

**Kingston**  
Business  
School



**GLOBAL HIGHLIGHTS  
OF THE SMALL BUSINESS  
RESEARCH CENTRE  
FOR 2013**

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## INTRODUCING THE SBRC

Established in 1987, the Small Business Research Centre (SBRC) is one of the leading research groups in the UK in the field of small business and entrepreneurship.

Our research activities play a very important role within Kingston Business School at Kingston University. We have a vibrant research community where staff and research students work alongside associates from government and industry. Research is a key part of our approach to learning, and each department runs its own programmes and projects within a co-ordinated framework. We also encourage and resource specialist research undertaken by students studying for their PhD and DBA doctorates.

Over the past 27 years, the SBRC has grown phenomenally and now serves as a research centre for national, international and global research development projects. This publication provides a snapshot of our work over the past year, and includes our research, developments and highlights.



**Professor Robert Blackburn, director of the SBRC**

## WHO'S WHO – MEMBERS OF THE SBRC

- Professor Robert Blackburn, director SBRC
- Professor David Smallbone, associate director SBRC
- Professor Elizabeth Chell
- Professor Dirk De Clercq
- Professor Audley Genus
- Professor George Saridakis
- Dr John Kitching, reader
- Dr Alessandro Giudici, post-doctoral researcher
- Dr Arif Attar, research assistant
- Dr Rosemary Athayde, senior researcher
- Vik Gill, researcher
- Eva Kasperova, research assistant
- Valerie Thorne, research administrator

## GLOBAL LINKS

As a leading centre of research, the **Small Business Research Centre** is involved with a number of exciting partnership projects across the world; in particular, the Asia-Pacific region (**see pages 4–5**), across Europe (**see pages 6–7**), in the UK (**see pages 8–11**) and the Americas (**see page 12**). To find out more about our awards, achievements and external engagement, and to keep in touch with us, **see page 13**.





## ASIA-PACIFIC

### Teaching and knowledge exchange

#### University of Teknologi MARA, Malaysia:

In his role as visiting professor, Professor Robert Blackburn gave five presentations to staff and students at the University's main campus in Sarawak.

#### Deakin University/Institute of Public Accounts conference, Melbourne:

Professor Robert Blackburn presented on 'Government, SMEs and Entrepreneurship Development: Policy and Practice'. This comprised part of a study period Robert undertook in Australia and led to a proposal that seeks to build upon the study of SMEs and small and medium-sized accounting practices.

### Leadership on a global scale

#### Global Transitions to Sustainable

#### Production and Consumption Systems

**conference:** Professor Audley Genus is a member of the organising committee for this conference, which will be held at Fudan University, Shanghai, China, on 8 to 11 June 2014.

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"The SBRC is invaluable as a research base and resource for my studies."

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### Current research papers

#### The role of networks in the internationalisation of SMEs in Thailand:

PhD student Suthinee Mongkol's study, 'The Role of Networks in the Internationalisation of SMEs in Thailand: A Case Study of Food-Ingredient Enterprises', emphasises the SME use of networks when internationalising, and the effect of Thailand's network structural characteristics on SME internationalisation on food-ingredient SMEs.

"The SBRC is invaluable as a research base and resource for my studies," Suthinee says. "I have been able to use the expertise provided by my supervisors to develop my PhD studies. I am currently collecting data in Thailand and look forward to doing the analysis and write-up."



Sarawak River



The city of Melbourne



Professor Robert Blackburn with staff and students at the University of Teknologi MARA, Sarawak, Malaysia



## EUROPE

### Teaching and knowledge exchange

**Turku School of Economics, Finland:** As visiting professor, Professor Robert Blackburn is working with professors Jarna Heinonen and Anne Kovalainen to develop a programme of research, as well as a staff and student exchange programme.

**RENT annual conference, Vilnius, Lithuania:** Professor Robert Blackburn has contributed to post-doctoral and doctoral workshops, where he also presented a paper.

**European Council for Small Business and Entrepreneurship (ECSB):** Professor Robert Blackburn is president-elect of the ECSB and will take up the presidency in 2015.

**Annual Conference of International Network of Business and Management Journals (INBAM), Portugal:** Robert chaired a track for the *International Small Business Journal*.

