

Technovation Management Capability and Its Impacts on IT Managers' Leadership Role Performance: A Nomological Network

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In the 21st century, the rapid innovative business environment drives the global economy from knowledge-based to creativity-oriented. To create innovative business values and reinforce business competitive advantages, contemporary enterprises need to develop their own entrepreneurial, creative and innovative workforces as well as cultivate professional management human resources with technology innovation (technovation) management capability. As well, in the era of creative economy, the trend to integrate technovation management capability with innovative products development, new services provision and business processes innovation is becoming a critical weapon for modern firms to survive in today's business world.

Based upon the role-based performance theory, this study investigates the entrepreneurship, creativity and innovation competencies and the concept of technovation management capability of IT managers and explore the impacts on their leadership role performance by applying various kinds of qualitative and quantitative research methods. A survey instrument to measure the entrepreneurship, creativity and innovation competencies, technovation management capability and IT managers' leadership role performance was developed to collect large-scale empirical data. Partial Least Squares (PLS) analysis, a Structural equation modeling (SEM) method was applied to verify the conceptual framework of this study.

The hope and the research for the future is that to provide instrumental contributions in helping technovation management capability development of IT managers and improve their leadership role performance in practice, but also may serve as instrumental guidelines for the further development of the entrepreneurship, creativity and innovation competencies curricula and the competency assessment tools for the university/college students of business schools.