



Robert Cassar- MCAST

Problem Statement

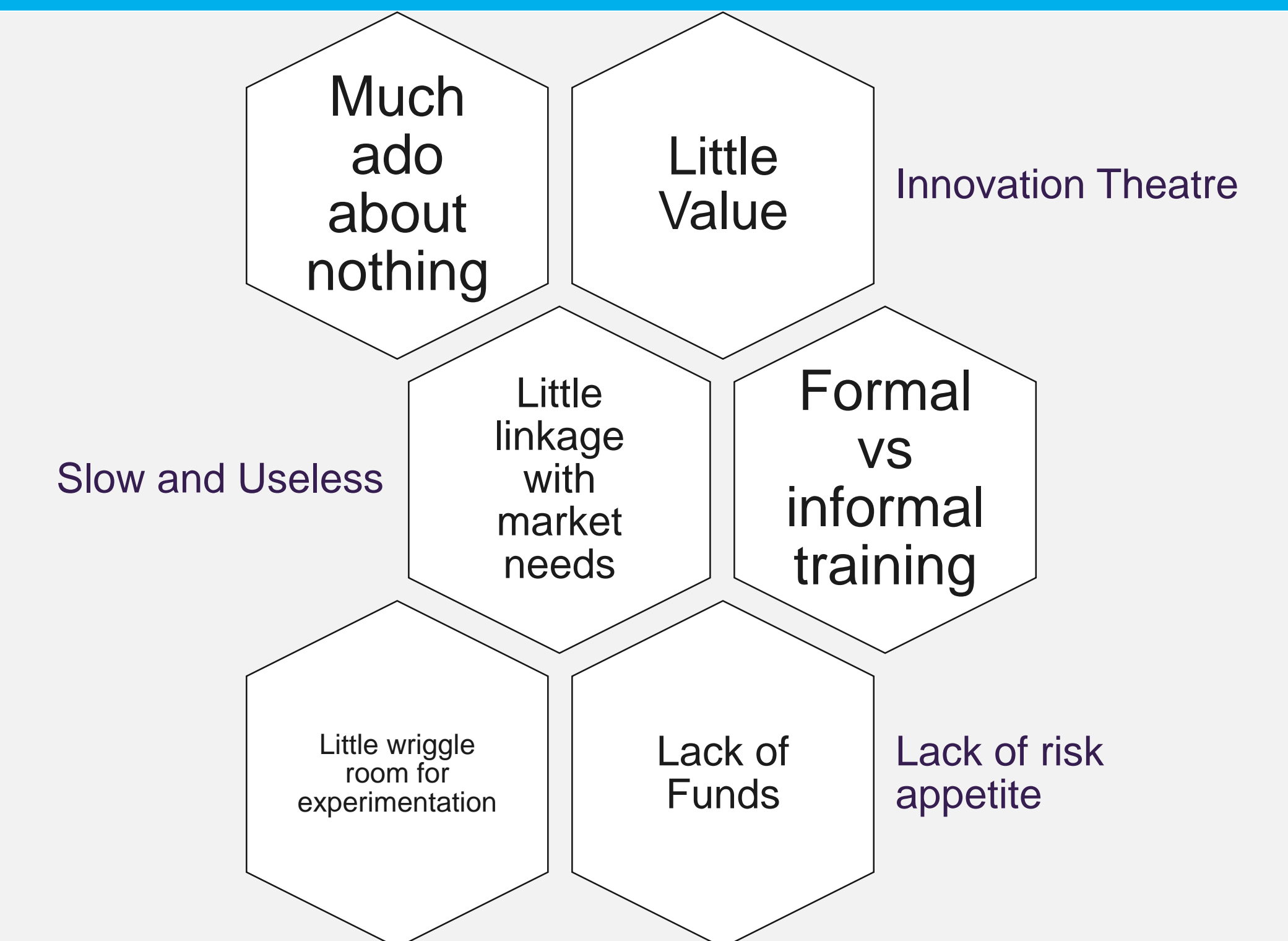
The link between innovation and related training is not well explored. There might not be a direct unequivocal positive link between training and meaningful innovation with real value.

Research Objectives

- To identify the commitment towards innovation by measuring the impact of the innovation activities being currently undertaken
- To explore the mediating effect of personnel training between innovation and performance
- To evaluate the participating micro organisations' s readiness and skills gaps as outlined in the innovative work behaviour gamut can be identified

These objectives are in congruence with the project's primary research question: What is the nature of the linkages between training and innovation?

