



RESEARCH

LECTURES IN

ECONOMIC GEOGRAPHY

18 October | 4-6 pm

Berliner Straße 48 | room 211



PAMELA TOLBERT

Pamela S. Tolbert is the Lois S. Gray Chaired Professor in the ILR School at Cornell University. She joined ILR's Department of Organization Behavior after completing her PhD in Sociology at UCLA. Much of her empirical research reflects the tradition of institutional theory in organizational analysis, and she has used this perspective to examine a variety of topics, including entrepreneurship, careers, and organizational structure and design. Her publications have appeared in both organizational and sociological journal. She has also served as an associate editor for *Organization Science*, *Academy of Management Review*, *Management Science* and most recently, *Administrative Science Quarterly*.

Fostering Entrepreneurial Societies: National labor market policies and preferences for self-employment

This study examines the impact of national-level labor market and family support policies on individuals' preferences for self-employment. We find that workers in countries with policies that provide more employment protections and family support for employees are significantly less likely to express a preference for becoming self-employed, but that this effect is mediated by individuals' employment qualifications. The preferences of highly educated and skilled individuals are not influenced by their country's level of employment protection and support, but interest in self-employment among less educated and low-skilled employees is much lower in countries with greater protection and support. We consider the implications of this for policy-makers, in the context of normal high risk of failure for new enterprises.



UNIVERSITÄT
HEIDELBERG
ZUKUNFT
SEIT 1386