

Building Innovation Capacity

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Why this project?

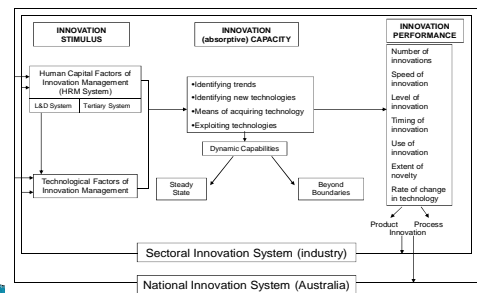
- ▶ Cutler Review 2008
- ▶ Global Financial Crisis
- ▶ Australia too trade dependent on key industries
- ▶ Need to diversify

Innovation Studies

“Innovation can be defined as the creative application of knowledge to increase the set of techniques and products commercially available in the economy.” (Courvisanos, 2007)

- ▶ Focus on technological factors
- ▶ Human capital factors only in last 15 years.
- ▶ Links to tertiary system and L&D not explored

Macro framework



Key Studies in HRM

- ▶ Strategic HRM – innovation enhanced through “soft” HRM (1980s)
- ▶ Lau and NGO (2004). Developmental culture
- ▶ Laurssen and Foss (2003). Danish DISKO project.
- ▶ HR Bundles – devolved responsibility and training-based bundles. Linked to overall innovation performance

Learning and Development

- ▶ Move to nationally recognised training
- ▶ Impact of a learning culture (Smith and Oczkowski)
- ▶ Absorptive capacity (Vinding, 2006).
- ▶ L&D lead integration of HR systems

Research Questions

- ▶ What is the role of human capital formation through enterprise-based HRM and L&D practices in developing innovative capacity?
- ▶ What part does enterprise engagement with the tertiary system, both VET and higher education, play in the formation of human capital and the development of innovative capacity?
- ▶ What guidelines can be developed that can be used by managers in enterprises to promote innovative capacity through better human capital formation?
- ▶ What role is there for intermediary bodies, particularly Industry Skills Councils, in developing innovative capacity in their industry sectors?

Research Method

- ▶ Expert Interviews
- ▶ Employer survey
- ▶ Nine case studies in three sectors

Macro framework

