

## Organizational design configurations in the early stages of firm's life cycle

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### **Abstract**

*The liability of newness affirms that firms do face a higher risk of being selected out from their competitive environment more in the first years of their existence, than later (Stinchcombe, 1965; Henderson, 1999). The main reasons for the liability of newness are the problems of setting up an organizational structure and getting the new unit to work efficiently enough to keep pace with their competitors (Fritsch et al., 2006). Nevertheless, empirical studies about the survival rate of new firms mostly focus on such factors as: relationship with capital markets (Robb & Robinson, 2012), expectations of the entrepreneur (Sarasvathy et al., 2013), background of the employees (Andersson & Klepper, 2013), industry, region and time effects (Fritsch et al., 2006), and clusters role (Wennberg & Lindqvist, 2010). Conversely, a thorough understanding on the role played by the organizational solutions firms adopt in the early stages of their life is still missing. Using the fsQCA methodology, this paper fills this gap by analyzing the organizational configurations of those firms that have successfully overcome the liability of newness and have been able to grow.*

**Keywords:** Organizational configurations; young firms; life cycle; fsQCA.

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