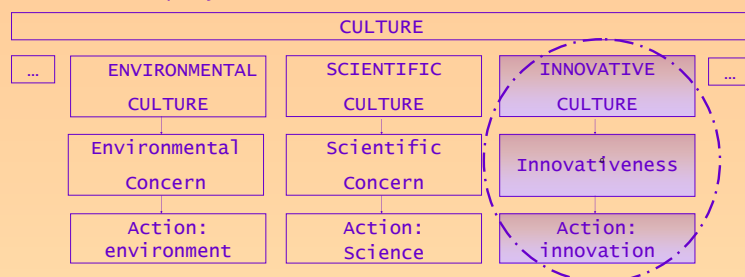


INNOVATIVE CULTURE: RADIOGRAPHY THROUGH A MULTIDIMENSIONAL QUESTIONNAIRE

Muñoz van den Eynde, A., Cornejo, M., Díaz García, I., Muñoz, E.
 Research Unit on Scientific Culture - CIEMAT

THEORETICAL FRAMEWORK

Field of inquiry of the Research Unit on Scientific Culture:



why "innovative culture"?: to reproduce the conceptual and formal structure from the other "cultures" present in the scheme above. Considering this: innovative culture = multidimensional construct (individual, organizational and general dimensions) consisting on beliefs and values about innovation that influences attitudes and behaviors and help to foster innovations (interpreted in a broad sense).

QUESTIONNAIRE DEVELOPMENT

A review of literature, surveys and other questionnaires has provided 134 items (79 for general, 32 for organizational and 23 for individual dimensions).

QUESTIONNAIRE ANALYSIS AND ADJUSTMENT

Aim: measuring innovative culture in organizations

Draft version has been applied to three samples consisting of staff from a public research organisation (n = 256), a public university (n = 222) and a private corporation from health sector (n = 167).

Reliability analysis - Cronbach's Alpha

Final version: 105 items. Alpha total = 0.92

GENERAL DIMENSION	ORGANIZATIONAL DIMENSION	INDIVIDUAL DIMENSION
56 items	30 items	19 items
Alpha = 0.91	Alpha = 0.94	Alpha = 0.61
<ul style="list-style-type: none"> . Meaning . Features needed . Aims . Factors . Process . Beliefs . Necessity . General appraisal 	<ul style="list-style-type: none"> . Innovativeness . Encouragement . Possibilities . Organizational culture . Ways of working 	<ul style="list-style-type: none"> . workers capabilities . Employees' preferences