

## The Determinants of Innovative Work Behavior in the Knowledge Intensive Business Services Sector in Malaysia

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### Abstract

Innovative work behavior plays a central role in the long-term survival of knowledge-intensive business services in Malaysia. Even though innovation and creativity and their influences on the Malaysian economy and its future growth are important, research on this area is still inadequate. Underpinned by the Social Exchange Theory, this empirical study attempts to determine the relationship that may exist between pro-innovation climate, leader-member exchange (LMX), and social capital with the innovative work behavior (IWB) among the knowledge workers in the KIBS sector in Malaysia. A quantitative method was utilized and a total of 1520 questionnaires was distributed and resulted in 20.6% response rate. The results revealed that there were significant relationship between pro-innovation climate, social capital and leader-member exchange with the innovative work behavior of knowledge workers. In addition, among the three independent variables, pro-innovation climate had been found to be the most significant predictor of innovative work behavior.

**Keywords:** innovative work behavior, pro-innovation climate, leader-member exchange, social capital, knowledge-intensive business services (KIBS), social exchange theory, Malaysia

### 1. Introduction

Innovation has long been embraced by organizations seeking to remain viable, effective and competitive in a dynamic business environment (Peters & Waterman, 1982). An organization cannot remain viable if it keeps on producing products or services in the same way over time (Amabile, 1997) and the continuing of such behavior would lead to the decline or demise of the organization (Drucker, 1989). Innovation has long been described based on the Schumpeterian concepts in which innovation sets within the research and development (R&D) labs in order to discover knowledge (Romer, 1990). However, Kanter (1988) viewed that innovations can be in the form of product, services, market strategies, processes, and work methods which are all considered more of a product of the human mind and its creativity, where tacit knowledge resides. In other words, innovation may or may not be rooted through R&D labs and thus no longer associated with those organizations and worker doing technological/scientific work per se (Smith, 2002).

### 2. Problem Statement

Malaysia intends to become a knowledge based economy and with this in mind innovation need to exist in all sectors of the economy (Ministry of Science, Technology and Innovation, Malaysia (MOSTI), 2006). Nevertheless, MOSTI had reported that there are still short of innovations in many sectors of the economy even though a lot of efforts have been carried out thus resulted in slow development of the right environment for innovation to flourish in Malaysia (Tan & Nasurdin, 2010). Innovation has also become important in the service sector as much as it did for the manufacturing sector (Poh & Zi, 2005). It is further anticipated that the services sector will continue to become a vital sector in the economic growth of Malaysia as well as its quest to become a knowledge based economy (Yeoh & Mahmood, 2013). In line with this global knowledge economy, one particular subset of services sector namely knowledge-intensive business services (KIBS) has come into the fore of Malaysia with great potential to be tapped. KIBS constitute one important characteristic of the rise of the knowledge-based economy (Muller & Zenker, 2001), and is one of the most dynamic components of the services sector in most industrialized countries (Strambach, 2001). Through the innovativeness of the KIBS sector, many activities that were regarded as non-core functions for instance human resources and customer service were

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