

Innovation SIG Track 36

36.1. Open Innovation and Human Resource Management

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Introduction

The capabilities of any organization depend on the competencies of its human resources. The topic of human resource management in relationship to open innovation has not been dealt with intensively so far. In the end, people represent the company's innovative power, and in order for open innovation to happen, human resources should be equipped with the required competencies and skills. Very often, authors speak of open innovation readiness and organisational capabilities, but what does this mean for the company's human resources? What are the qualifications that individuals need to acquire in order for the organization as a whole to embrace open innovation? Reversely, what are the organizational mechanisms that should be available, in order for the principles of open innovation to be anchored at the level of the individual? For instance, companies striving to leverage the potentials of open innovation should have a high absorptive capacity, but this absorptive capacity highly depends on the willingness of people to deal with external sources of innovations and to integrate them in their daily work.



Although the open innovation paradigm has been discussed for almost ten years, open innovation and human resources still need more attention from academia and practice. Thus, human resource management in the context of open innovation still requires a lot of research efforts. Therefore, this track aims to tackle open innovation and human resource management with the objective of advancing the state-of-the-art research in this field. Conceptual, empirical papers and case studies should be submitted to this track. The submitted papers can focus on, without being limited to, the following topics:

- General requirements of open innovation on human resource management
- Organisational readiness for open innovation and human resource management
- Human resource skills and competencies for the achievement of knowledge absorption
- Managing creativity in firms pursuing open innovation
- Open innovation and change management
- Employee suggestion systems in open innovation
- Leadership in the era of open innovation
- The management of social networks and open innovation