

# Michael Frese\*

2024 Award Winner

## Career

Born in Germany

BA (Psychology), University of Regensburg, Germany (1971)

MSc (Psychology), Free University of Berlin, Germany (1976)

PhD (Psychology), Technical University of Berlin, Germany (1978)

Scientific Assistant, Technical University of Berlin, Germany (1976–1980)

Associate Professor, University of Pennsylvania, USA (1981–1983)

Professor, Ludwig Maximilian University of Munich, Germany (1984–1991)

Professor, University of Giessen, Germany (1991–2009)

Professor and head of Department, University of Amsterdam (1998–2000)

Professor, National University of Singapore Business School, Singapore (2009–2020)

Professor, Leuphana University of Lueneburg, Germany (part-time, 2009–)

Professor, Asia School of Business, Kuala Lumpur, Malaysia (2020–)

## Major Scientific Contributions in the Fields of the Award

### *Books and edited Volumes*

Frese, Michael, ed. (2000). *Success and Failure of Microbusiness Owners in Africa: A Psychological Approach*. Westport, CT: Greenwood.

Baum, J. Robert, Michael Frese and Robert A. Baron, eds. (2007). *The Psychology of Entrepreneurship*. New York, NY and London: Psychology Press.

Gielnik, Michael M., Michael Frese and Melissa S. Cardon, eds. (2021). *New Perspectives on the Psychology of Entrepreneurship*. London: Routledge.

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\* This biography covers a selection of Michael Frese's work until January 2024.

### *Journal Articles*

- Frese, Michael, Wolfgang Kring, Andrea Soose and Jeanette Zempel (1996). "Personal Initiative at Work: Differences between East and West Germany." *Academy of Management Journal* 39(1), 37–63.
- Frese, Michael and Doris Fay (2001). "Personal Initiative: An Active Performance Concept for Work in the 21st Century." *Research in Organizational Behavior* 23, 133–187.
- Baer, Markus and Michael Frese (2003). "Innovation is Not Enough: Climates for Initiative and Psychological Safety, Process Innovations, and Firm Performance." *Journal of Organizational Behavior* 24(1), 45–68.
- Krauss, Stefanie I., Michael Frese, Christian Friedrich and Jens M. Unger (2005). "Entrepreneurial Orientation: A Psychological Model of Success Among Southern African Small Business Owners." *European Journal of Work and Organizational Psychology* 14(3), 315–344.
- Frese, Michael, et al. (2007). "Business Owners' Action Planning and Its Relationship to Business Success in Three African Countries." *Journal of Applied Psychology* 92, 1481–1498.
- Rauch, Andreas and Michael Frese (2007). "Let's Put the Person Back into Entrepreneurship Research: A Meta-Analysis on the Relationship Between Business Owners' Personality Traits, Business Creation, and Success." *European Journal of Work and Organizational Psychology* 16(4), 353–385.
- Bledow, Ronald, Michael Frese, et al. (2009). "A Dialectic Perspective on Innovation: Conflicting Demands, Multiple Pathways, and Ambidexterity." *Industrial and Organizational Psychology* 2(3), 305–337.
- Frese, Michael (2009). "Towards a Psychology of Entrepreneurship—An Action Theory Perspective." *Foundations and Trends in Entrepreneurship* 5(6), 437–496.
- Rauch, Andreas, Johan Wiklund, G. Tom Lumpkin and Michael Frese (2009). "Entrepreneurial Orientation and Business Performance: An Assessment of Past Research and Suggestions for the Future." *Entrepreneurship Theory and Practice* 33(3), 761–787.
- Rosing, Kathrin, Michael Frese and Andrea Bausch (2011). "Explaining the Heterogeneity of the Leadership-Innovation Relationship: Ambidextrous Leadership." *The Leadership Quarterly* 22(5), 956–974.
- Unger, Jens M., Andreas Rauch, Michael Frese and Nina Rosenbusch (2011). "Human Capital and Entrepreneurial Success: A Meta-Analytical Review." *Journal of Business Venturing* 26(3), 341–358.

- Glaub, Mathias E., Michael Frese, Sebastian Fischer and Maria Hoppe (2014). "Increasing Personal Initiative in Small Business Managers/Owners Leads to Entrepreneurial Success: A Theory-Based Controlled Randomized Field Intervention for Evidence-Based Management." *Academy of Management Learning and Education* 13(3), 354–379.
- Frese, Michael and Michael M. Gielnik (2014). "The Psychology of Entrepreneurship." *Annual Review of Organizational Psychology and Organizational Behavior* 1(1), 413–438.
- Gielnik, Michael M., Michael Frese, et al. (2015). "Action and Action-Regulation in Entrepreneurship: Evaluating a Student Training for Promoting Entrepreneurship." *Academy of Management Learning & Education* 14(1), 69–94.
- Gielnik, Michael M., Matthias Spitzmuller, Antje Schmitt, Daniela Klemann, Michael Frese (2015). "I Put in Effort, Therefore I Am Passionate: Investigating the Path from Effort to Passion in Entrepreneurship." *Academy of Management Journal* 58(4), 1–20.
- Campos, Francisco, Michael Frese, et al. (2017). "Teaching Personal Initiative Beats Traditional Business Training in Boosting Small Business in West Africa." *Science* 357, 1287–1290.
- Jacob, Gabriel Henry, Michael Frese, Stefanie I. Krauss and Christian Friedrich (2019). "On the Importance of a Motivational Agency Variable: Being a Formal Business in Developing Countries Is Only Helpful for Growth if Business Owners Show a High Degree of Personal Initiative." *Journal of Applied Psychology* 104(9), 1181–1194.
- Hubner, Sylvia, Michael Frese, et al. (2022). "An Asia-Centric Approach to Team Innovation: Cultural Differences in Exploration and Exploitation Behavior." *Journal of Business Research* 138, 408–421
- Lex, Maïke, Michael M. Gielnik, Matthias Spitzmuller, Gabriel H. Jacob and Michael Frese (2022). "How Passion in Entrepreneurship Develops Over Time: A Self-Regulation Perspective." *Entrepreneurship: Theory and Practice* 46(4), 985–1018.
- Frese, Michael and Michael M. Gielnik (2023). "The Psychology of Entrepreneurship: Action and Process." *Annual Review of Organizational Psychology and Organizational Behavior* 10, 137–164.

### ***Book chapters***

- Frese, Michael and Dieter Zapf (1994). "Action as the Core of Work Psychology: A German approach." In Harry C. Triandis, Marvin D. Dunnette and Leaeta M. Hough, eds., *Handbook of Industrial and Organizational Psychology*. Palo Alto, CA: Consulting Psychologists Press, 271–340.
- Rauch, Andreas and Michael Frese (2007). "Born to Be an Entrepreneur? Revisiting the Personality Approach to Entrepreneurship." In J. Robert Baum, Michael Frese and Robert A. Baron, eds., *The Psychology of Entrepreneurship*. New York, NY and London: Psychology Press, 41–65.
- Frese, Michael (2021). "An Action Theory (AT) Approach to the Psychology of Entrepreneurial Actions and Entrepreneurial Success." In Michael M. Gielnik, Michael Frese and Melissa S. Cardon, eds., *New Perspectives on the Psychology of Entrepreneurship*. London, UK: Taylor and Francis, Routledge, 182–209.