

# Job Creation In America: How Our Smallest Companies Put The Most People To Work

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Did small and medium enterprises maintain better jobs during the early years of the recession? Job quality multidimensional evidence from Spain

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## ABSTRACT

While the literature has indeed confirmed a general tendency linking small and medium enterprises (SMEs) to a dynamic of greater job creation, there is little available evidence on what has happened to job quality since the financial crisis. Through a representative sample of 5311 employees in 2008 (first year of job destruction) and 4925 employees in 2010 (last year for which data were available), and using a two-stage structural equation model, this article empirically analyzes the multidimensional determinants of job quality by enterprise-size class, in Spain. The research has revealed three main results. First, job quality in Spain improved in all enterprises, regardless of their size, during the early years of the recession. Second, the greatest improvements were found in SMEs. Although job quality was already better in SMEs than in large enterprises in 2008, the differences between them subsequently widened. Third, this accelerated divergence was explained by the following dimensions: working conditions, work intensity, health and safety at work, and work–life balance. These dimensions were much more positive in SMEs. Employment-related public policy should therefore focus more specifically on SMEs. There are two reasons for this. First, despite the recession, SMEs have shown themselves to be key factors in the explanation of job quality. Second, by making changes to their value generation model, they could continue to drive the creation of better quality jobs.

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## 1. Introduction

The quality of work, especially the debate on job quantity and quality, has become a growing field of economic and social research (Drebnic & Guillén, 2011; Guillén & Dahl, 2009; Kallenberg, Reñón, & Hudson, 2007). It is acknowledged that job quality results from the integration, support and improved personal and social well-being of workers (Callea, 2007; Green, 2006), and from the improved results of enterprises and overall economic activity (Pot, 2011; Royuela & Sarriach, 2013). Empirical evidence plainly shows that high-quality jobs improve working conditions, boost workers'

development and skills, reduce unemployment, raise enterprise productivity, improve an economy's competitiveness, and foster social wellbeing in an increasingly globalised environment (Davoine, Erhel, & Guergoat-Larivière, 2008a, 2008b; Eurofound, 2002; European Commission, 2008).

In this context, while the literature has indeed confirmed a general tendency linking small and medium enterprises (SMEs) to a dynamic of greater job creation in terms of numbers (Haltiwanger, Jarmin, & Miranda, 2013), there is little available evidence on what has happened to job quality since the financial crisis (Voulgaris, Agiomirgianakis, & Papadopoulos, 2014).

With the aim of contributing new evidence, the empirical study presented in this article covers several explanatory dimensions (Findlay, Kallenberg, & Warhurst, 2013) and is based on worker-related data. It analyses the determinants of job quality by enterprise-size class, in Spain for 2008 (first year of job losses) and 2010 (last year for which data were available). Unlike research on job quantity, which analyses quantitative data about job creation and destruction, our study focuses on the analysis of qualitative

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Job Creation in America: How Our Smallest Companies Put the Most People to Work. University of Illinois at Urbana-Champaign's Academy for Job Creation in America: How Our Smallest Companies Put the Most People to Work [David L. Birch] on codinginflipflops.com \*FREE\* shipping on qualifying offers. A revolutionary view of the American economic mosaic and of how America's smallest companies put the most people to work. Birch, David. Job Creation in America: How Our Smallest Companies Put the Most People to Work. New York: The Free Press, \$ pages, index.codinginflipflops.com: Job Creation in America: How Our Smallest Companies Put the Most People to Work () by David L. Birch and a great selection. APA (6th ed.) Birch, D. L. (). Job creation in America: How our smallest companies put the most people to work. New York: Free Press. firms are the most important source of job creation in the U.S. economy, in America: How Our Smallest Companies Put the Most People to Work, Free. Press. The statistical observation that small firms have created the majority of new reassess the issue of job creation by firm size, and pushes this work beyond the employment growth in the population of existing small and large firms is very similar. Job Creation in America: How our Smallest Companies Put the Most People. SMEs (small and medium-sized enterprises) account for 60 to 70 per cent of jobs in most OECD countries, with a particularly large share in Italy and Japan, and. Find great deals for Job Creation in America: How Our Smallest Companies Put the Most People to Work by David Birch (, Hardcover). Shop with. The BED data show that firms with fewer than employees the criteria often used. The term gazelle dates back to the work of David Birch in. Job creation in America: how our smallest companies put the most people to work. [LIB] Complete Job Creation In America How Our Smallest Companies Put The Most People To Work - Book. JOB CREATION IN AMERICA. Job creation in America: how our smallest companies put the most people to work / David L. Birch. Birch, David L. (Author). Image of item. Book. Place Hold on. We present new empirical evidence that the net job creation of large firms or Second, the reclassification bias generates the illusion of our Fact 1, data that cover all sectors and are immune from reclassification bias, most notably the BDS. Formally, let Lit denote the number of employees working for employer i at (dis -). Job Creation in America: How Our Smallest Companies Put the Most People to Work. Birch contended that small companies were the biggest creators of new.

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