

1. Record Nr.	UNINA9910412147103321
Titolo	Intrapreneurship and Sustainable Human Capital : Digital Transformation Through Dynamic Competences / / edited by João Leitão, António Nunes, Dina Pereira, Veland Ramadani
Pubbl/distr/stampa	Cham : , : Springer International Publishing : , : Imprint : Springer, , 2020
ISBN	3-030-49410-1
Edizione	[1st ed. 2020.]
Descrizione fisica	1 online resource (312 pages) : illustrations
Collana	Studies on Entrepreneurship, Structural Change and Industrial Dynamics, , 2511-2031
Disciplina	658.3 658.301
Soggetti	Personnel management Entrepreneurship New business enterprises Management Technological innovations Human Resource Management Innovation and Technology Management
Lingua di pubblicazione	Inglese
Formato	Materiale a stampa
Livello bibliografico	Monografia
Nota di contenuto	Insights for a new research agenda on the Behavioural Theory of the Firm -- Part I -- Intrapreneurship, Human Capital and Work Behaviour -- Non-economic Organizational Performance of SMEs: Is there a Rationale for a Cognitive Entrepreneur? -- The impact of innovative working behaviour on employees' working performance -- Strategic entrepreneurship and its effect on human capital and employee retention -- Linkages between cognitive and behavioral competences to assess the organizational dominant logic -- Toward the Creation of Intrapreneur-friendly Organization -- Links and Demographic Comparisons to Conflict Management and Counterproductive Work Behavior -- Part II -- International Benchmarks and Experiences -- Human Capital: The Future for Developed Nations and Brain Drain for Developing Countries - Case Study of Bosnia and Herzegovina --

Education, Gender, and Entrepreneurial Intention: The Case of Mexico
-- Knowledge accumulation and management as a generator of resources and dynamic capabilities of organizational effectiveness, behavior, and performance -- Who's winning the 'Survivor' Race? Gazelle or Non-Gazelle Startups -- Part III -- Organizational challenges for Family Business -- The innovative performance of family businesses: an essay about intellectual capital and absorptive capacity -- Family management and firm performance – The interaction effect of technological innovation efficiency -- Innovation and Internationalization as efficiency engines for Family Businesses: Analyzing the case of Portugal -- CEO's Entrepreneurial Profile and Survival of Internationalized Wine Sector SMEs in Portuguese Region of Ribatejo -- Socioemotional wealth and financial performance and their impact on innovation initiatives in Mexican family businesses: A case study.

Sommario/riassunto

This book elaborates on the combined challenges regarding intrapreneurship, sustainability of human resources management (HRM) and digital transformation faced by today's organizations. Representing the first such attempt in current management literature, it explores the sustainable HRM approach, which focuses on connecting internal and external factors so as to achieve positive outcomes not only for the respective organization but also for the society, economy, and environment. It also discusses cases related to HRM's role in establishing a corporate sustainability culture, while also working to promote employee engagement, satisfaction, performance and well-being. In closing, the book discusses the new opportunities provided by digitalization and connectivity in the field of intellectual capital, which make employees the central focus of the organization in order to create sustainable competitive advantages.