**Centre for Strategy and Evaluation Services (CSES):** Professor John Kitching began working with the CSES on a study entitled 'Cost of the Cumulative Effects of Compliance with EU Law for SMEs: Literature and Methodology Review' (see 'Current research papers' for more information).

### Leadership on a global scale

**Italy: A Country Review:** This international project – the latest in a series of country reviews that Professor David Smallbone has been commissioned to contribute to, and which also includes Poland, Mexico and Russia – is concerned with entrepreneurship and SME policies in Italy. The aim is to review the current policy portfolio in Italy, analyse it and make recommendations to the government. The report is currently in the final draft stage, and the OECD plans to publish it in 2014.

**Keynote speeches:** Professor David Smallbone gave keynote speeches at conferences in Banja Luka in Bosnia, Varna in Bulgaria and Voronezh in Russia.

**Entrepreneurship and Social Inclusion:** Professor David Smallbone is a member of the steering committee for this three-year project, which is managed by the OECD on behalf of the European Commission and focuses on the role of entrepreneurship in contributing to greater social inclusion. It highlights various groups, including women, members of ethnic minorities and immigrants, young people and the disabled. David has also written related papers on policy delivery. In addition, Professor John Kitching and Professor Robert Blackburn have contributed papers on entrepreneurship and disability and the role of human resources, respectively.

**Sustainability:** Professor Audley Genus showcased his expertise as a member of the Swedish Research Council evaluation panel on sustainable and efficient resource use. Audley also attended the Sustainable Consumption Research and Action Initiative (SCORAI) workshop and European Roundtable on Sustainable Consumption and Production, both held in Istanbul.

**Knowledge-building project for industry:** Professor Audley Genus is an invited reviewer of grant applications within this funding stream for the Norwegian Research Council.

**Matching 2.0 conference in Milan, Italy:** Dr Alessandro Giudici presented on 'Inter-firm collaboration and the role of venture associations' at this conference. This was a large B2B networking initiative with over 2,000 participating firms. The workshop focused on the results of Alessandro's recent PhD thesis.

**More and Better Jobs in Home-Care Services, Brussels:** Eva Kasperova presented a case study entitled 'Assistive Technology Norfolk' at this conference, organised by the European Foundation for the Improvement of Living and Working Conditions. Eva also submitted a paper to the *International Journal of Entrepreneurial Behaviour and Research* (which has subsequently been accepted for publication), based on her continuing PhD research.

### Current research papers

**Business and network of enterprising women (B.NEW):** As part of this European-funded project, we are looking at the impact of women-led entrepreneurship on economic, social and cultural local development. B.NEW aims to promote women-led entrepreneurship in French and English areas around the English Channel. Our research aims to define an indicator to determine the impact of women-led entrepreneurship on the development and activity of French and English territories and to analyse support policies.

**Cost of the cumulative effects of compliance with EU law for SMEs:** We are working with the Centre for Strategy and Evaluation Services (CSES) on this European Commission-funded study, which will investigate the cumulative effects of compliance with EU legislation on SMEs in five sectors in nine countries, and its national implementation – there is quite a lot of existing research on the costs and effects to business of EU law, but very little on the cumulative costs and effect. Our role is to provide a review of the research literature and methodological approaches prior to the roll-out of the fieldwork stage.



## UNITED KINGDOM

### Teaching and knowledge exchange

**Small Business Charter:** Professor Robert Blackburn was appointed to the management board of the Small Business Charter, chaired by Lord Young, with the mission of designing and running an awards scheme for business schools and universities to assist small businesses to succeed and to increase the flow of graduates into small businesses. Robert served as a specialist adviser to the House of Lords Select Committee on Exporting and SMEs, which culminated in the publication of the Parliamentary Report *Roads To Success: SME Exports* (HL Paper 131) and was instrumental in the preparation for parliamentary debate. The speech from Lord Cope in the House in June cited the excellent specialist advice provided and named Kingston University as 'one of the most entrepreneurial universities in the land'.

### Kingston's Audiovisual Entrepreneurship Resources and Network (KAVERN):

Professor Audley Genus set up an entrepreneurship archive for KAVERN, which was launched in November with special guest Charles Miller – visiting fellow, and producer of the BBC's *Money Programme*.

