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Are Nascent Entrepreneurs *Jacks-of-all-trades*?
A Test of Lazear's Theory of Entrepreneurship with German Data*

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Abstract:

In a recent paper Edward Lazear proposed the *jack-of-all-trades* view of entrepreneurship. Based on a coherent model of the choice between self-employment and paid employment he shows that having a background in a large number of different roles increases the probability of becoming an entrepreneur. The intuition behind this proposition is that entrepreneurs must have sufficient knowledge in a variety of areas to put together the many ingredients needed for survival and success in a business, while for paid employees it suffices and pays to be a specialist in the field demanded by the job taken. This paper contributes to the entrepreneurship literature by empirically testing Lazear's hypothesis using a large recent representative sample of the German population. The empirical estimation takes the rare events nature of becoming a nascent entrepreneur and the regional stratification of the sample into account. The results illustrate the statistical significance and economic importance of the *jack-of-all-trades* theory.

JEL classification: J23, R12

Key words: Entrepreneurship, Jack-of-all-trades Theory, Rare Events Logit, Germany

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1. Introduction

In a recent paper that has the potential of becoming a pivotal element in the field Edward Lazear (2002) proposed the *jack-of-all-trades* theory of entrepreneurship. He uses a coherent model of the choice between self-employment and paid employment to show that having a background in a large number of different roles increases the probability of becoming an entrepreneur. The intuition behind this proposition is that entrepreneurs must have sufficient knowledge in a variety of areas to put together the many ingredients needed for survival and success in a business, while for paid employees it suffices and pays to be a specialist in the field demanded by the job taken. Lazear used a data set of Stanford alumni to test this prediction of his model and found it to hold - those with more varied experience have much higher probabilities of starting their own business.

Stanford alumni might not be representative for the millions of people facing the choice between self-employment and paid employment. This paper contributes to the entrepreneurship literature by empirically testing Lazear's *jack-of-all-trades* hypothesis using a large recent representative sample of the German population. It considerably extends and improves my earlier work on this topic reported in Wagner (2003) in three ways:

First, instead of using a ready-made data set that has been collected for different aims and, therefore, contains variables only that can at best be viewed as proxy variables for the concept central to Lazear's model - the number of professional

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4 fields a person has experience in - here a survey is used that
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6 includes a tailor-made question on this topic.
7

8 Second, instead of comparing self-employed and paid employees
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10 this paper focuses on the difference between nascent
11
12 entrepreneurs - people who are in the process of starting their
13
14 own business - and those who decide to continue working as paid
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16 employees. This should provide a much sharper test of Lazear's
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18 hypothesis because it makes sure that the reported number of
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20 fields of experience refers to a period that lies before the
21
22 start of the own business.
23

24
25 Third, given that entrepreneurs tend to be a rare species (at
26
27 least in Germany) application of the standard textbook logit or
28
29 probit model is not appropriate when the decision to become an
30
31 entrepreneur or not is modeled empirically. Therefore, a version
32
33 of the logit model is used that takes care of the rare events
34
35 nature of the decision to start one's own business.
36

37 The rest of the paper is organized as follows: Section 2
38
39 introduces the data used and presents descriptive statistics,
40
41 section 3 discusses the results from the econometric
42
43 investigation, and section 4 concludes.
44
45
46

47 **2. Data and descriptive statistics**

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51 The data used in this paper are taken from a representative
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53 survey of the population aged 18 to 64 in 11 (out of 97) so-
54
55 called planning regions in Germany that was conducted using
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57 computer assisted telephone interviewing by TNS EMNID, a leading
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59 opinion research institute, between June and August 2003. This
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survey is part of the research project *Regional Entrepreneurship*

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4 *Monitor REM Germany 2003* which focuses on the extent of the
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6 difference in entrepreneurial activities between regions in
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8 Germany, its determinants, and its consequences for regional
9
10 development.¹ The questionnaire asked for socio-demographic
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12 characteristics (e.g., sex, age, employment status, education,
13
14 fields of professional experience) and a number of items related
15
16 to entrepreneurial activities (e. g., whether the interviewee is
17
18 currently engaged in starting an own business).²
19

20
21 The data set contains information on 12.000 people.³ In the
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23 survey the interviewee was asked whether she/he is (alone or
24
25 with others) actively involved in starting a new business that
26
27 will (as a whole or in part) belong to her/him, and whether this
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29 business did not pay full time wages or salaries for more than
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31 three months to anybody (including the interviewee). Those who
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33 answered in the affirmative are considered to be nascent
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35 entrepreneurs.⁴ To test Lazear's jack-of-all-trades hypothesis
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41 ¹ For further information about the REM project see Bergmann et
42
43 al. (2002). REM is closely related to GEM, the Global
44
45 Entrepreneurship Monitor, a multi-country study that
46
47 investigates the same topics at a national level (see Reynolds
48
49 et al. 2000).

