Coping with Adversity: Individual and Organizational Resilience in Small And Medium Enterprises

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Seminar Room, Department of Economics and Management, Via Inama 5, Trento.

Speaker:

- Paolo Gubitta – University of Padua

Abstract
This research aims to understand the role of the SMEs entrepreneurs and how their abilities impact on the expected outcomes of the organization, and if the organizational resilience mediates the above relationship. Previous studies assume that individual resilience fosters organizational resilience and that entrepreneurial resilience predicts the level of business success. However, there is a lack of knowledge about the relationship between entrepreneurs resilience and organizational resilience and their joint impact on firms future outcome. Using survey data from 600 firms, results show that entrepreneurs resilience have a positive effect on SMEs expected performance, while organizational resilience does not moderate the above relationship. This study contributes to the literature about resilience both at the individual than at the firm level. The presented research is part of a bigger project led by Enterprise Research Center of London and involves six European research units (Warwick Business School, Aston University, Institut für Mittelstandsforschung, Istituto de Empresa, University of Nice Sophia Antipolis, University of Padova).

The paper is co-authored with Diego Campagnolo, Martina Gianecchini, Simona Leonelli, Alessandra Tognazzo.