 168, 169–70, 171, 172, 173
indicators of growth 53
in motivation perspective on firm growth 39, 88

relevance for user groups 49
and research discipline 50
in resource-based perspective on firm growth 46–7, 48
in strategic adaptation perspective on firm growth 47, 48
and survival 161
unit of analysis 45, 46–7, 48, 58
Govindarajan, V. 65
gross profit margin, and financial performance 147
growth
attitudes towards 109–10, 112
see also expectancy-value approach towards growth study
in definitions of entrepreneurship 23, 24, 26, 27, 28
and financial performance 145
heterogeneity 5
high-growth firms 159–60
see also arriving at the high-growth firm study; high-growth firms’ contribution to employment study
indicators see growth indicators in sustainability of entrepreneurial orientation-performance relationship study 144–5, 147, 148, 151–2
types, as entrepreneurship 28
young firms, survival 28
see also absolute growth; acquisition growth; early growth; future growth; organic employment growth; organic growth; relative growth; total growth

growth expectations see firm size expectations of nascent entrepreneurs study
growth indicators
choice 7, 9, 80, 94, 179–80, 181–2, 183–84
competitor comparisons 145
in growth measurement 52–4, 59, 80
in measuring growth study 65, 66–7, 72–3, 79
objectivity and subjectivity 65–6
productivity 73
profitability 156, 151–84
satisfaction measures of growth and performance 65–6
service sector firms 67, 145
turnover 65, 66, 67
see also activities; assets; employment; governance structures; individuals; multiple indicators; new economic activity; sales
growth measurement
absolute growth 54, 55
and firm size 54–5
growth literature study see measuring growth study: growth literature
heterogeneous nature 5, 7, 8, 80, 179–80, 181–2, 183, 185, 208–9
indicators see growth indicators
relative growth 54, 55
in studies of small firm growth 41
growth motivation 3–4, 9
growth process 46, 47
growth rate modeling see modeling growth
growth research studies
acquisition growth 57, 59
challenges 39–40
conceptual problems in defining firms 41–5, 58
organic growth 57, 59
research designs 39, 40–41, 58
theories 1, 3, 6, 46–7
unit of analysis 7, 45–9
growth willingness, in studies of small firm growth 41
Gump, P.N. 132
Gupta, A.K. 65
Haltiwanger, J. 156
Hambrick, D.C. 117
Hanks, S.H. 65
heterogeneity
in growth measurement 5, 7, 8, 80, 179–80, 181–2, 183, 208–9
infirm demographics 187–8
multiple growth indicators 184–5, 208, 209
organic growth versus acquisition growth 186–7
regularity of growth over time 185–6
high-growth firms (HGFs) 157, 159–60
see also arriving at the high-growth firm study; high-growth firms’ contribution to employment study
high-growth firms’ contribution to employment study
discussion and conclusions
implications 173–4
limitation 174
major results 171–3
method
definition of high-growth firm (HGF) 159–60
descriptor variables 160–61
sample 158–9
overview 13–14
results
categorical affiliations of high-growth firms 161–3
contributions of high-growth firms to absolute employment 163–8
organic employment growth in high-growth firms 168–71
high-growth small and medium-sized enterprises (SMES) 157
high-technology firms 64, 72, 184, 206
hindsight bias, in retrospective data 88
historical growth, in studies of small firm growth 41
Hoy, F. 52, 145
Hubbard, R. 118
Human, S.L. 10
human capital 7, 90–91, 97, 100
income, personal, and growth motivation 114, 115, 117, 121, 124–5, 126, 127–9, 133
independence
in arriving at the high-growth firm study 206, 207
in expectancy-value approach towards growth study 114, 115, 117, 121, 124–5, 126, 127–9, 131, 133
and firm growth 187–8