### ACCA Global Virtual Conference, Supporting SME Growth: From Policy to Practice:

Professor Robert Blackburn took part in the filming for this virtual conference, which focused on high-growth businesses

through international perspectives. It received over 15,000 registrations and over 400 participants from across the globe.

### Society for the Advancement of Management Studies (SAMS) workshop – Conducting and Disseminating Impactful Management Research:

Professor Robert Blackburn and Professor Audley Genus jointly organised this workshop, which received positive feedback. One delegate described it as "the best workshop I have attended in a long while, and it helped with planning my research career"; while another explained how they had "acquired new information and practical and applicable answers".



Eva Kasperova presents her work at the Faculty Conference, 2013

### 4th Annual Faculty of Business and Law

**Conference:** Dr Alessandro Giudici, Eva Kasperova and Vik Gill presented papers and posters to showcase their research. Eva presented a poster entitled '(Dis)embodied entrepreneurs, identity and impairment'; while Vik presented on 'Assessing the benefits of digital technologies in social enterprises'.

**International Small Business Journal:** Eva Kasperova had a journal article, co-written with Dr John Kitching (lead author) and Jill Collis, published in the *ISBJ*. The paper was entitled 'The contradictory consequences of regulation: the influence of filing abbreviated accounts on UK small company performance'.

**How Can HR Drive Growth?:** Professor George Saridakis has co-written a book with Professor Cary Cooper of Lancaster University entitled *How Can HR Drive Growth?* George is also a research associate at the Enterprise Research Centre (ERC) and editorial board member of the *International Journal of Data Science*.

### Leadership at home

**British Academy of Management Special Interest Group (SIG):** Professor Robert Blackburn gave a plenary presentation entitled 'What is the Impact of Entrepreneurship Research Today? Perspectives and Thoughts of Entrepreneurship Scholars, Entrepreneurs and Financiers'.

### UK Parliamentary Joint Committee:

Professor Audley Genus was invited to submit evidence on the Deregulation Bill, which was subsequently published on the UK Parliament website.

**Young Enterprise:** Dr Rosemary Athayde gave a presentation at the House of Commons discussing a study conducted for Young Enterprise. The event, entitled 'Unleash the Potential', was hosted by Adam Afriyie, Conservative MP for Windsor and multimillionaire former Young Enterprise alumnus who grew up in Peckham, South London. Afriyie presented compelling new research from Opinium, supported by the Citi Foundation and the SBRC in collaboration with the Global Entrepreneurship Monitor. The SBRC's report, authored by Rosemary, was entitled 'An Entrepreneurial Profile of Young Enterprise Participants in the UK'.



Dr Rosemary Athayde with speakers and young award winners at the 'Unleash the Potential' event in South London



## UNITED KINGDOM

### Professional Contractors Group (PCG):

Dr John Kitching completed a 'UK Freelancer Data 2013' study with PCG, which updated figures for UK freelancer numbers and selected sub-groups for 2013 using UK government data sources.

### Enterprise Research Centre – 'Enterprising regulation?' workshop:

Dr John Kitching presented a session entitled 'Burden or benefit? The contradictory consequences of regulation' at this workshop, which was hosted at Kingston University.

### 36th Institute for Small Business and Entrepreneurship (ISBE) annual conference, Cardiff:

Vik Gill presented a conference paper (with Dr John Kitching) entitled 'Assessing the contribution of ICT to the triple bottom line'. The paper received a nomination for Best Paper in the Social, Environmental and Ethical Enterprise track. Vik will begin the fieldwork phase of her PhD early in 2014.

### Current research papers

#### The Structure and Development of the Role of Independent Editors:

Dr Arif Attar supported this study, led by Dr Alison Baverstock, senior lecturer in publishing studies at Kingston University. The study considers the rise in the number of independent editors in the economy, and seeks to explore their motivations, working patterns and experiences. The research will

be of interest to analysts of micro-enterprises and of use to those in the editorial and publishing industry.

**SMEs:** Professor Dirk de Clercq had papers published in peer-reviewed journals concerning his projects exploring the role of contextual ambidexterity in SME performance, and investigating the entrepreneurial orientation of SMEs.

