

Klausur
Technologie- und Innovationsmanagement
Wintersemester 2013/2014
Aufgabenstellung

Allgemeine Hinweise

1. Die Beantwortung der Fragen kann in deutscher oder in englischer Sprache erfolgen.
2. Bitte lesen Sie erst die einzelnen Aufgaben sorgfältig durch, bevor Sie mit der Beantwortung beginnen.
3. Pro Klausur können jeweils maximal 90 Punkte erreicht werden.
4. Bitte verwenden Sie ausschließlich das beigelegte Bearbeitungspapier, sowohl für Konzepte als auch für die Aufgabebearbeitung.
5. Tragen Sie auf jedem Blatt des Bearbeitungspapiers Ihre Matrikel-Nummer ein.
6. Schreiben Sie bitte leserlich!
7. Die Aufgabenstellung wird nicht beschriftet und nicht mit abgegeben.

General Indications

1. The questions can be answered either in German or English.
2. Please read the questions thoroughly and completely before you start answering them.
3. Per exam you may obtain a maximum of 90 points.
4. Please use only the blank exam paper sheets (separate pile of paper), for concepts as well as for your answers.
5. Please write your matriculation number at the top of each sheet of the blank exam paper.
6. Please write legibly!
7. You can keep the exam questions (this pile of paper); please use the blank exam paper for your answers only! Thank You.

The Human Side of Innovation – English

1. Creativity (30 Points)

- a) Several studies have shown that creativity is predicted by interactive effects, i.e. by combinations of employee characteristics and situational factors. Please explain two research results concerning such interactions among personality and context (see Shalley et al., 2004). Furthermore, please note three research results by Hirst and colleagues (2011) regarding interactive effects of motivation and bureaucratic context on creativity.

(15 Points)

- b) You are hired as a creativity consultant to improve the creativity of several work groups in a large company. Please describe in concrete and realistic terms how you will apply two of the previously described research results (see part a) in practice to enhance creativity.

(15 Points)

2. Innovation Teams (30 Points)

- a) Please name and briefly describe the six facets of teamwork quality according to Högl and Gemünden (2001). Summarize research results by these authors regarding the relationship between teamwork quality and performance. Briefly note in your response how these results differed when performance was rated by team members, team leaders or managers.

(16 Points)

- b) As director of human resources in an innovation-oriented company, you intend to conduct an employee survey regarding team-related aspects in 25 innovation teams. Do you choose the teamwork quality questionnaire (see Högl & Gemünden, 2001) or the team climate inventory (see West & Sacramento, 2012) and why? Please justify your decision by referring to research results regarding both questionnaire scales.

(9 Points)

3. Diversity and culture (30 Points)

- a) Please state the three hypotheses and research results of the cross-cultural innovation study by Shane et al. (1995). Additionally, briefly explain the circumstance under which and the process through which nationality diversity positively related to team performance in the study by Kearney and Gebert (2009).

(18 Points)

- b) You decide to write your Master's thesis about international differences regarding the human side of innovation. Please suggest a specific topic for your thesis and describe two concrete research questions or hypotheses for your study.

(12 Points)