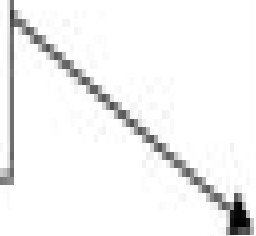
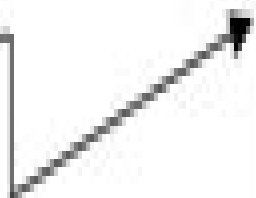


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Innovative Work Behavior Iwb In The Knowledge Intensive

**Tindara Addabbo, Edoardo Ales, Ylenia
Curzi, Tommaso Fabbri, Olga
Rymkevich, Iacopo Senatori**

Innovative Work Behavior Iwb In The Knowledge Intensive:

Proceedings of the 9th Global Conference on Business, Management and Entrepreneurship (GCBME 2024)

Ratih Hurriyati, Sulastris Sulastris, Lisnawati Lisnawati, Lili Adi Wibowo, 2025-09-26 This is an open access book The 9th UPI Global Conference on Business Management and Entrepreneurship UPI GCBME 2024 will be held on August 07 2024 in Bandung Indonesia The aim of UPI GCBME 2024 is to provide a platform for educators researchers artists scholars managers graduate students and entrepreneurs from different cultural backgrounds to present and discuss researches developments and innovations in the fields of Business Management and Entrepreneurship It provides opportunities for the delegates to exchange new ideas and implementation experiences to establish business or research connections and to find global partners for future collaboration

The International Journal of Indian Psychology, Volume 3, Issue 3, No. 11

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Marcus Tynnhammar, 2019-02-02 Launched in 2011 to recognize the prolific contribution that PhD dissertations make to the field of Innovation Management the ISPIM Dissertation Award selects three winners from the possible 100 entries every year Aided in the selection process by the generous support of Innovation Leaders the ISPIM presents the awards at their annual Innovation Conference With only three finalists being selected each year many excellent submissions do not receive the recognition they deserve To rectify this the 2018 ISPIM Dissertation Award cast its spotlight beyond the top three dissertations and onto a much greater number of entries Compiling the top 28 submissions received this year New Waves in Innovation Management Research is organized into six thematic sections that cover areas such as investments collaboration and creativity Presenting a broad range of case studies and data from across global this edited volume illustrates the breadth of research potential in the coming wave of innovation management This book will be of interest to students researchers and professional managers alike who are interested in or actively involved in the latest research on innovation management

New Ways of Working Practices

Jan de Leede, 2016-12-22 The purpose of this volume is to examine new ways of working technologies and working environments and the impact of these on our behaviors at work Addressing trust social cohesion and diversity leadership teamwork and innovative work behavior we show that NWW practices are changing everyone's work anytime anyplace anyhow

Performance Appraisal in Modern Employment Relations

Tindara Addabbo, Edoardo Ales, Ylenia Curzi, Tommaso Fabbri, Olga Rymkevich, Iacopo Senatori, 2019-12-10 Contributing to the debate on work performance evaluation in a time of

technological transformation this book explores the impact of digitisation on production and organisation models as well as on the rights and interests of the stakeholders involved As organisations down size merge with other companies and become decentralised the boundaries in employer employee customer relationships are blurred and new models for the organisation and assessment of work performance have emerged With these new models innovative regulatory approaches are sorely needed Taking an interdisciplinary approach and drawing on theoretical concepts from organisation studies human resource management sociology and labour economics this all encompassing collection is not only essential reading for academics and students but also for policy makers and employers who are looking for innovative and practical solutions to the challenges of modern employment relations

ICT for Intelligent Systems Jyoti Choudrie,Eva Tuba,Thinagaran Perumal,Amit Joshi,2026-01-01 This book gathers papers addressing state of the art research in all areas of information and communication technologies and their applications in intelligent computing cloud storage data mining and software analysis It presents the outcomes of the 9th International Conference on Information and Communication Technology for Intelligent Systems ICTIS 2025 held in New York USA The book discusses the fundamentals of various data analysis techniques and algorithms making it a valuable resource for researchers and practitioners alike

Managing Knowledge, Absorptive Capacity And Innovation Joe Tidd,2021-05-05 Knowledge Management focuses on identifying sharing storing and exploiting internal knowledge whereas Open Innovation is more concerned with sources of external knowledge However this simple dichotomy between open and closed approaches is unhelpful and not realistic Instead it is the interaction between internal and external knowledge that creates dynamic capabilities and the ability to innovate In particular we need to better understand the interactions between internal and external knowledge and how these influence innovation outcomes under different conditions This edited volume Managing Knowledge Absorptive Capacity and Innovation provides an opportunity to combine contemporary interests in Open Innovation with the classic notion of absorptive capacity to better understand how organisations can manage the absorption and exploitation of inbound external sources of knowledge in order to innovate