in high-growth firms' contribution to employment study 161, 162, 163, 166–7, 168, 169, 171
and opportunity identification 188

indicators, growth see growth indicators
indicators, performance 8, 12–13, 144–5
individual human capital, in firm size
expectations of nascent entrepreneurs 10, 90–91, 97, 100
individuals
in firm size expectations of nascent entrepreneurs study 90–91, 97, 100, 101–2, 103
in motivation perspective on firm growth 47, 48
relevance for user groups 49
and research discipline 50
in resource-based perspective on firm growth 46–7, 48
in strategic adaptation perspective on firm growth 46–7, 48
unit of analysis of firms 7, 45, 46–7, 48, 50–51, 58
see also entrepreneurs; managers; nascent entrepreneurs; owners
industry sector
in arriving at the high-growth firm study 188–9, 205–6, 207, 208
in expectancy-value approach towards growth study 119, 120, 122
in high-growth firms’ contribution to employment study 159, 160, 161–2, 165–6, 169, 172
see also high-technology firms; knowledge-intensive firms; manufacturing firms; retailing firms; service sector firms; young industries
inflation 67, 184
initial size see start size
innovation
in definitions of entrepreneurship 26–7, 28
empirical analysis 51
and entrepreneurial orientation (EO) 142, 143
and organic growth 30
intention theories 112
interaction 89, 90
interviews
in expectancy-value approach towards growth study 116, 119, 138
in firm size expectations of nascent entrepreneurs study 92–4
in measuring growth study 72
in sustainability of entrepreneurial orientation-performance relationship study 146
Jarillo, J.C. 25, 26, 31
job creation
in high-growth firms’ contribution to employment study 164, 165, 166, 167, 168–71
and organic growth 169–71, 186
small and medium-sized firms 156–7
small firms 164
job losses, from high-growth firms 164, 165, 166, 167, 168, 171
Journal of Business Venturing 14, 21, 22, 63
Katz, J. 29
Kauffman Foundation 21
Kirzner, I. 28
knowledge-intensive firms 14, 206, 207
large firms
absolute growth 54, 59, 68, 183
acquisition growth 6, 30, 57, 170, 186–7
in arriving at the high-growth firm study 205, 207, 208, 210
start-up size and expected growth 99, 103, 104
learning, of nascent entrepreneurs in new venture creation 89
legal structure, and firm size
expectations of nascent entrepreneurs 98, 99–100, 103
Little, E.L. 118
Livesay, H.C. 21
logarithms, in calculation of growth measure 68–9, 73, 74–5, 76, 77
logistic regression, in firm size expectations of nascent entrepreneurs study 96–100
Index

longitudinal designs 4–5, 6, 39, 40–41, 50–51, 56–7, 58, 92, 146, 156–7
see also sustainability of entrepreneurial orientation-performance relationship study
Low, M.B. 24, 25, 31, 33
Lumpkin, G.T. 141, 148
MacMillan, I. C. 24, 25, 33
management research 1, 50
managers 23–4, 49, 109, 110, 133
see also entrepreneurs; expectancy-value approach towards growth study; individuals
manufacturing firms
in arriving at the high-growth firm study 189, 206, 207, 210
in expectancy-value approach towards growth study 199, 120
as growth indicator 67
in high-growth firms’ contribution to employment study 159, 160, 166, 167, 169
in measuring growth study 8, 64, 67, 72
market growth 148
market share 65, 66, 147, 183
market value 147
Markides, C.C. 30
Matthews, C.H. 10
McDougall, P.P. 52, 145
measuring growth study
empirical test of growth measures 73–8
analysis 73
dependent variables 72–3
sample 72
growth literature
choice of calculation of growth measure 67–9
comparability of growth studies 7–8, 70–71, 78–9
conclusions and discussion 78–80
growth indicators 8, 65–7, 79
measurement period 8, 69–70, 79
sample and procedure 63
sample characteristics 64–6, 82–4
overview 7–8
medium-sized enterprises 159, 171
