Factors Related to the Implementation of Ideas in the Industrial Sector in Bahrain

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Abstract

Companies make a significant contribution to innovation and market growth. Innovation is a substantial element in gaining competitive advantage and business sustainability. However, few innovation studies have focused on the actual implementation of the ideation process in companies. It is ordinary to find great numbers of creative ideas introduced to an organization’s management by its employees, and yet few of these ideas get selected for actual implementation. It is essential for industrial companies to facilitate innovation practices for ensuring their goal achievements in the area related to Zero Incident Vision.

Purpose: The purpose of this research is to understand the reasons behind the less implementation of ideas in the Industrial Sector in Bahrain. Moreover, providing recommendations to improve and increase the idea implementation for more creative outcomes in the industry.

Approach: A self-administered questionnaire was used in this study to gather data (with a response rate of 70%) from a sample that consisted of 213 employees working in one big industrial company in Bahrain; the data were analyzed using SPSS version 24.0 software. The study tested the correlation between employee creative self-efficacy, employee domain expertise, disruptive ideas, team support, and organizational support with idea implementation.

Findings: The analysis findings led to identifying some factors (employee creative self-efficacy and domain expertise) that were statistically significant related to idea implementation than others, while disruptive ideas, team support, and organizational support show statistically insignificant relation to idea implementation; which explains the less idea implementation in the industry. The findings implications and limitations are presented.

Value: The findings of this study will provide a clear understanding to senior executives with responsibility for innovation implementation. In addition to providing indicators for assessment of progress, findings of innovation’s institutionalization should prove helpful in predicting achievement of ideas effectiveness.

Keywords: Innovation, Idea Implementation, Employee Creative Self-Efficacy, Employee Domain Expertise, Disruptive Ideas, Team Support, Organizational Support.