

Andre Veenendaal, Tanya Bondarouk*

Perceptions of HRM and their effect on dimensions of innovative work behaviour: Evidence from a manufacturing firm**

Research has shown that employees' innovative work behaviour is important for the competitive advantage of organizations. However, the question of how this innovative work behaviour can be stimulated remains unanswered. The purpose of this paper is to test empirically the effect of perceptions of four high-commitment HR practices on three dimensions of innovative work behaviour by production workers. Disentangling three dimensions of innovative work behaviour makes it conceptually possible to determine how perceived HRM can stimulate three different behavioural types linked to idea generation, idea championing, and idea application. The results of a survey among 328 workers in a Dutch manufacturing company show that four perceived HR practices (supportive supervision, training and development, information sharing, and compensation) have an effect on all three dimensions of innovative work behaviour. Overall, positively perceived supportive supervision was found to be the most beneficial practice for innovative work behaviour.

Key words: perceived HR practices, (dimension of) innovative work behaviour, individual innovation-(JEL: J24, M12, O31)

* Andre Veenendaal, University of Twente. E-mail: a.a.r.veenendaal@utwente.nl.
Tanya Bondarouk, University of Twente. E-mail: t.bondarouk@utwente.nl.

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