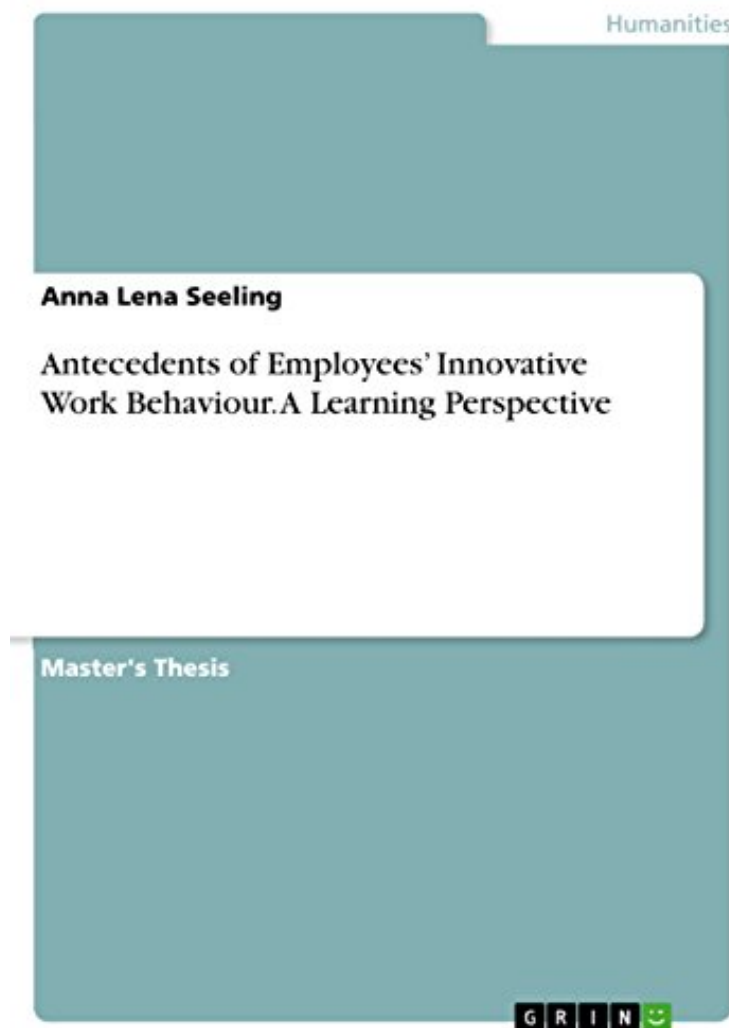


# Antecedents of Employees' Innovative Work Behaviour. A Learning Perspective

Anna Lena Seeling

ebooks | Download PDF | \*ePub | DOC | audiobook



 Download

 Read Online

2016-03-07 2016-03-07 File Name: B01HQ7GKMG | File size: 21.Mb

**Anna Lena Seeling : Antecedents of Employees' Innovative Work Behaviour. A Learning Perspective** before purchasing it in order to gauge whether or not it would be worth my time, and all praised Antecedents of Employees' Innovative Work Behaviour. A Learning Perspective:

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, Feurig, 2005; West, 2002).

Not only organizations in highly competitive markets need to innovate, so do non-profit organizations, such as educational institutes (Messmann Mulder, 2011). Innovations are new and useful products or processes that address problems and challenges of a certain work context and that maintain or improve the current state of this context (West Farr, 1989). Thus, innovative opportunities appear not only in break-through product creations, but also in continuous problem solving. In this regard, organizations increasingly need and expect all employees to contribute to the development of innovations (Messmann, 2012). Employees' contribution to the development of innovation is referred to as innovative work behaviour (IWB) (Janssen, 2000; Scott Bruce, 1994). In order to address problems or improve the organizational status quo individuals have to accomplish a set of innovation tasks (Kanter, 1988; Scott Bruce, 1994). These tasks capture the exploration of opportunities to innovate as well as the generation, promotion, and realization of innovative ideas (De Jong Den Hartog, 2010; 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).