see also small and medium-sized firms
mergers 4
see also acquisition growth
meta-analysis, in growth measurement 71, 79
Miller, D. 4, 142–3, 147
modeling growth
choice of indicator 80, 179–80, 181–2, 183–5
in Continued Entrepreneurship and Small Firm Growth (Davidsson) 2
and firm size 55–7, 68
in measuring growth study 68–9
with more than two size observations 56–7, 59
problems 55, 59
in small and medium-sized firms 75–8
with two size observations 55–6, 59
motivation
in firm growth studies 3–4, 9, 47, 48
in firm size expectations of nascent entrepreneurs study 9, 103, 106
of small businesses towards growth 109, 110, 133
see also expectancy-value approach towards growth study
theories 110–11
multiple indicators
in growth measurement 9, 54, 67, 79, 184–5, 208, 209
in measuring growth study 67, 70–71, 73, 74, 75, 77
multiple linear regression 122–30, 149–50
Muthén, B. 57
nascent entrepreneurs 89–91, 97, 100
see also firm size expectations of nascent entrepreneurs study
need, and firm growth 2–3
networks 64, 88
new economic activity
in definitions of entrepreneurship 6, 24, 27–8
gestation activities of nascent entrepreneurs 91, 98, 100, 101–2, 103
and organic growth 98, 100, 102
as unit of analysis 33, 34–5
and wealth creation 25, 33
new enterprise 24, 25, 31
new organizations 24, 25, 26, 27, 28, 29
see also new venture creation; startups
new products and services 6, 27, 30, 143–4
new venture creation 88–91
see also new organizations; start-ups
non-financial gains 11, 131–2, 133
objectivity, of growth indicators 65, 66
old firms
acquisition growth 6, 30, 57, 170, 186–7
in arriving at the high-growth firm study 207, 208
in high-growth firms’ contribution to employment study 172–3, 174
in measuring growth study 76
opportunity 2, 5, 25–6, 31, 143, 188
organic employment growth 168–71, 172–4, 190, 191, 206, 208
organic growth
versus acquisition growth 13, 186–7
in arriving at the high-growth firm study 14, 190, 191, 195–6, 198
and creation of new products and services 30
definition 190
and entrepreneurship 30–31
and firm age 170, 171
in firm growth studies 57, 59
and firm size 170–71
and future goods and services 31
in high-growth firms’ contribution to employment study 14, 168–71, 172–4
and job creation 169–71, 186
and new economic activity 30, 31, 32
resource-based view 30
small firms 6, 30, 57, 170–71, 186–7
and strategic management 32–3, 34
in sustainability of entrepreneurial orientation-performance relationship study 147
young firms 6, 30, 57, 170, 186–7
organizational context, in firm size
expectations of nascent entrepreneurs 91, 98, 99–100, 101–2, 103–4, 105
organizations, new 24, 25, 26, 27, 28, 29
owners 23–4, 49
see also expectancy-value approach towards growth study
panel data 146
partial least squares (PLS) 2, 3
Penrose, E. 30, 186–7
perceived ability 3–4
performance 3–4, 12, 65–6, 141–2, 148, 150, 165
see also sustainability of entrepreneurial orientation-performance relationship study
personal characteristics, of entrepreneurs 24, 88, 90–91, 97
personal goals, of nascent entrepreneurs 10, 89, 90, 91, 97, 100, 101–2, 103, 104
personal income, and growth motivation 114, 115, 117, 121, 124–5, 126, 127–9, 133
personality theories 111
planned behavior theory 9, 112
policy-makers, relevance of units of analysis 49
positive selection bias, in retrospective data 88
preferences, of nascent entrepreneurs 89
proactiveness, and entrepreneurial orientation (EO) 142, 143–4
product life-cycles, in configuration perspective on firm growth 47
productivity, as growth indicator 73
products and services
demand 66
future goods and services, in
definitions of entrepreneurship 25, 26, 31
new 6, 27, 30, 143–4
effect of quality on growth motivation 114, 116, 117, 121, 124–5, 126, 128–9