Key Figures & Visuals

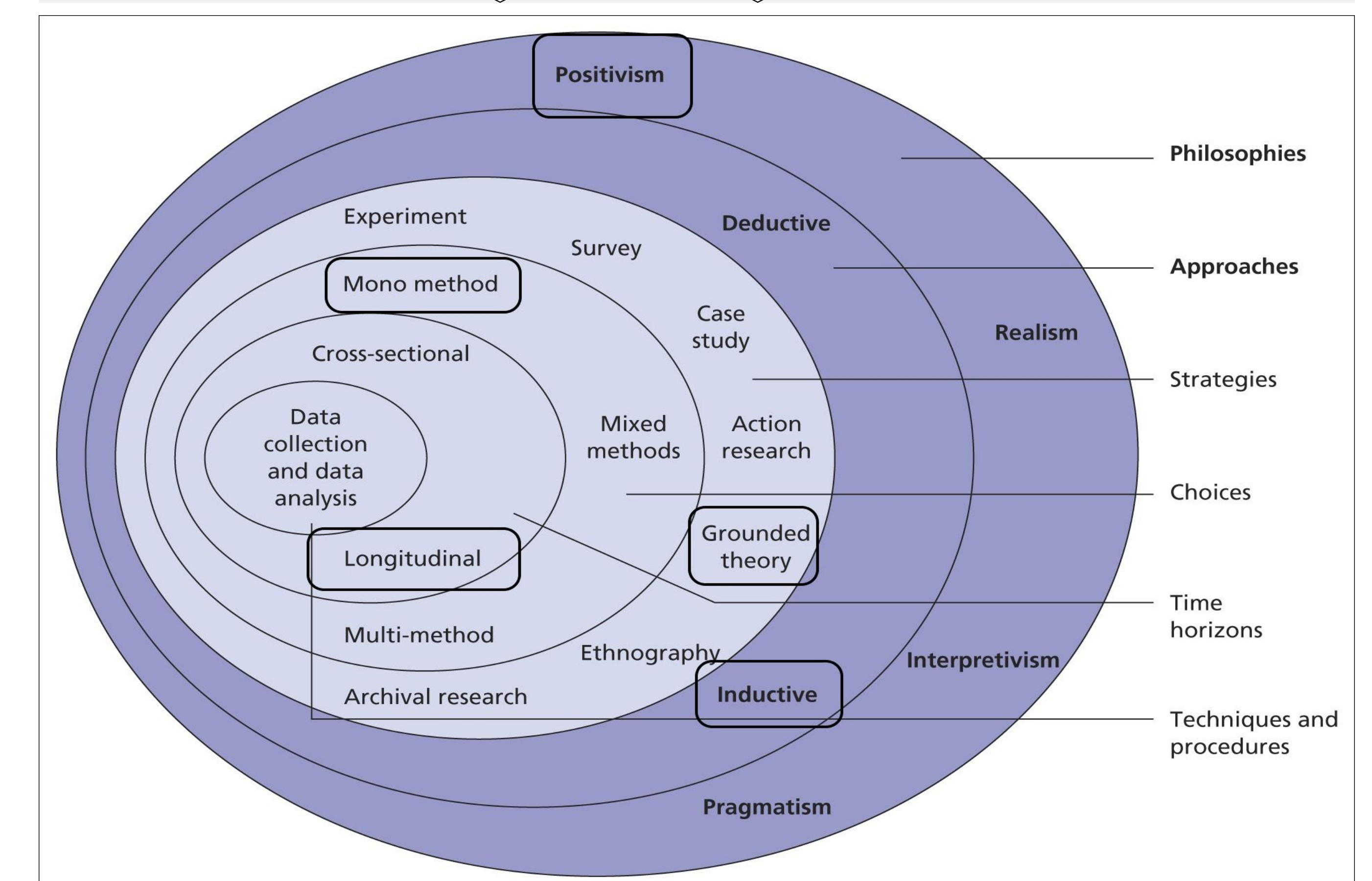


General Research Approach

- The researcher 's personal philosophy stems from the need of accurate representation of real world settings. The researcher endorses the post- positivist realist ontology that assumes an orderly real world exists which can be objectively observed and researched.
- Most of the current research is based on mixed methods or quantitative methodologies . This has produced little breakthroughs and left a recognisable research gap. Thus utilizing a qualitative methodology (Mono-method) will not only be incumbent to the same restraints

Research Methodology

- The researcher has adopted the classic Glaserian grounded theory (CGGT) as the methodology largely focused on qualitative methods of inquiry.
- The adoption of CGGT fully complements the longitudinal character of the project. This will allow a more comprehensive and thorough viewpoint as opposed to a one time snapshot. It advocates and provides a methodology to extract concepts from daily life experience and social phenomena across a lengthy period of time and to construct theories.



Research Project Overview

- Innovation training is widely used as an effective mechanism to leverage human capital and consequently, improve small organisation's innovation performance.
- However contrary to common dictum, the linkages between the related training and actual innovation has received little attention in the academic literature.
- There is a scarcity of peer-reviewed studies analysing the effect of training on innovation performance. Furthermore, these studies present a wide spectrum of conclusions and outcomes rather than replicating or reconfirming each other's findings. As a matter of fact the links are not directly correlated and very much nuanced.

Research Propositions

Key Propositions

- There is a clear need to distinguish between innovation cycles, innovative work behaviour and related skills in the training conceptualisation stages.
- Most of the existing training opportunities on these elements is more leaning towards theoretical elements rather than practical support and know how.

Key References

- Apraiz, Julen & Antonio, Jesús. (2020). *The mediating role of personnel training between innovation and performance: Evidence from the German pharmaceutical industry*. Cuadernos de Gestión. 2020-07-30
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- Boehm, Andreas. (2004). Chapter 5.13 "Theoretical Coding: Text Analysis in Grounded Theory". Publisher: Sage Publications Ltd. ISBN: 0761973753