MIC 2016
Management International Conference
Pula, Croatia • 1–4 June 2016

Antecedents of Innovation Capabilities
A Multi-dimensional Framework based on a Systematic Review

Saif Maqbool
University of Udine, Faculty of Economics & Statistics, Italy
maqbool.saif@spes.uniud.it

Guido Bortoluzzi
University of Trieste, Faculty of Economics, Italy
guido.bortoluzzi@deams.units.it

Matej Cerne
University of Ljubljana, Faculty of Economics, Slovenia
matej.cerne@ef.uni-lj.si

Shah Rukh Shakeel
University of Vaasa, Department of Industrial Engineering and Management, Faculty of Technology, Finland
shah.rukh.shakeel@uva.fi

Muhammad Rafiq
Superior University, Faculty of Business Administration, Pakistan
m.rafiq@superior.edu.pk

In this current technological and challenging environment, innovation capabilities are fundamental determinants for firms to be innovative, competitive and competent for sustainable development. Organizations are striving to build up those capabilities for continuous innovation development and implementation. Current literature on innovation capabilities is extremely fragmented as a simple unconditional search in any research database demonstrates hundreds of relevant but loosely connected results. The purpose of this paper is to consolidate and synthesize the state of the art literature of innovation capability concept and antecedents through a systematic review of published material in the last decade. Innovation capabilities vary at each level within an organization. We demonstrate only micro-levels determinants of innovation capabilities, for instance individuals and group/team level. Following the rigorous systematic review methodology of Pickering and Byrne (2014), we carefully selected 894 articles based on article title from the ISI web of Knowledge, Scopus database, and Google Scholar with a time limitation of 2004-2014. After reading abstracts and dealing with duplication final selection set includes 460 articles. This review paper indicates widely discussed and proposed individual and team level innovation capabilities, their dimensions and already discussed empirical relationships with other attributes that contribute towards improved business performance. Individual and team level determinants are presented in a multidimensional framework that may help organizations to develop required capabilities. We also suggest development and evaluation measures of organizational innovation capability as well as future research directions for both discussed levels. This study contributes key findings to innovation and organizational behaviour literature and illustrates implications for managerial practices.

Keywords: innovation capabilities, individual level, team/group level, antecedents, systematic review

References

Pickering, C., & Byrne, J. (2014). The benefits of publishing systematic quantitative literature reviews for PhD candidates and other early-career researchers. *Higher Education Research & Development, 33*(3), 534-548. doi: 10.1080/07294360.2013.841651