50
51 ² An English version of the questionnaire is not yet available; a
52
53 German version is available from the author on request.

54
55 ³ The data will be made available for public scientific use after
56
57 the completion of the REM project.

58
59 ⁴ This definition of a nascent entrepreneur is identical to the
60
definition used in the multi-country GEM project mentioned in
footnote 1; see Reynolds et al. 2000, p.9.

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3
4 these nascent entrepreneurs are compared with paid employees who
5 do not opt for a business of their own.⁵
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8 The variety of professional experience of an interviewee that
9 is at the heart of Lazear's theory of entrepreneurship is
10 measured by two variables:
11
12

13 - The survey includes a tailor-made question asking in how
14 many different professional fields the interviewee has been
15 active in the past, explaining that this does not mean the
16 number of employers she/he worked for. The answer is included in
17 the empirical investigation as the "number of fields of
18 experience".
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26 - The survey collects information about professional degrees
27 completed after school, i.e. whether or not the interviewee
28 successfully passed apprenticeship, managed to qualify formally
29 as a master craftsman, or received a degree from a polytech
30 or university. The "number of professional degrees" (ranging
31 from zero to three) is included as a variable in the empirical
32 investigation.
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42 ⁵ As has been argued in the introduction, this approach instead
43 of comparing self-employed and paid employees should provide a
44 much sharper test of Lazear's hypothesis because it makes sure
45 that the reported number of fields of experience refers to a
46 period that lies before the start of the own business. In
47 focusing on nascent entrepreneurs versus paid employees all
48 other interviewees - including self-employed who are no
49 nascent, and people out of the labor force like housewives, or
50 those who are only marginally in the labor force by working
51 part-time - have to be dropped from the sample used in the
52 econometric investigation.
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4 Following Lazear (2002) we furthermore include sex and age in
5 the empirical model.⁶
6
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8 Means and standard deviations of these variables for nascent
9 entrepreneurs and paid employees are reported in table I. The
10 upper panel reports the values for an unrestricted sample. In
11 the lower panel only persons are included that reported to have
12 experience in up to 13 fields. The reason for this robustness
13 check can be seen from a look at the frequency distribution of
14 the answers to the question for the number of fields: While
15 slightly above one in five of all respondents reported either
16 one, or two or three fields, one in eight reported 4 fields, and
17 one in ten 5 fields (so that 90 percent of all interviewees
18 reported between 1 and 5 fields of experience), and 99 percent
19 of all respondents mentioned up to 13 fields, the few remaining
20 answered by reporting 15 (N=21), 18 (N=2), 20 (N=21), 30 (N=1),
21 43 (N=1), and 50 (N=2). Given that most of these numbers seem to
22 be at best guesstimates, and that extreme values can have a
23 large impact on the results from econometric investigation, a
24 restricted sample was constructed limited to observations with
25 13 or less reported fields, and all computations were performed
26 using this restricted sample, too.
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49 [Table I near here]
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53 From the upper panel of table I it can be seen that nascent
54 entrepreneurs on average have one more field of experience and a
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57
58
59 ⁶ Note that contrary to both Lazear (2002) and Wagner (2003)
60 nationality can not be included in the model used here because
in the REM survey this information is not collected.

