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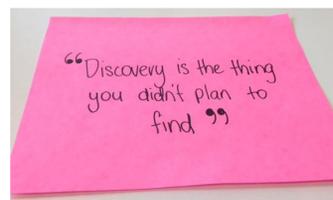
Supervisors: Professor Hazel Hall, Professor Robert Raeside and Dr Laura Muir

## THE LITERATURE REVIEW FINDINGS

- **Innovative work behaviour (IWB)** can be conceptualised as **workplace learning** processes
- Mistakes in the learning process can lead to innovative work behaviour (employee-led innovation)
- IWB development can be influenced by organisational contexts and employee characteristics
- IWB development (related to workplace learning) is not yet explored from the **information science perspective**

## THE AIM

Create a **framework** to explain the development of innovative work behaviour through workplace learning, and factors that influence this relationship



## THE RESEARCH QUESTIONS

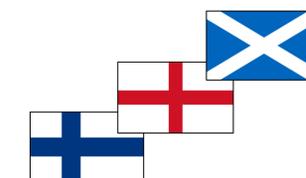
1. How do contextual factors support the development of innovative work behaviour for application and the individual and collective levels?
2. How do information literacy and information behaviours support successful workplace learning as related to the development of innovative work behaviour?
3. What are the determinants of successful workplace learning in relation to learning to innovate?
4. How can successful workplace learning be identified in relation to learning to innovate?

## METHODS

### Stage 1:

Explore factors that influence national innovation across Europe using:

- *Community Innovation Survey*
- *Eurostat training, employment and education data*
- Quantitative data analysis using statistical tests



### Stage 2:

**Case studies** of three organisations to **investigate contextual differences** in IWB development:

- Case studies: (1) **Scottish University**; (2) **Finnish University**; (3) **English NHS Trust**
- Data collected through interviews, focus groups and a quantitative survey

### Stage 3:

- Workshop
- Practitioner perspectives
- Explore potential constraints
- Practicalities of results
- Policy relevance of findings



## FINDINGS SO FAR

The analysis of interviews and focus group discussions have revealed that:

- **Information literacy** helps to initiate innovative work behaviour
- Different **information behaviours** contribute to the creation of new ideas, the championing of ideas (gaining support) and idea implementation

- **Organisational culture** and **leadership** are determinants of successful learning and facilitation of innovative work behaviour
- Analysis of quantitative survey data reflect findings of interviews and focus groups

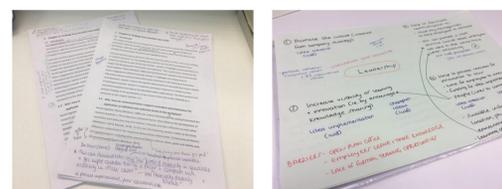


## NEXT STEPS OF WORK

Write up thesis

Submit thesis

Share findings



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