

Examining Employee Social Intrapreneurial Behaviour (ESIB) in Kuwait: Pilot Study

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Abstract : Organizations worldwide, particularly in Kuwait, are concerned with implementing a progressive workplace culture and fostering social innovation behaviours. The main aim of this research is to examine and establish a thorough comprehension of the relationship between an inventive organizational culture, employee intrapreneurial behaviour, authentic leadership, employee job satisfaction, and employee job commitment in the manufacturing sector of Kuwait, which is a developed economy. Literature reviews analyse the core concepts and their related areas by scrutinizing their definitions, dimensions, and importance to uncover any deficiencies in existing research. The examination of relevant research uncovered major gaps in understanding. This study examines the reliability and validity of a newly developed questionnaire designed to identify the appropriate applications for a large-scale investigation. A preliminary investigation was carried out, determining a sample size of 36 respondents selected randomly from a pool of 223 samples. SPSS was utilized to calculate the percentages of the demographic characteristics for the participants, assess the credibility of the measurements, evaluate the internal consistency, validate all agreements, and determine Pearson's correlation. The study's results indicated that the majority of participants were male (66.7%), aged between 35 and 44 (38.9%), and possessed a bachelor's degree (58.3%). Approximately 94.4% of the participants were employed full-time. 72.2% of the participants are employed in the electrical, computer, and ICT sector, whilst 8.3% work in the metal industry. Out of all the departments, the human resource department had the highest level of engagement, making up 13.9% of the total. Most participants (36.1%) possessed intermediate or advanced levels of experience, whilst 21% were classified as entry-level. Furthermore, 8.3% of individuals were categorized as first-level management, 22.2% were categorized as middle management, and 16.7% were categorized as executive or senior management. Around 19.4% of the participants have over a decade of professional experience. The Pearson's correlation coefficient for all 5 components varies between 0.4009 to 0.7183. The results indicate that all elements of the questionnaire were effectively verified, with a Cronbach alpha factor predominantly exceeding 0.6, which is the criterion commonly accepted by researchers. Therefore, the work on the larger scope of testing and analysis could continue.

Keywords : pilot study, ESIB, innovative organizational culture, Kuwait, validation

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