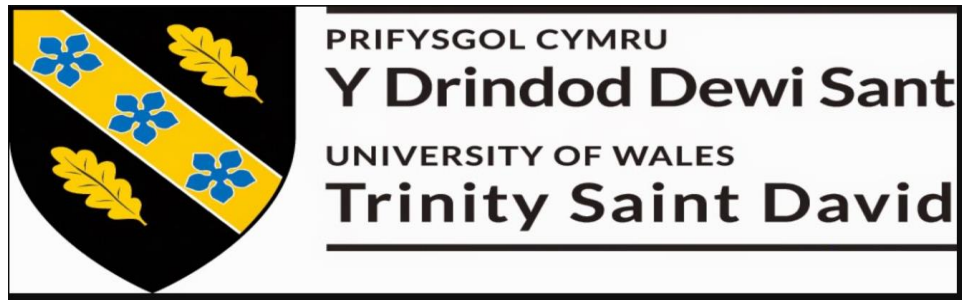




A Review of a Journal Article

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A Critically Review of a Journal Article

01.Summary

The first section of the article expressed the rational of the study by highlighting the gaps in the existing literature and then moved towards to identifying the theoretical evidence to implement framework and propositions to incorporate the arguments. Analysed the gathered data to answer research questions. Lastly this research study answered to the developed research questions and made enormous contribution to the knowledge of team formation in new venture creations.

02.Introduction

This empirical research study is based on the investigation of how team formation processes unfold, and the evolvement of labour market factors influence in new venture creation. The entrepreneurship theories express diverse team formation processes and this article begins to explore the unanswered areas of team formation processes of; **how many types of team formation procedures, how they different from each other and which structural features explicate these differences**. While the title might suggest that team formation defines the assembly of a venture's most critical resource is human capital and thereby human capital personified by a venture creator's is the most significant predictor for a venture's existence and success (Held, Herrmann and Mossel, 2018). Therefore, this article hypothesises the team formation process from the time commitments of creators, service providers and employees at any time between beginning of the venture and it reaches to the success or exits. However, author has implemented five propositions and conceptual framework to analyse the above stated questions.

03.Discussion

Authors examined these propositions using data from perfect timing database and participants were randomly selected 344 ventures in German and USA between 2012 and 2016. The data's explicit focused on the time and sequence of venture creation activities to identify the patterns in team formation process. The main findings associate with the research questions are;

Question 01 - How many types of team formation processes exists.

According to the literature says that team formations can by done in two ways nonetheless this study found seven ways in which creators contribute to develop venture creation (from hybrid entrepreneurship to high growing founder teams). Six methods were identified to hire employees to the venture (from zero hiring to the immediate hiring of many employees). Moreover, it also found that there are five different methods to engage with the service providers (from zero service providers to high number of service providers).

Question 02- How they differ from each other

The data findings claim that the methods differ from each other if they are dynamic or stable and it differ with the engagement, action, scope towards to the venture of the founders, employees and service providers.

Question 03- Which structural characteristics explicate these differences.

This research study has found that there are many different structural characteristics explicate; nature of production type, labour market institutions, commercial ideas, innovation processes characterize to make differences in team formation.

Nevertheless, this study has provided methodology to analyse venture creation processes and it suggested methodological answer to identify the insight of how venture creation process can be implemented overtime.

04.Evaluation

This research study has provided in depth practical information to guide of the team formation process in new ventures including the types, differences and the structural characteristics. The authors analysed existing theories and identified gaps in team formation process in new ventures. Therefore, deductive research approach was incorporated whereas five propositions or hypotheses developed from the existing theory and then designed this study under the quantitative methods to test the hypotheses. Hence, it proved that collected data was appropriate to answer the research questions and provide insight on team formation types, how they differ from each other and the structural characteristic explicate these differences in new ventures.

Nevertheless, authors have selected two countries to identify the real situations, German has regulatory labour market and USA has flexible labour market. Although, the intention to generalize the findings of this research study is debateable because both selected countries are developed economies and thereby the findings can only apply to the develop economies.

On the other hand, it can suggest that authors could consider new world concepts like globalization, technology, artificial intelligence and other environmental factors in this study. This subject incorporated with the humans and thereby it can suggest conducting unistructural interviews to explore the real insights of the subject. The validity test related KMO -Kaiser-Meyer-Olkin value and reliability test related Cronbach Alpha coefficient value details are unable to find from the article. Though, theory evidence proved that the research instrument has construct validity. The international research team has collected the data and it could claim that researchers are independent and fairly gathered relevant data to support this study. The data were collected anonymously from randomly selected 344 ventures located on Germany and USA to obtain the real insights. In contrast this is not the whole population and this limitation can be rectified by future research including information of developing countries.

Moreover, this research study has been peer reviewed and well-integrated to explore the research findings for better understanding of the team formation in new venture creations.

05.Conclusion

It can conclude that this research study is based on empirical evidence. Because the actual experimental and measured phenomena originate to recognise the real insights and knowledge of team formation in new ventures. The literature only concerned about the link between the characteristics of venture and the consequences of venture creation of success and growth. However, this research study provide interpretation of how team formation process between the preliminary stage and to the end stage of venture creation by finding that different team formation processes exist, and how they look like, discern differences in venture creation that have previously unaddressed by the previous theorist (Held, Herrmann and Mossel, 2018). Therefore, it could conclude that the authors have made unique contribution to the area of team formation processes in new ventures.

Reference

Held, L., Herrmann, A.M. and Mossel, A.V. (2018). Team formation processes in new ventures. *Small Business Economics*, 51(1), pp.441–464.