#### The role of accountants on SME credit applications:

George Saridakis has received funding from the Institute of Chartered Accountants of Scotland to study the role of accountants on SME credit applications – charges and outcomes.

#### Entrepreneurship and self-employment by people with disabilities:

Dr John Kitching is involved in this OECD project. His background paper examines the possibility that entrepreneurship – defined as self-employment or business ownership – offers a solution to labour market disadvantage and social exclusion experienced by disabled people.

#### Evaluating the social value of regulatory reform:

Dr John Kitching is working with the World Bank on this project. The study investigates how the World Bank evaluates the social value of regulatory reform interventions, and considers proposals for change in evaluation practice.

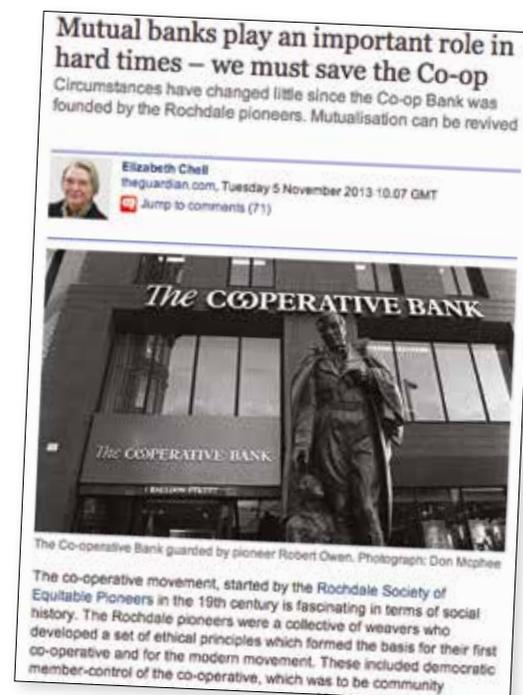
**Digital economy:** Dr Alessandro Giudici and Professor Robert Blackburn received a grant of £3,000 for their project entitled 'Digitally enabled network intermediation in the internationalisation of SMEs: A dynamic capability perspective'. This project was funded by Research Council UK Digital Economy Theme and the New Economic Models in the Digital Economy Network.

#### Entrepreneurship and business ethics:

Professor Elizabeth Chell completed her editorship of the *Handbook of Research in Entrepreneurship and Small Business* (co-editor, Professor Mine Karataş-Özkan), published by Edward Elgar, March 2014. She also undertook joint editorship of a special issue of the *Journal of Business Ethics*; research in social entrepreneurship and social innovation and business ethics.

**The co-operative movement:** Professor Elizabeth Chell's letter and online blog in the *Guardian* newspaper (4 November 2013) stimulated considerable online interest by those concerned about the plight of the Co-operative Bank. The blog highlights the social historical roots of the co-operative movement started by the Rochdale pioneers in the 19th century, and the principles of ethics and mutualisation upon which it was founded.

**Peer review:** Dr John Kitching has reviewed papers for *Environment and Planning (EPC)*, *International Small Business Journal (ISBJ)*, *Journal of Small Business Management (JSBM)*, *Urban Studies* and *International Journal of Entrepreneurship and Small Business*. John was also rapporteur for an ESRC end-of-award report for Simon Down – 'Situating small business regulation: A longitudinal study of how small firms receive, understand and respond to regulation'.





## THE AMERICAS

**Brock University, Canada:** Professor Dirk de Clercq serves as professor of management at the Goodman School of Management at Brock University. (Dirk is also consulting editor for the *International Small Business Journal*.) Meanwhile, Professor George Saridakis was a visiting international scholar at Brock University.

**University of the West Indies:** Professor George Saridakis was appointed honorary professor at the University of West Indies.

**US Academy of Management Conference, Orlando, Florida:** Dr Alessandro Giudici attended the 2013 US Academy of Management Conference, during which he served as chair for the session on 'Network formation and change', and as discussant for the session on 'Entrepreneurial orientation and network configuration'.

**US Academy of Management Early Career Colloquium in Orlando, Florida:** Dr Alessandro Giudici attended this event.



Professor George Saridakis pictured at Niagara Falls while visiting Canada as a visiting international scholar

## AWARDS AND ACHIEVEMENTS

Professor David Smallbone was recently awarded a Wilfred White Fellowship. This is the highest honour given by the International Council for Small Business.