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3
4 slightly higher average value of number of professional degrees
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6 than paid employees. Furthermore, the proportion of men is
7
8 higher among nascent entrepreneurs; and nascents are on average
9
10 about two years younger. When we look at the results for the
11
12 reduced sample reported in the lower panel we see that the
13
14 difference between nascent entrepreneurs and paid employees in
15
16 the number of fields of experience is much smaller now but still
17
18 positive.
19

20 From the descriptive evidence reported in table I, therefore,
21
22 we have some hints in favor of Lazear's jack-of-all-trades
23
24 hypothesis.
25
26
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28

29 **3. A test of the jack-of-all-trades hypothesis**

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32

33 In the empirical model applied to test Lazear's jack-of-all-
34
35 trades hypothesis the dummy variable indicating whether an
36
37 individual is a nascent entrepreneur or not is regressed on a
38
39 set of control variables (sex, age) and the two variables
40
41 measuring the variety of professional experience of a person,
42
43 viz. the number of different fields she/he has worked in, and
44
45 the number of professional degrees she/he earned after
46
47 completing school.
48

49 Starting a new business is a rare event; only 174 (or 3.5
50
51 percent) of all persons included in the unreduced sample are
52
53 nascent entrepreneurs, and the respective figures for the
54
55 reduced sample used in the robustness check are 168 (or 3.4
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57 percent). Application of standard textbook probit or logit
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59 methods to estimate the empirical models is not appropriate
60
here. Gary King and Langche Zeng (2001a, 2001b) recently

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3
4 developed a version of the logit model to compute unbiased
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6 estimates in a situation like this. This method - labeled Rare
7
8 Events Logistic Regression, or RELOGIT - is applied here.
9
10 RELOGIT estimates the same logit model as the standard logit
11
12 procedure, but uses an estimator that gives lower mean square
13
14 error in the presence of rare events data for coefficients,
15
16 probabilities, and other quantities of interest. Furthermore, to
17
18 take the survey design into account and to allow that the
19
20 observations might be dependent within a planning region, the
21
22 variances of the estimated coefficients were estimated with the
23
24 region as a cluster.⁷
25
26
27
28

29 [Table II near here]
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31
32

33 Results based on the unrestricted sample are reported in
34
35 column 1 of table II. To start with the control variables, the
36
37 probability of being a nascent entrepreneur is higher for men,
38
39 and it diminishes with an increasing age. According to the prob-
40
41 values all the estimated coefficients are statistically
42
43 different from zero at any conventional error level. Turning to
44
45 the variables that are at the center of interest here, both the
46
47 number of fields of experience and the number of professional
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49 degrees have a positive influence on the probability of being a
50
51 nascent entrepreneur. These results which are highly significant
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59 ⁷ All computations were done with Stata 8.1 (see StataCorp 2003)
60 using the relogit ado-file available from Gary King's homepage
at Harvard <<http://gking.harvard.edu>>.

1
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4 statistically strongly support Lazear's jack-of-all-trades
5
6 theory.⁸
7

8 To check the robustness of these results the same model was
9
10 estimated using a restricted sample where all observations are
11
12 dropped that report a number of fields of experience larger than
13
14 13. From the results reported in column 2 of table II it can be
15
16 seen that the big picture does not change.
17

18 Discussion of the results hitherto was limited to the
19
20 statistical significance of the estimated coefficients and the
21
22 direction of influence conducted by the variables. Information
23
24 on the extent of this influence, or on the economic relevance,
25
26 however, is even more important. Evidently, a variable that has
27
28 no statistically significant impact can be ignored from an
29
30 economic point of view, but the opposite is not true: A variable
31
32 that is highly significant statistically might not matter at all
33
34 economically - if the estimated probability for being a nascent
35
36 entrepreneur increases by 0.00001 percentage points when an
37
38 individual has experience in 5 instead of 2 fields the number of
39
40 fields of experience can be ignored in the discussion of reasons
41
42 for becoming a nascent entrepreneur irrespective of any high
43
44 level of statistical significance indicated by the prob-value.
45
46

47 Unfortunately, the estimated coefficients from the rare
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49 events logit model can not easily be used for statements about
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51 the size of the ceteris paribus effect of a change on the value
52
53 of an exogenous variable on the probability of being self-
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55

56
57 ⁸ To check for non-linear relationships an augmented model has
58
59 been estimated that includes squared terms for age and number of
60
fields of experience, too. The squared terms were never
statistically significant at any conventional level.