unit of analysis of firms 45
profits 144, 147, 151, 184
psychological theories 1, 3, 7, 47, 64,
quality, of discovery and exploitation 31, 32
radical discovery, and entrepreneurship 31
reasoned action theory 112
Recession 14, 164, 165, 168, 174
Regional Studies 63
regression analysis 2, 9, 41, 73, 96–104, 122–30, 149–50, 186
relative growth
and absolute growth 54–5, 59, 68, 71–80, 183
in comparing growth measures 71–80, 183
high-growth firm achievement 190, 191, 197–208
and firm size 54–5, 59, 68, 183
in measuring growth study 73, 74, 75, 77, 78
relative organic employment growth, in high-growth firms 190, 191, 198
relative sales growth, in high-growth firms 190, 191, 198
relative total employment growth, in high-growth firms 190, 191, 198
replication design, in expectancy-value approach towards growth study 11, 118–19, 122
research designs
and bias 64, 88, 141, 210
and causality 41, 210
cross-sectional designs 4, 9, 40, 41
firm growth studies 39, 40–41, 58, 208–9
longitudinal designs 4–5, 6, 39, 40–41, 41, 50–51, 56–7, 58, 92, 146, 156–7
replication designs 11, 118–19, 122
in sustainability of entrepreneurial orientation-performance relationship study 146
resource-based view 30, 46–7, 48, 184
resources 14, 25, 28, 188
retailing firms 119, 120, 159
retrospective data 88
Reynolds, P.D. 94, 95
risk, and entrepreneurship 142
sales
as growth indicator 8–9, 52, 53, 54, 59, 80, 94, 145, 174, 183, 184
in arriving at the high-growth firm study 14, 189–90, 191, 193–6, 200, 201, 202, 204, 205, 206, 207, 210
in measuring growth study 65, 66, 67, 70–71, 72–3, 74, 76, 77
in modeling growth rates 55, 56, 57
in sustainability of entrepreneurial orientation-performance relationship study 147, 152
samples
in arriving at the high-growth firm study 188–92
in expectancy-value approach towards growth study 119
in firm size expectations of nascent entrepreneurs study 92–4
in high-growth firms’ contribution to employment study 158–9
in measuring growth study 63, 64–5, 72, 82–4
in sustainability of entrepreneurial orientation-performance relationship study 146
and units of analysis 50, 51, 52
satisfaction measures of growth and performance, as growth indicator 65–6
Schuh, S. 156
Schumpeter, J. 26, 27, 28
service sector firms
in arriving at the high-growth firm study 189, 206, 207
data collection 53
in expectancy-value approach towards growth study 119, 120
growth indicators 67, 145
in high-growth firms’ contribution to employment study 159, 160, 166, 167, 169, 172
in measuring growth study 64, 67, 72
services and products see products and services
Seth, A. 45–6
sex, of manager, and growth motivation 125, 127
shared reality, in enactment 90
Shepherd, D. 9
significance tests 70–71, 79, 122, 123, 150
size, firm see firm size
skewed distributions 68–9, 76, 78, 123
Slevin, D.P. 4, 141, 142–3
small, owner-managed businesses, in definitions of entrepreneurship 23–4
small and medium-sized firms 14, 156–7, 165, 205, 207
see also measuring growth study
Small Business Economics 63
small business managers, growth motivation 109, 110, 133
see also expectancy-value approach towards growth study
Small Firm Growth and Performance (Wiklund) 4–5
small firms
absolute growth 54
in arriving at the high-growth firm study 208
capital availability 148
in definitions entrepreneurship 23–4
effect of entrepreneurial orientation (EO) on performance 143
growth research studies 1–3, 4–5, 39–40
in high-growth firms’ contribution to employment study 164, 165, 166, 170–71, 172, 173
job creation 164
non-economic gains 131–2, 133
organic growth 6, 30, 57, 170–71, 186–7
performance indicators 13
relative growth 68, 183
small start-ups, job creation 156