Professor Audley Genus has been awarded a visiting professorship at Anglia Ruskin University (ARU).

Dr John Kitching received the *Journal of Small Business and Enterprise Development* 2013 Outstanding Paper Award for his paper 'Are freelancers a neglected form of small business?'.

Dr Alessandro Giudici received two Outstanding Reviewer Awards in 2013: one for the US Academy of Management Conference – Business Policy and Strategy Division, Orlando; and one for the Strategic Management Society Conference – Strategy Practice Interest Group, Atlanta, Georgia.

## EXTERNAL ENGAGEMENT

The SBRC attracted a number of visitors during 2013, including Professor Zhong-Ming Wang, director of the Global Entrepreneurship Research Centre, School of Management, Zhejiang University, who signed a memorandum of understanding with Kingston University to form a basis for collaboration.

Dr Dumin Zhao, of Jiangsu University of Science and Technology, studied at the SBRC for six months, focusing on entrepreneurship policy.

Dr Adetoun Amubode joined the SBRC on a Commonwealth Scholarship for three months, following a programme of studies that was linked to her expertise in small textile manufacturers and exporting.

## KEEP IN TOUCH

### Do you need us?

If you wish to engage the SBRC to undertake research requirements in any part of the world, please contact Professor Robert Blackburn at [r.blackburn@kingston.ac.uk](mailto:r.blackburn@kingston.ac.uk)

### Come along to an event

We hold a number of seminars throughout the year in relation to our current research projects.

For further information on all our current and completed projects, seminars, research outputs and publications, please visit [www.kingston.ac.uk/sbrc2013](http://www.kingston.ac.uk/sbrc2013)



# PUBLICATIONS 2013

## Journal publications

**Atherton, Andrew and Smallbone, David** (2013) Promoting private sector development in China: the challenge of building institutional capacity at the local level. *Environment and Planning C: Government and Policy*, 31(1), pp. 5-23.

**Bahn, Susanne and Kitching, John** (2013) Regulating small firm safety via the supply chain: implications of the Australian Work Health and Safety Act. *Journal of Health, Safety and Environment*, 29(5), pp. 285-290.

**Blackburn, Robert A; Hart, Mark and Wainwright, Thomas** (2013) Small business performance: business, strategy and owner-manager characteristics. *Journal of Small Business and Enterprise Development*, 20(1), pp. 8-27.

**Bouckenooghe, Dave; De Clercq, Dirk and Deprez, Jana** (2013) Interpersonal justice, relational conflict, and commitment to change: the moderating role of social interaction. *Applied Psychology*, ISSN (print) 0269-994X (Epub Ahead of Print)

**Chell, Elizabeth** (2013) Review of skill and the entrepreneurial process. *International Journal of Entrepreneurial Behaviour & Research*, 19(1), pp. 6-31.

**De Clercq, Dirk; Thongpapanl, Narongsak (Tek) and Dimov, Dimo** (2013) Getting more from cross-functional fairness and product innovativeness: contingency effects of internal resource and conflict management. *Journal of Product Innovation Management*, 30(1), pp. 56-69.

**De Clercq, Dirk; Lim, Dominic SK and Oh, Chang Hoon** (2013) Individual-level resources and new business activity: the contingent role of institutional context. *Entrepreneurship Theory and Practice*, 37(2), pp. 303-330.

**De Clercq, Dirk; Dimov, Dimo and Thongpapanl, Narongsak (Tek)** (2013) Organizational social capital, formalization, and internal knowledge sharing in entrepreneurial orientation formation. *Entrepreneurship Theory and Practice*, 37(3), pp. 505-537.

**De Clercq, Dirk; Thongpapanl, Narongsak (Tek) and Dimov, Dimo** (2013) Shedding new light on the relationship between contextual ambidexterity and firm performance: an investigation of internal contingencies. *Technovation*, 33(4-5), pp. 119-132.