Measuring Innovative Work Behaviour Jeroen P.J de Jong,Deanne N. Den Hartog,2010 Both scientists and practitioners emphasize the importance of innovative work behaviour IWB of individual employees for organizational success but the measurement of IWB is still at an evolutionary stage This article is concerned with developed a measure of IWB with four potential dimensions the exploration generation championing and implementation of ideas From a pilot survey among 81 research professionals and their supervisors we derived an initial version of ten items Next analysis of validity drew on survey data from 703 matched dyads of knowledge workers and their supervisors in 94 knowledge intensive services firms It included confirmatory factor analyses and hierarchical multilevel regressions to test hypothesized relationships of IWB with related constructs including participative leadership external work contacts and innovative output These analyses demonstrated sufficient reliability and criterion validity Evidence for the distinctiveness of the four dimensions was however

weak suggesting that IWB is one dimensional We conclude that further research on this issue is merited

GLOBALIZATION IN INDIA RAMANUJ GANGULY,2010-02-15 Since the last decade of twentieth century India has strived for an experienced and unprecedented economic turn around The country has witnessed a structural shift in GDP growth propelled largely by new investments and the growth of the value enhancing services sector Globally these efforts are not only source of appreciation but also of assumption for many that India increasingly being seen as part of new axis of influence in the world Long established three headed social problem poverty illiteracy unemployment remains the biggest stumbling block for a post colonial country like India New sets of problems have taken shape in the last quarter of twentieth century when policy makers and market participants have prioritized economic activities for short term gains In context of the above Center of Associates for Sociological Studies and Action undertook to bring out to the fore oft neglected inter disciplinary discussions and analysis in fifteen articles to examine the process of globalization in India taking insights from economics political science and international relations sociology cultural anthropology social ecology management and cultural studies It discusses the impact of the process of globalization on social institutions like marriage family economy politics education and religion The book is intended for postgraduate students and research scholars It provides readers with a clear perspective about creating economics environmental and social capital that can produce multiplier effect for making national progress more inclusive and sustainable

Antecedents of Employees' Innovative Work Behaviour. A

Learning Perspective Anna Lena Seeling,2016-04-06 Master s Thesis from the year 2015 in the subject Ergonomics grade 1 7 Maastricht School of Management language English abstract In knowledge intensive and fast moving societies innovation is regarded as crucial for organizations sustainability and success Amabile 1988 Kontoghiorghes Awbre West 2002 Not only organizations in highly competitive markets need to innovate so do non profit organizations such as educational institutes Messmann Scott Scott Janssen 2000 Due to the high significance of employees contribution to innovation development at work the question arises which factors drive employees IWB Antecedents of IWB have been examined at three levels of analysis the individual work group and organizational N Anderson De Dreu Nijstad 2004 Innovative Work Behavior Rabia Imran,2011-10 The study made a significant contribution to the existing body of knowledge by integrating different aspects of organizational climate transformational leadership and innovative work behavior The study directly benefited the managers as they should become aware of the role of their leadership style in creating a climate that is conducive for employee innovative work behavior The study provides guidelines useful for managers in enhancing employee s innovative behaviors Organizations can train managers to become leaders so they create conducive organizational climate to ensure innovative behavior The management may focus on transformational leadership as a fundamental aspect of supervisory practices due to its impact on perceptions of organizational climate and innovative work behavior Human resource development is the burning issue these days A lot of effort is being made to raise the level of the employees to have

innovative and competitive organizations The current study helps policy makers to make policies for human resource development and have a more development oriented environment which would help in having competitive organizations

Innovative and Creative Behaviours in the Modern Workplace: Causes and Consequences Mike James

Mustafa, Mathew Hughes, Delia Virga, 2025-08-22 In light of ongoing globalization and the post pandemic recovery period organizational innovativeness is becoming a strategic necessity for many organizations to survive and thrive in contemporary business environments In achieving innovativeness organizations have become reliant on the discretionary and non conformity extra role behaviors of their employees that go beyond employee role expectations Employee creativity and innovativeness represent two such behaviors deemed critical for organizational innovativeness Employee creativity can be viewed as the cognitive and behavioral processes applied when attempting to generate novel ideas and employee innovativeness as the processes applied when attempting to implement new ideas A particular challenge for organizations is understanding how behaviors emerge and how they can be sustained through appropriate structures and processes Such challenges are even more profound given that employees may not be willing to engage in such behaviors due to often significant personal costs associated with engaging in them Given the growing importance of employee creative and innovative behaviors to organizational success and survival numerous studies have examined their antecedents in order to develop theoretical models and evidence based guidance for enhancing employee creativity and innovativeness A fundamental issue among such studies is that they have mainly focused on specific elements of organizational cultures and or leadership styles This has often resulted in an incomplete understanding of how such complex behaviors actually emerge

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