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4 employed, because the size of this effect depends on both the
5
6 value of the exogenous variable under consideration and on the
7
8 values of all other variables in the model. A way to ease
9
10 interpretation of the results is to compute the estimated
11
12 probability of being a nascent entrepreneur for (hypothetical)
13
14 individuals with different combinations of values of those
15
16 exogenous variables that are at the center of interest. We
17
18 follow this strategy: Based on the results reported in table II
19
20 we consider a 40 years old male, and then compute the estimated
21
22 probability for different combinations of the number of fields
23
24 of experience and the number of professional degrees.⁹ Results of
25
26 this exercise are reported in table III.
27
28
29
30

31 [Table III near here]
32
33
34

35 The estimated probabilities for being a nascent entrepreneur
36
37 (which are rather similar for simulations based on the results
38
39 for the unrestricted and the restricted sample) clearly
40
41 demonstrate that both the number of fields of experience and the
42
43 number of professional degrees do matter economically. To
44
45 illustrate this, note that compared to a hypothetical person
46
47 with no professional degree and only one field of experience a
48
49 hypothetical person with three degrees and two fields of
50
51 experience has an estimated probability of being a nascent
52
53 entrepreneur that is three times as high (the results 2.4
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55 percent compared to 7.3 percent, or 2.3 compared to 7.2 percent,
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⁹ All computations were done using the `setx` and `relogitq` ados that come with `relogit`; see footnote 7.

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4 when looking at the unrestricted and the restricted sample,
5
6 respectively).

10 **4. Concluding remarks**

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14 Using a different data set, a different definition of an
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16 entrepreneur, different ways to measure the extent of variety of
17
18 professional experience, and a different econometric method
19
20 compared to Wagner (2003), this paper leads to an identical
21
22 conclusion: Lazear's jack-of-all-trades hypothesis of
23
24 entrepreneurship is backed by German data, too. This supports
25
26 the position that it should be considered as an important tool
27
28 for economists in entrepreneurship research.
29
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For Peer Review

Table I

Descriptive statistics

	Nascent entrepreneurs		Paid employees	
	Mean	Std. Dev.	Mean	Std. Dev.
A: Unrestricted sample				
Sex (dummy; 1 = Male)	0.79	0.41	0.61	0.49
Age (years)	37.91	9.31	40.28	10.33
Number of fields of experience	4.26	4.73	3.27	2.61
Number of professional degrees	1.20	0.61	1.08	0.53
Number of cases	174		4808	
B: Restricted sample ¹				
Sex (dummy; 1 = Male)	0.79	0.41	0.61	0.49
Age (years)	37.80	9.19	40.26	10.32
Number of fields of experience	3.58	2.09	3.13	2.06
Number of professional degrees	1.20	0.60	1.08	0.53
Number of cases	168		4766	

¹ The restricted sample is limited to persons with up to 13 reported fields of experience.

Table II

Rare events logit estimates for being a nascent entrepreneur

		Unrestricted sample	Restricted sample ¹
Sex (dummy; 1 = Male)	[estimated coefficient]	0.815	0.850
	[prob-value]	0.000	0.000
Age (years)		-0.030	-0.031
		0.002	0.003
Number of fields of experience		0.077	0.089
		0.000	0.006
Number of professional degrees		0.362	0.367
		0.000	0.000
Constant		-3.402	-3.458
		0.000	0.000
Number of cases		4.982	4.934

¹ The restricted sample is limited to persons with up to 13 reported fields of experience.

Table III

Estimated probability for being a nascent entrepreneur (percent)¹

		Number of fields of experience										
		1	2	3	4	5	6	7	8	9	10	
A: Unrestricted sample												
Number of professional degrees	0	2.4	2.6	2.8	3.0	3.2	3.4	3.7	4.0	4.4	4.7	
	1	3.4	3.7	3.9	4.3	4.6	4.9	5.3	5.6	6.1	6.5	
	2	4.8	5.2	5.5	6.0	6.4	6.9	7.5	8.0	8.5	9.2	
	3	6.7	7.3	7.8	8.3	9.1	9.6	10.3	11.1	11.8	12.7	
B: Restricted sample ²												
Number of professional degrees	0	2.3	2.5	2.8	3.0	3.3	3.6	3.9	4.3	4.6	5.1	
	1	3.3	3.6	3.9	4.3	4.7	5.1	5.5	6.0	6.5	7.0	
	2	4.7	5.1	5.6	6.0	6.5	7.1	7.8	8.5	9.0	10.0	
	3	6.6	7.2	7.9	8.5	9.2	10.0	11.0	11.8	12.6	13.8	

¹ The estimates are based on the results reported in table II for a 40 years old male.

² The restricted sample is limited to persons with up to 13 fields of experience.