

Algılanan Örgütsel Destek, İnsan Kaynakları Yönetimi (İKY) Uygulamaları ve Kurumsal Girişimcilik: İşgören Bakışını Anlamak / Perceived Organizational Support, Human Resource Management (HRM) Practices and, Corporate Entrepreneurship: Understanding Employee Insight

Ethem Duygulu¹, Nurcan Hakan Çıraklar¹, Emir Özeren¹

¹Dokuz Eylül University, Turkey

ABSTRACT

The ultimate purpose of this research is to investigate the effect of perceived organizational support and human resource management (HRM) practices on employee's perception of corporate entrepreneurship. The departing point of our research from the existing corporate entrepreneurship studies is that we aim to examine the concept of corporate entrepreneurship on the eyes of employees within the organization setting. There are few studies in the literature discussing the relationship among the key variables concerning HRM and corporate entrepreneurship (Hayton and Kelley, 2006; Hayton, 2005). Therefore, there is a need to create a link between human resource practices prevailing in an organization and corporate entrepreneurship within Turkish business context. On the other side, perceived organizational support plays a very critical role in shaping entrepreneurship in an existing organization. The questions with regards to perceived organizational support were used from Eisenberger and et. al (1986) research. The corporate entrepreneurship scale including innovativeness, autonomy and risk taking dimensions which were considered to be in relation with HRM practices was constructed based on Zahra (1993), Shane and et. al. (1995) and Covin and Slevin (1989) studies. Finally, in order to measure HRM practices, a scale was benefited from Kaya (2006) study which was cited from Ahmad and Schroeder (2003). Likert type five point scale was employed. To reach scientifically rigor results, instrument validity and reliability were established. Multivariate regression-variance analyses were made and the causality among the variables were investigated. Finally, we present the research findings and discuss the managerial and theoretical implications of our study.

KEYWORDS Corporate Entrepreneurship; Perceived Organizational Support; Human Resource Management Practices

JEL L2, L26, M1