MOBILITY AS A TRIGGER OF CORPORATE ENTREPRENEURSHIP: A STUDY OF THE CONGRUENCE OF DIFFERENT ROLE-HOLDERS' VIEWS (INTERACTIVE PAPER)

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Recommended Citation
Available at: http://digitalknowledge.babson.edu/fer/vol29/iss19/9

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INTERACTIVE PAPER

MOBILITY AS A TRIGGER OF CORPORATE ENTREPRENEURSHIP: A STUDY OF THE CONGRUENCE OF DIFFERENT ROLE-HOLDERS’ VIEWS

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Principal Topic

Over the last decades, the importance of corporate entrepreneurship has been increasingly emphasised by both academics and practitioners. For policy makers, entrepreneurial organisations have been seen as a source of innovation and growth. From an organisational perspective, corporate entrepreneurship has been described as a means of gaining a competitive advantage or even as a prerequisite for staying in business.

In the regional development field, labour mobility has been proposed as a source of corporate innovation. It is argued that labour mobility facilitates idea and knowledge dissemination and contributes to extended networks of organisations and individuals. However, studies at an organisational level are generally less optimistic about the effects of labour mobility; e.g. employee turnover has been found to be negatively related to innovativeness among firms.

Lately, there has been an increasing interest in the role of individuals in innovative and entrepreneurial organisations. Recent studies show that even within today’s lean organisations a few individuals instigate a substantial part of organisations’ innovative activities. The present study focuses on individuals within innovative projects and how different aspects of mobility (e.g. labour market mobility and to what extent the individual has changed area of work), affect the individuals behaviour within these projects.

Method

This study is ongoing and based on a cross-sectional survey of four entrepreneurial projects within four large organisations. The projects vary substantially in size the largest has 500 participants and the smallest 15. Two of the participating organisations are large private industries and two are large public organisations. The primary instrument is a questionnaire directed at both project managers and participants. Furthermore, interviews will be conducted to interpret quantitative results.

Results and Implications

The anticipated results of the study will elucidate and possibly bridge contradictory findings from the regional development field and organisational level research regarding the effects of labour mobility on organisational innovativeness. Thus, the study will facilitate the integration of micro and macro level theory by assessing the effects of mobility on individual innovative behaviour within organisations. Furthermore, with increasing mobility on labour markets our findings have implications not only for managers of entrepreneurial projects but also for HR-practices in large organisations.

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