

THE IMPACT OF INNOVATION CLIMATE ON INNOVATIVE WORK BEHAVIOR. AN EMPIRICAL INVESTIGATION IN PUBLIC SECTOR LABORATORIES IN BAHRAIN.

OVERVIEW

This research trying to understand how innovation climate impact employee's innovative work behavior (IWB) in public sector laboratories in kingdom of Bahrain.

PROBLEM

Public sector labs encounter several challenges such as shortages of budgets, rising work load, lack of continuous learning and training plans, highly demand of adoption of latest technologies and necessity to scientific research, in parallel to meet aspirations of variety of clients. Thus, Public Labs have a persistent need to be innovative organizations as a part of sustainable work strategy aligned with 2030 vision. It's worthwhile to understand how the employees surrounding environment (climate) impact their innovative work behavior (IWB) as they are the core of innovation process in any institution.

METHODOLOGY

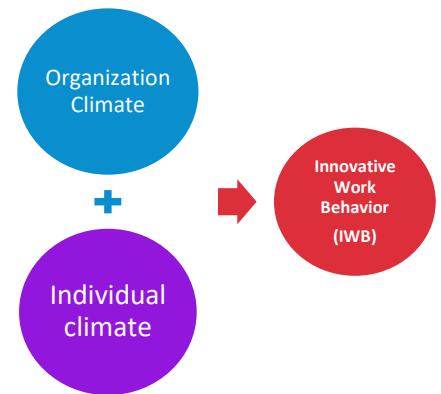
- Literature review and pilot interviews with 10 analytical and medical public labs officials working in a variety of institutions conducted, and resulted in determining 5 organizational factors and 2 individual factors that may have an impact on IWB.
- “The Big five” model adopted to evaluate personal traits as individual factors.
- An online survey was developed and distributed to the employees of 10 public sector laboratories and 104 valid responses were collected and analysed statistically using SPSS.

FINDINGS

Demographic data get us to better understanding to that vital sector. The results revealed that there is a significant impact of extraversion and agreeableness on IWB. In addition, work passion has a significant relationship with IWB. Moreover, Co-worker support and work characteristics have a significant impact on IWB. However, work passion does not show any significant impact on IWB. Overall, both organizational climate and individual climate have a significant impact on innovative work behavior for employees of public sector labs in Bahrain.

RECOMMENDATIONS

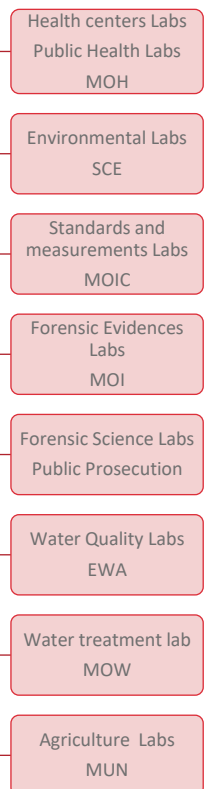
- Finding the ways to strengthen both individual climate and organizational climate elements in parallel and find out the appropriate methods to measure and monitor them to ensure innovativeness.
- Inclusion of innovativeness in the strategies and plans toward employees in the public sector generally and public laboratories specifically.
- Assuring that IWB be considered in all human resource procedures include recruitment, training and promotion.
- Establish a scientific committee that gathers officials and scientists from all laboratories among public sector to exchange knowledge, finding the horizons of possible cooperation, collaborate in scientific research and offering innovative solutions.



Conceptual Research Model

Public Sector

Laboratories



Public Laboratories and entities involved in the study



Main innovation climate factors that have impact on IWB