



DIAGNOSING THE RELATIONSHIP BETWEEN ORGANIZATIONAL SUPPORT AND OPEN INNOVATION - AN ANALYTICAL STUDY OF THE OPINIONS OF A SAMPLE OF FACULTY MEMBERS AT THE COLLEGE OF SCIENCE / QADISIYAH UNIVERSITY

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Article history:	Abstract:
<p>Received: 11th February 2023 Accepted: 11th March 2023 Published: 17th April 2023</p>	<p>The current study tests the correlation and effect relationship between organizational support (organizational justice, participation in decision-making, leader behavior that supports subordinates) and open innovation (the appropriate environment for innovation, the impact of innovation, the implementation of innovation) from. It is a main hypothesis, and the emergence of three sub-hypotheses, then A sample of faculty members in the College of Science, University of Al-Qadisiyah, which has a vital and prominent importance in the field of education and knowledge and its various practices in creating an educated, civilized and educated generation. Data was collected through a questionnaire prepared for this purpose. 60 questionnaires were distributed to faculty members, and 60 were retrieved. A questionnaire, and the recovery rate was 100%, and the SPSS vr 24 program was used. The results of the association and impact and the testing of hypotheses, where the validity of the hypotheses was found in the light of the results of the statistical analysis, and a number of recommendations were reached, perhaps the conclusion was that there is a positive correlation between support Organizational and open innovation, the more the study community encourages faculty members to participate in decision-making, this helps to increase open innovation among the study sample.</p>

Keywords: organizational support, open innovation.

INTRODUCTION:

Organizational support and open innovation is one of the important topics in the field of human resources management. Individuals and the organization, which leads to the development of new and innovative solutions in a faster and more effective way, Organizational support and open innovation are closely linked, as organizational support is an important factor in stimulating open innovation. Leaders and administrators in the organization can provide a work environment that encourages creativity and innovation by providing the necessary resources, training and continuous development of employees, and this leads to motivating employees to participate in creativity and provide new and innovative ideas that It benefits the organization in general in addition, Organizational support can help in enhancing workers' confidence in themselves and in their workplace, and this leads to increased productivity and creativity, and because our universities play an important role in supporting open innovation and creativity and

encouraging scientific research, so we must understand and analyze the relationship between organizational support and open innovation, so this study seeks to understand And diagnosing the relationship between organizational support and open innovation through a survey and analysis of the opinions of faculty members at the College of Science / University of Al-Qadisiyah.

PART ONE THEORETICAL FRAMEWORK

First: Theoretical framework

1- Organizational Support: Organizational support is an important part of human resource management and effective management in organizations, as organizational support helps make employees more satisfied, happy and productive at work, which in turn leads to achieving the strategic goals of the organization and achieving positive results. Organizational support is a set of procedures, policies and practices provided by leaders and managers In institutions to support workers and improve their



performance and well-being at work, where organizational support includes providing the necessary resources to complete tasks successfully, providing assistance and guidance to workers, increasing their effectiveness, and providing a healthy and safe work environment for workers. Organizational support has been known by many specialists in human resources management, considering organizational support an important factor in Improving employee performance and job satisfaction rates, as it leads to improving the general work environment and providing the necessary support for employees to achieve their professional and personal goals (Juma, 2018), Organizational support helps create a collaborative work environment and participation among employees, which leads to strengthening social ties and improving relationships between colleagues and management, which in turn leads to improved individual and group performance and increased organization productivity (Al-Ghamdi, 2015:15), It is also an important factor in maintaining a high level of job satisfaction among employees, which leads to reducing rates of resignation and change in jobs, improving attendance and productivity, and improving the performance of the institution in general: (Al-Dosari, 2018), Which leads to an increase in the collective spirit and dedication to work and improving the general image of the institution in society (Al-Jundi, 2017), **The researcher agrees with Ray (Hilperin, 1988)** "Organizational support is defined as a set of services and resources provided by the organization to the individual to facilitate the achievement of common and individual goals, and to improve the quality of the individual's professional and personal life.", **The dimensions of organizational support are:**

-Organizational justice

Organizational justice is a set of practices and procedures taken by organizations to provide a fair and balanced work environment, and to treat all employees with the utmost fairness and equality, regardless of their cultural, religious and national backgrounds (Al-Salman, 2018).

- Participate in making decisions

Sharing profits is a method of motivating workers in organizations, whereby a percentage of the profits that workers in the organization are entitled to receive is determined as a reward for their efforts at work (Nabulsi, 2016).