**De Clercq, Dirk; Dimov, Dimo and Thongpapanl, Narongsak (Tek)** (2013) Structural and relational interdependence and entrepreneurial orientation in small and medium-sized enterprises: the mediating role of internal knowledge-sharing. *International Small Business Journal*, ISSN (print) 0266-2426 (Epub Ahead of Print)

**De Clercq, Dirk; Bouckenooghe, Dave; Raja, Usman and Matsyborska, Ganna** (2013) Unpacking the goal congruence-organizational deviance relationship: the roles of work engagement and emotional intelligence. *Journal of Business Ethics*, ISSN (print) 0167-4544 (Epub Ahead of Print)

**De Clercq, Dirk; Honig, Benson and Martin, Bruce** (2013) The roles of learning orientation and passion for work in the formation of entrepreneurial intention. *International Small Business Journal*, 31(6), pp. 652-676.

**Garcia-Iglesias, Jesús M; Muñoz Torres, Rebeca and Saridakis, George** (2013) Did the Bank of Mexico follow a systematic behaviour in its transition to an inflation targeting regime? *Applied Financial Economics*, 23(14), pp. 1205-1213.

**Jayawarna, Dilani; Rouse, Julia and Kitching, John** (2013) Entrepreneur motivations and life course. *International Small Business Journal*, 31(1), pp. 34-56.

**Karatas-Ozkan, Mine and Chell, Elizabeth** (2013) Gender inequalities in academic innovation and enterprise: a Bourdieuan analysis. *British Journal of Management*, ISSN (print) 1045-3172 (Epub Ahead of Print)

**Kitching, John; Hart, Mark and Wilson, Nick** (2013) Burden or benefit? Regulation as a dynamic influence on small business performance. *International Small Business Journal*, ISSN (print) 0266-2426 (Epub Ahead of Print)

**Kitching, John; Kasperova, Eva and Collis, Jill** (2013) The contradictory consequences of regulation: the influence of filing abbreviated accounts on UK small company performance. *International Small Business Journal*, ISSN (print) 0266-2426 (Epub Ahead of Print)

**Kuura, Arvi; Blackburn, Robert A and Lundin, Rolf A** (2013) Entrepreneurship and projects – Linking segregated communities. *Scandinavian Journal of Management*, ISSN (print) 0956-5221 (Epub Ahead of Print)

**Lai, Yanqing; Saridakis, George and Blackburn, Robert** (2013) Job stress in the United Kingdom: are small and medium-sized enterprises and large enterprises different? *Stress and Health*, ISSN (print) 1532-3005 (Epub Ahead of Print)

**Saridakis, George; Marlow, Susan and Storey, David J** (2013) Do different factors explain male and female self-employment rates? *Journal of Business Venturing*, ISSN (print) 0883-9026 (Epub Ahead of Print)

**Saridakis, George; Muñoz Torres, Rebeca and Johnstone, Stewart** (2013) Do human resource practices enhance organizational commitment in SMEs with low employee satisfaction? *British Journal of Management*, 24(3), pp. 445-458.

**Saridakis, George; Mole, Kevin and Hay, Graham** (2013) Liquidity constraints in the first year of trading and firm performance. *International Small Business Journal*, 31(5), pp. 520-535.

**Saridakis, George; Sookram, Sandra and Mohammed, Anne-Marie** (2013) Research note: does crime deter UK tourists from visiting Trinidad and Tobago? *Tourism Economics*, 19(4), pp. 959-966.

**Saridakis, George** (2013) Shop crime and deterrence: evidence on shoplifting among young people in the Youth Lifestyle Survey (YLS). *Review of Law & Economics*, 9(1), pp. 197-237. ISSN (print) 2194-6000

**Voronov, Maxim; De Clercq, Dirk and Hinings, CR (Bob)** (2013) Conformity and distinctiveness in a global institutional framework: the legitimation of Ontario fine wine. *Journal of Management Studies*, 50(4), pp. 607-645. ISSN (print) 0022-2380

**Voronov, Maxim; De Clercq, Dirk and Hinings, CR (Bob)** (2013) Institutional complexity and logic engagement: an investigation of Ontario fine wine. *Human Relations*, 66(12), pp. 1563-1596. ISSN (print) 0018-7267

## Books

**Saridakis, George and Cooper, Cary L, eds.** (2013) *How can HR drive growth?* Cheltenham, UK: Edward Elgar Publishing Limited. 265p. (New Horizons in Management Series)

