

İç Girişimcilik ve Örgütsel Özdeşleşme İlişkisinde Üst Yönetim Desteğinin Düzenleyici Rolü / The Moderating Role of Top Management Support on the Relation Between Intrapreneurship and Organizational Identification

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ABSTRACT

There has been a growing interest to the concepts of both organizational identification and intrapreneurship in the recent decades. (Gautam et al; 2004, Pinchot;1985, Antoncic and Hisrich;2001, Kuratko et al.;1990) Nevertheless, there are quite few studies in the literature jointly investigating the notions of organizational identification and intrapreneurship notably top management support. Therefore, the main objective of this study is to examine the effects of intrapreneurship on organizational identification moderated by top management support. In other words, the research model was designed as follows: intrapreneurship was considered as the independent variable and organizational identification was constructed as the dependent variable whereas top management support was included in our research as the moderator variable. The scales which were developed to measure the key variables in our research were incorporated in this study based on the extensive examination of predominant studies in the literature. The questions related to top management support as a moderator variable which consists of 19 items were adapted from Hornsby, Kuratko and Zahra (2002) study. The questions with regards to organizational identification variable were used from "Organizational Identification Questionnaire" (a total of 25 items) cited by Gautam et al (2004). Finally, in order to measure the dimensions of intrapreneurship as the independent variable of our research, we have benefited Miller and Friesen (1982), Covin and Slevin (1989), Shane et al. (1995), Lumpkin and Dess (2001) and Venkataraman (1989) studies. The relevant data in our study were collected through survey with all levels of employees of a manufacturing company located in Izmir. To reach scientifically rigor results, instrument validity and reliability were established. We employed the statistical analyzing methods including causality (regression analysis) and factor analysis within this study. Based on these findings, the research conclusion concerning both managerial and theoretical insights was drawn in the final section of the study.

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