

Leadership Excellence and Gender in Organizations

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How much do we really know about women and entrepreneurship? A meta-analysis and research call

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A large and growing literature in business and allied social sciences studies how gender affects entrepreneurial outcomes. A number of scholars have offered qualitative research syntheses of this work, but no quantitative synthesis has yet been attempted. In this paper, we perform a meta-analysis on how gender influences entrepreneurial outcomes in terms of venture performance, proclivity to enter, access and terms of financing, and affect. In general, women experience inferior outcomes to men across the board. However, the effect of gender varies significantly across studies, suggesting the presence of important contingencies.