**Welter, Friederike; Blackburn, Robert; Ljunggren, Elisabet and Åmo, Bjørn Willy, eds.** (2013) *Entrepreneurial business and society*. Cheltenham, UK: Edward Elgar Publishing Limited. 240pp. (Frontiers in European Entrepreneurship Research)

## Book sections

**Kitching, John and Marlow, Susan** (2013) HR practice and small firm growth: balancing informality and formality. In: Saridakis, George and Cooper, Cary L (eds.) *How can HR drive growth?* Cheltenham, UK: Edward Elgar Publishing Limited. pp. 26-45. (New Horizons in Management Series)

**Kitching, John; Kašperová, Eva and Collis, Jill** (2013) The bearable lightness of the administrative burden - UK financial reporting regulation and small company performance. In: Welter, Friederike; Blackburn, Robert; Ljunggren, Elisabet and Åmo, Bjørn Willy (eds.) *Entrepreneurial business and society*. Cheltenham, UK: Edward Elgar Publishing Limited. pp. 58-78. (Frontiers in European Entrepreneurship Research)

**Lai, Yanqing and Saridakis, George** (2013) Employee attitudes, HR practices and organizational performance: what's the evidence? In: Saridakis, George and Cooper, Cary L (eds.) *How can HR drive growth?* Cheltenham, UK: Edward Elgar Publishing Limited. pp. 170-214. (New Horizons in Management Series)

**Saridakis, George and Cooper, Cary** (2013) Editorial introduction. In: Saridakis, George and Cooper, Cary L (eds.) *How can HR drive growth?* Cheltenham, UK: Edward Elgar Publishing Limited. pp. 1-3. (New Horizons in Management Series)

## Monographs

**Athayde, Rosemary** (2013) *An entrepreneurial profile of young enterprise participants*. (Project Report) Young Enterprise. 18pp.

**Blackburn, Robert and Giudici, Alessandro** (2013) *The lost art of loyalty: a key to business growth*. (Technical Report) London, UK: Barclays Bank/Kingston University. 11pp.

**Jordan, E; Thomas, AP; Kitching, JW and Blackburn, RA** (2013) *Employment regulation. Part A: Employer perceptions and the impact of employment regulation*. (Project Report) London, UK: Department for Business, Innovation and Skills. 69pp. (Employment Relations Research Series, no. 123)

**Kasperova, Eva** (2013) *More and better jobs in home-care services - United Kingdom*. (Project Report) Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions. 44pp.

**Wainwright, Thomas; Kitching, John; Smallbone, David and Kasperova, Eva** (2013) *Restructuring in SMEs: United Kingdom*. (Project Report) Dublin, Ireland: European Foundation for the Improvement of Living and Working Conditions. 37pp.

## Conference proceedings

**Athayde, Rosemary and Hart, Mark** (2013) The impact of enterprise education on propensity, intentions and attitudes: some evidence from a study of Young Enterprise UK. In: *3E Conference - Inaugural ECSB Entrepreneurship Education Conference*; 29-31 May 2013, Aarhus, Denmark.

**Athayde, Rosemary and Hart, Mark** (2013) An investigation into the persistence of entrepreneurial activity in a global city. In: *36th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Escape Velocity: Entrepreneurship in an Internationalising Environment*; 12-13 Nov 2013, Cardiff, UK.

**Kautonen, Teemu; Kibler, Ewald; Wainwright, Thomas; Fink, Matthias and Blackburn, Robert** (2013) Ageing and New Business Creation: The Role of Subjective Age Identity, *36th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Escape Velocity: Entrepreneurship in an Internationalising Environment*; 12-13 Nov 2013, Cardiff, UK.

**Gill, Victoria and Kitching, John** (2013) Assessing the contribution of ICT to the triple bottom line. In: *36th Institute for Small Business and Entrepreneurship (ISBE) Annual Conference: Escape Velocity: Entrepreneurship in an Internationalising Environment*; 12-13 Nov 2013, Cardiff, UK.

**Kasperova, Eva** (2013) (Dis)embodied entrepreneurs, identity and impairment. In: *The 4th Annual Faculty of Business and Law Conference: Emerging Issues in Business and Law; 10 May 2013, Kingston Upon Thames*, UK (Unpublished)

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