- Behavior of leaders supportive of subordinates

The behavior of leaders supportive of subordinates is characterized by providing support and assistance to them in carrying out the tasks entrusted to them, and

providing the necessary guidance and directions to achieve the set goals, and they encourage subordinates to participate in decision-making and rely on teamwork in carrying out tasks (Robbins, 2015).

2. Open innovation

"Open innovation can be defined as an approach that allows individuals and societies to participate in the process of development, innovation and production, and is characterized by transparency, cooperation and open participation, and allows creators and users to freely modify, improve and reuse: products and ideas (Alexander, 2021), Open Innovation provides new opportunities for participation and collaboration, and helps foster innovation and the development of new solutions to societal problems and challenges facing the world today. It also helps improve performance and increase productivity, and thus can be beneficial for companies and organizations that rely on innovation and development to achieve success (Bin Abdul Razzaq, 2021:22-24), Open innovation is an important way to achieve sustainable development and promote innovation and progress in various fields, and it represents an important opportunity to participate in improving the world and achieving environmental, economic and social sustainability (Bouزيد, 2022). Open innovation is an important tool in higher education institutions, where professors, students and researchers can participate in the development of projects Open exchange of experience and knowledge so that continuous learning and improvement of the quality of education can be achieved. Higher education institutions can also benefit from open innovation in developing academic and educational curricula and improving administrative and technical processes (Khairy, 2022), Open innovation is characterized by transforming creative ideas into tangible actions and new products, thanks to transparent and open participation in the development and collaboration process (Harris, 2018:20-22).

Open innovation can also enhance cooperation between higher education institutions, local communities, companies, governments and other organizations, thus promoting strategic partnerships and the exchange of knowledge, experiences, technologies and resources. One of the most important benefits of open innovation in higher education institutions is to enhance innovation and creativity, improve the quality of education, and enable students, professors, and researchers to interact, continuously learn, and exchange knowledge and experiences. Thus, higher education institutions can play an important role in achieving sustainable



development and promoting innovation and progress in various fields. **The dimensions of open innovation are:**

-appropriate environment

An appropriate environment for open innovation includes providing spaces for cooperation and interaction between individuals, encouraging mutual learning and open exchange of knowledge, and taking advantage of technology and digital media to enable everyone to participate in creativity and innovation (Krugman, 2019: 17-18)

-The impact of innovation

The impact of open innovation is evident in enabling participants to learn and develop continuously, increase productivity, innovation and continuous improvement of products and services, in addition to improving the quality of life and promoting sustainable development in societies (Stallman, 2013, 18-20).

-Implementation of innovation

The implementation of open innovation requires interaction and cooperation between various individuals, organizations and groups, and this process includes active and open participation in all stages of production, including planning, design, development and improvement, and this is usually done through the use of modern technology, digital communication and open platforms (Markey, 2012: 46)

-Part Second: Study methodology and procedures

1-The study Problem

- From the point of view of faculty members in the College of Science / University of Al-Qadisiyah, what is the level of practice of organizational support?

- What are the levels of practice of open innovation behavior among faculty members in the College of Science / University of Al-Qadisiyah?

- What is the relationship of organizational support to open innovation and its impact on the work of faculty members in the study community?

2- OBJECTIVES OF THE STUDY

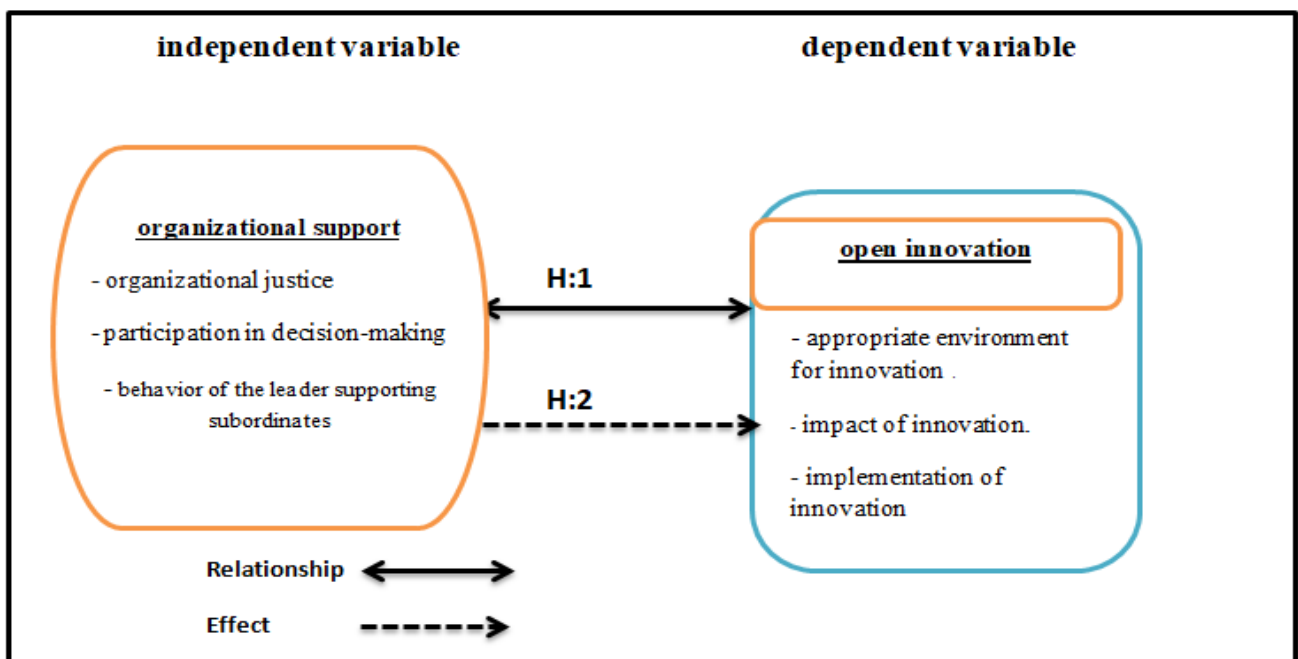
The study seeks to:

- Develop a theoretical framework for the variables of the study by studying the references on the subject of organizational support and open innovation

- Analyzing the levels of organizational support in its dimensions and open innovation in its dimensions to determine the extent to which the university deanship undertakes to promote innovative behavior among faculty members

- Determine the nature of the relationship between the variables to understand and analyze the relationship between them and determine their relationship to the final results the importance of studying

3:The importance of the study is evident. It provides an accurate perception of the members of the teaching staff, the study community, of the importance of organizational support and open innovation, diagnosing the correlation between variables, and reaching a set of recommendations that can be used in this field.



"Figure (1) hypothetical model"



4. Research Hypothesis

There is a positive correlation with significant significance between organizational support and its dimensions (organizational justice, participation in decision-making, behavior of the leader supporting subordinates) and open innovation with its dimensions (the appropriate environment for creativity, the impact of innovation, the implementation of innovation).

Three sub-hypotheses branch out from it:

- There is a positive correlation with significant significance between organizational justice and open innovation in terms of (the appropriate environment for innovation, the impact of innovation, the implementation of innovation).
- There is a positive correlation with significant significance between participation in decision-making and innovation that is usually open (the appropriate environment for innovation, the impact of innovation, the implementation of innovation).
- There is a positive correlation with significant significance between the behavior of the leader who supports the subordinates and open innovation by dimension (the appropriate environment for innovation, the impact of innovation, the implementation of innovation).

Part three: Description of the Study scales research and sample.

2. Study sample

Table 1: Characteristics of the Sampled Community

No.	Variables	Target categories	Fi	Relative
81	Gender	Males	35	%58
		Female	25	%42
		Total	60	%100
2	Age	-26	3	% 5
		27-36	40	%67
		37 – 46	9	%15
		47 -	8	%13
		Total	60	%100
3	Years of service	-10	15	%25
		11 – 20	14	%23
		21 – 30	9	%15
		31 -	22	%37
		Total	60	%100
4	Academic qualification	Ph.D.	40	%67
		M.A.	20	%33
		Total	60	%100

Through the above table, it is clear that males are more than females with a rate of (42%) and that the predominant age group was from 47 years and over with a rate of (67%), while the years of service most present in the target sample were (31) with a rate of

1. Study scales

Organizational support was measured with a multifocal questionnaire consisting of three dimensions (organizational justice, participation in decision-making, and the behavior of the leader supporting the subordinate), and its validity and reliability were tested. The stability test was conducted using the Krumbach alpha coefficients for the variable and its dimensions, and the value of the Krumbach alpha for the organizational support variable was (0.78) and its dimensions, respectively (0.84, 0.76, 0.75), and these values are statistically acceptable according to administrative research, and the value of the Krumbach alpha for the open innovation variable was (0.77) and its dimensions, respectively (0.88, 0.67, 0.77), and these values are statistically acceptable according to administrative research, As for the open innovation variable, its validity and reliability were also tested, as the following dimensions were used to measure (the appropriate environment for innovation; the effect of innovation; the implementation of innovation). A 5-point Likert scale was used in the statements in both scales used in the study. , where "1" and "5" stand for strongly disagree and strongly agree, respectively

(37%) And that the most academic achievement for the study sample Faculty members was for the (Ph.D) degree, with a rate of 67%.



