

84 Title	Measuring Innovative Work Behaviour
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Source	Creativity and Innovation Management
Pub Date	March, 2010
Keywords	
Abstract	<p>Both scientists and practitioners emphasize the importance of innovative work behaviour (IWB) of individual employees for organizational success, but the measurement of IWB is still at an evolutionary stage. This article is concerned with developed a measure of IWB with four potential dimensions: the exploration, generation, championing and implementation of ideas. From a pilot survey among 81 research professionals and their supervisors, we derived an initial version of ten items. Next, analysis of validity drew on survey data from 703 matched dyads of knowledge workers and their supervisors in 94 knowledge intensive services firms. It included confirmatory factor analyses and hierarchical multilevel regressions to test hypothesized relationships of IWB with related constructs, including participative leadership, external work contacts and innovative output. These analyses demonstrated sufficient reliability and criterion validity. Evidence for the distinctiveness of the four dimensions was, however, weak, suggesting that IWB is one-dimensional. We conclude that further research on this issue is merited.</p>