

Employees' Entrepreneurial Orientation During Crises: The Role of Entrepreneurial Experience

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Abstract ID: 280

Inviato: 28/03/2024

Evento: XXII Workshop Annuale SIEPI

Argomento: 4. Dinamica industriale e imprenditorialità

Parole chiave: Entrepreneurial Experience, Entrepreneurial Orientation, External Shock, Intrapreneurship

Employees' entrepreneurial orientation may be affected by exogenous shock, but empirical evidence in this respect is lacking. To address this gap we exploit the Covid pandemic as a valuable bed test. By analysing the entrepreneurial orientation of employees in an IT company, we find that although Covid pandemic negatively affects employees' entrepreneurial orientation, such relationship turns positive by employees' entrepreneurial experience. This shed lights on the role played by employees' entrepreneurial experience in uncertain and complex situations.