

CAN NONFAMILY FIRMS BE MORE LIKE FAMILY FIRMS?

COMPARING SEW IN FAMILY AND NON-FAMILY FIRMS

Abstract

The enormous heterogeneity on the concept of family business itself has led to a multitude of results in scientific literature, often contradictory. Our main focus of attention to answer heterogeneity and distinctiveness of Family and Non-family organizations will be based on the Socioemotional Wealth (SEW) approach one of the dominant paradigms in explaining these differences. Based on these theoretical lenses and on a recent survey of 370 manufacturing family and non-family Spanish SME, we aim to answer some calls in the literature by responding to the following research questions: (a) Is the FIBER scale, proposed by Berrone et al. (2012), valid for the measurement of SEW in family firms? (b) Can we extend such a construct to nonfamily firms? If so, (c) does SEW play the same role in family and non-family firms in its relation to performance? Our preliminary results provide support to the idea that SEW can be reproduced by nonfamily firms to a certain extent and that non-family firms also have lessons to learn from certain aspects of family firms in order to take advantage of their benefits.

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