social wealth, and new economic activity 25, 33
start size
and firm size expectations of nascent entrepreneurs 94–5, 96
and high-growth firms’ contribution to employment 160, 163, 165, 166, 167, 168, 170–71
start-ups
in high-growth firms’ contribution to employment study 159, 160, 162, 163, 164, 167, 172
indicators of growth 184
job creation 156
lack of growth 29
see also new organizations; new venture creation
Statistics Sweden 158, 164, 180
steady overall growers 198–9, 201, 202–3, 204, 205, 206, 207
steady sales growers 198–200, 202–3, 204, 205, 206, 207
Stevenson, H.H. 24–6, 31
Storey, D.J. 39, 156, 162, 163
strategic adaptation perspective 47, 48
strategic alliances, small firms 4
strategic management 6, 32–3, 34, 142–3
strategy, in measuring growth study 4, 5, 64
subjectivity, of growth indicators 65–6
success, in studies of small firm growth 41
super absolute growers 197–200, 201, 202–3, 204, 205–6, 207
super relative growers 198–200, 201, 202–3, 205, 206, 207
surveys 40, 41, 72, 133, 146, 152
survival 160, 210
sustainability of entrepreneurial orientation-performance relationship study analysis and results 149–50
discussion 150–52
effect of EO on performance 142–4
hypotheses 143, 144
indicators of performance 144–5
overview 12–13
research design and sample 146–9
theory 142–3
Sweden
arriving at the high-growth firm study see arriving at the high-growth firm study
category changes of firms 43, 44
firm size expectations of nascent entrepreneurs study see firm size expectations of nascent entrepreneurs study
high-growth firms’ contribution to employment study see high-growth firms’ contribution to employment study
job creation by small and medium-sized enterprises 156
measuring growth study see measuring growth study
sustainability of entrepreneurial orientation-performance relationship study see sustainability of entrepreneurial orientation-performance relationship study
technological change, and organic growth 30
theory of planned behavior 9, 112
theory of reasoned action 112
Thomas, H. 45–6
time
in arriving at the high-growth firm study 192–4, 198–9, 201
in dynamic decision making 90
in enactment 90
and entrepreneurship 29
in firm size expectations of nascent entrepreneurs study 90, 91, 94, 95, 96
and first-mover advantage 143–4
heterogeneity in regularity of growth 185–6
in high-growth firms’ contribution to employment study 13–14, 160, 161, 162, 163–7, 174
measurement period and growth models 80, 183
in measuring growth study 8, 69–71, 72–4, 79
in new venture creation 91
in studies of small firm growth 41
in sustainability of entrepreneurial orientation-performance relationship study 143–4, 152
total employment growth 169–71
total growth 57, 169–71
turnover, as growth indicator 65, 66, 67
UK 156
units of analysis
and ease-of-use in empirical analysis 50–52, 58
relevance for user groups 49, 58
and research discipline 49–50, 58
and theoretical perspectives 6–7, 45–9, 58
US 156
validity, of satisfaction measures of growth and performance 65–6
Venkataraman, S. 25, 26, 31, 33
Vetter, D.E. 118
wealth creation, in new economic activity 25, 33
Weick, K.E. 89, 90
Weinzierl, L.G. 55, 185–6
White, S.B. 94, 95
Wiklund, Johan 4–5, 6, 9, 10–11, 12, 14, 22, 23, 39, 48, 142
Williamson, P.J. 30
Woo, C.Y. 148
work tasks, and growth motivation 114–15, 117, 121, 124–5, 126, 127, 128–9
workload, and growth motivation 114, 117, 121, 123, 124–5, 126, 127, 128–9
young firms
in arriving at the high-growth firm study 206–8
in high-growth firms’ contribution to employment study 163, 169, 170, 172, 173
in measuring growth study 76
organic growth 6, 30, 57, 170, 186–7
survival 160
young industries 161, 169, 172, 186, 206
Zahra, S.A. 143, 144, 148, 150