3. Measurement Tool

There are two key aspects to the search measurement tool. The first section contains demographic and functional information. The study variables are represented in the second part, and Table (1) gives a full description of these measurements.

4. Scale selection

The act of preparing for and evaluating the integrity of search metrics is a critical step in achieving accurate results. This requires the verification of two basic criteria, Reliability and Validity, in order to achieve this goal. Researchers in this study used a number of previously used standards in management literature that are known for their consistency and high trust. The current research's measurement tool's structural stability was confirmed. It's been used before. Cronbach's alpha, as seen in Table (2).

Table (2)
Cronbach alpha coefficients for search variables

Variable	Cronbach's Alpha for Variable	Dimension	Cronbach's Alpha for dimension
organizational support	0.78	organizational justice	0.84
		participation in decision-making	0.76
		behavior of the leader supporting subordinates	0.75
open innovation	0.77	appropriate environment for innovation	0.88
		impact of innovation	0.67
		implementation of innovation	0.77

The scales are characterized by internal stability, as seen in the table above, because their value is larger than (79%).

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study. , where "1" and "5" stand for strongly disagree and strongly agree, respectively.

5 . Statistical Description

Descriptive statistics related to the metrics used in the research are shown in the tables below.



Table (3) Descriptive statistics for search variables

var.	Mean	Std. Deviation	Level answer	Relative significance
Organizational Sppuort .1				
OrganiztionalJustice	3.771	0.183	High	3
Paricipation In Decision Making	4.620	1.623	very high	2
Behavirof Headers to Support Subordinates	4.783	0.390	very high	1
Average	4.391	0.254	High	
Open Innovation .2				
The suitable environment for creativity	4.880	0.622	very high	1
The impact of creativity	4.311	0.315	High	9
Implementing creativity	4.208	0.29	very high	3
Average	.4466	0.933	High	

From the data of the above table it is clear:

- The levels of organizational support are high in the college subject to the research, as it obtained the highest arithmetic mean after the behavior of leaders supporting subordinates, with an average of (4.783) and a standard deviation of (0.390).
 - And that the levels of open innovation in the targeted college were also high. The faculty answers were high, and the most common dimension in the college was the appropriate environment for innovation, with an arithmetic mean (4.880) and a standard deviation (0.622).
 -As for the general rate of organizational support, it was high, with a mean of (4.391), and open innovation was also high, with a mean of (4.466).

6- Research hypothesis testing

Hypothesis 1H: There is a positive correlation with significant significance between organizational support and its dimensions (organizational justice, participation in decision-making, behavior of the leader supporting subordinates) and open innovation with dimensions (the appropriate environment for innovation, the

impact of innovation, the implementation of innovation). Three sub-hypotheses branch out from it:
 - There is a positive correlation with significant significance between organizational justice and open innovation (the appropriate environment for innovation, the impact of innovation, the implementation of innovation).
 - There is a significant positive correlation between participation in decision-making and open innovation by means (the appropriate environment for innovation, the impact of innovation, the implementation of innovation).
 - There is a positive correlation with significant significance between the behavior of the leader supporting subordinates and open innovation (the appropriate environment for innovation, the impact of innovation, the implementation of innovation), Pearson correlation analysis was performed to determine the relationship between the research variables, and the results of the analysis are presented according to the matrix below:

Table (4) Correlation Matrix

Var.	Open Innovation	The suitable environment for innovation	The impact of innovation	Implementing innovation
Organizational Sppuort	**0.754	*0.591	**0.513	**0.655
Organiztional Justice	**0.682	**0.544	**0.760	*0.537
Paricipation In Decision Making	*0.578	*0.741	*0.601	**0.533
Behavior of Headers to Support Subordinates	**0.541	**0.502	**0.459	*0.705

*and ** is significant at $p < 0.05$ and $p < 0.01$ level, respectively



7. RESULTS:

-Through the above matrix, it was found that there is a positive and significant relationship between organizational support and open innovation with a value of 0.754, with a significant significance of (0.01 - 0.05), and a positive and significant correlation between the dimensions of organizational support and open innovation. sub is acceptable.

-The necessity of providing an organizational climate that encourages faculty members to improve their career path by presenting ideas and suggestions to improve the organizational performance as a whole.

-It is necessary to focus on allowing faculty members to participate in decision-making and formulation because they are one of the most important inputs of the college and its intangible intellectual capital, as their hopes and aspirations must be taken into account, and the need for a fair distribution of work staff in order to allow them to innovate and be creative with ideas that are vibrant, broad, comprehensive and pioneering in all specializations

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