Title: Factors affecting employee innovative behavior in for-profit health care organizations

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Abstract:

This study identifies factors that predict employee innovative behavior in for-profit health care organizations in a developing country (Philippines). It also provides suggestions for enhancing innovative behavior for-profit organizations managers and administrators.

Using multiple regression approach for data analysis and hypothesis testing, this study investigated the relationship with the demographic variables and independent variables for the best predictive model. Further, to find out the best predictive model for individual innovative behavior, further data analysis was conducted using the control variables (organizational learning, knowledge sharing work groups, innovative climate, innovativeness as a job requirement, perceived self-efficacy), and the propositional variables (organizational protection, employee freedom), which are considered together as independent variables, on individual innovative behavior (dependent variable). Final results showed that all the demographic variables were discarded because of insignificant values and only 5 independent variables remained in the best predictive model of individual innovative behavior.

A questionnaire survey was utilized to collect data regarding respondent’s demographic information. A total of 987 questionnaires distributed, out of which 787 questionnaires were
returned and 491 was the final usable questionnaires from health care organizations in the Philippines completed the survey.

The results revealed that 42% of the variance in individual innovative behavior can be explained by perceived self-efficacy, innovativeness as a job requirement, innovative climate, employee freedom, and organizational learning. Perceived self efficacy is the most important predictor, explaining 36% of the variance in individual innovative behavior. Therefore, in order for organizations to improve their innovative performance of their employees, it is recommended that they encourage, train, and motivate employee in terms of their personal self-efficacy levels.