



**UNIVERSITA' DEGLI STUDI DI TRENTO**  
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**DISA Seminari**

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**Organizational and Competitive Implications  
of Member Exit**

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**Aula seminari DISA**

**ABSTRACT**

This paper studies the effect of member exit on organizational survival within the Dutch accounting industry during the period 1880-1986. We argue that member exit has different consequences depending on who exits, the nature of the donor and recipient firm and changes in the competitive conditions that might ensue as a result of departing individuals. While the recruitment of new key members and the corresponding inflow of human capital may enhance the chances of organizational survival, their departure amounts to a loss of valuable human capital and the disruption of existing routines, with the effect of increasing the risk of organizational dissolution. This risk is even higher when member exit leads to the foundation of a new venture within the same geographical area. We discuss the implications of our analysis for industry dynamics.

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