An empirical study to explore the relationship between managerial capability and adaptive capability to stimulate the organizational innovation in SMEs

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Abstract

The aim of this study is to explore the relationship among, managerial capability (in terms of decision making, management style, people development and succession planning), adaptive capability (in terms of horizon scanning, change management and resilience) and organizational innovation. This study also proposes a rigorous model and considers a positive impact of managerial capability and adaptive capability’s dimensions on the development of organizational innovation in the context of small and medium enterprises (SMEs). The study uses partial least squares structural equation modeling (PLS-SEM) to test the model hypotheses. The empirical data is gathered through questionnaire from 220 SMEs. The results show strong and significant relationship among managerial and adaptive capability and innovation. Furthermore, the dimensions of managerial capability and adaptive capability show strong relationship with organizational innovation where majority of hypothesis supported this study. This study found that all the dimensions of managerial capability and adaptive capability help to develop and improve the performance of organizational innovation in SMEs. The study concludes with a comprehensive discussion, research limitations, and future research suggestions.
Key Words: Managerial capability, adaptive capability, organizational innovation, SMEs, PLS-SEM

About the Speaker

Zulfiqar Ali received B.Sc. (Engg.) degree in Industrial Engineering and Management from University of Punjab, Lahore, Pakistan in 2010. Then M.Sc. Innovation and Entrepreneurship from Fatih University Istanbul, Turkey in 2013, while studied one semester in University of Southern Denmark (Sonderborg campus) during M.Sc. He is currently pursuing Ph.D. in the Department of Systems Engineering and Engineering Management (SEEM), City University of Hong Kong. His research areas include innovation in SMEs, transformation of SMEs and capability development of SMEs.

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All are Welcome!