



INVESTIGAÇÃO JUNIOR DA UNIVERSIDADE DO PORTO (IJUP )  
Empreendedorismo social em Portugal: contributos para a análise da sua  
emergência nas áreas educativas e organizacionais

# Human Resource Management and social entrepreneurship profiles in Third Sector Organizations

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## Resume

In the context of Multidisciplinary Projects IJUP-2011 on "Social Entrepreneurship in Portugal: contributions to the analysis of its emergence in educational and organizational areas" and another on "Social Entrepreneurship in Portugal" funded by the FCT, which 2-year research career, it was considered important to analyze the relationship between social entrepreneurship profiles and the Human Resources (HR) management in 7 organizations of the third sector (OTS).

Currently the social entrepreneurship is focus of attention worldwide. An issue that attracts several sectors of society, amongst other reasons, for being regarded as a form of innovation aiming to overcome the challenges of the crisis of the Welfare State. The term social entrepreneurship emerged in the 90s (twentieth century), combining a diversity of conceptual approaches which come from the Anglo-Saxon, European and Latino-American approaches.

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educação/formação (PTDC/CS-SOC/100186/2008).*

We propose answering to the following survey question: what relationship is there between the HR management and social entrepreneurship profile in OTS? To this end, the social entrepreneurship profiles were defined from an extensive analysis of the information gathered on 89 OTS, wherein one of the analytical vectors was HR management. Through a combined multivariate analysis (with the use of hierarchical cluster analysis and of the simple correspondence analysis as exploratory techniques) three profiles of social entrepreneurship were established: low, moderate and strong guidance.

In this communication, we focused the analysis on 7 cases of OTS with moderate and strong entrepreneurship so as to deepen the characteristics of HR management. The approach was made through indicators available in secondary source: the Single Report of 2011. The set of variables that characterize the HR which we tried to relate to the social entrepreneurship profiles were the personnel evolution, sex, age, educational and professional qualification, antique, absenteeism, leaves, training, promotions, contracts and salaries.

## References

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