



**Journal of Product Innovation Management
Special Issue Call for Papers:
The Human Side of Innovation Management**

Guest Editors

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Motivation and Objective of the Special Issue

Several decades of research on the management of innovation have revealed important drivers of innovation and contingencies thereof, with a substantial share of this research having been published in the *Journal of Product Innovation Management*. Among these success factors, one that has emerged as critical is what we refer to as the human side of innovation management (Brenton and Levin, 2012). The human side of innovation management focuses on leading and organizing the very people that are actually carrying out innovative endeavors in organizations (Hauser et al., 2006; Verona, 1999). After all, it is people who individually or in groups make use of their creativity to generate ideas for new products and services (O'Connor and McDermott, 2004; Perry-Smith and Mannucci, 2017; Salter et al., 2015). It is people who plan and carry out innovation projects to implement and market these ideas (Baer, 2012; Sivasubramaniam et al., 2012). And it is people who envision and advocate strategies for future directions of innovative efforts to investors, customers, and fellow organizational members (Tellis, 2006). Therefore, this special issue intends to provide answers to the question: How can we organize and lead people to facilitate the development and management of innovation?

Despite the burgeoning research on the human side of innovation, many important questions remain unanswered. One reason for this may be that research focusing on the behavioral underpinnings of innovation management, especially on the individual and team level, has started to gain momentum later than research on strategic drivers of innovation (Damanpour, 1991; Scott and Bruce, 1994), and thus has accumulated a smaller volume of knowledge so far. In addition, today's fast paced business environment is creating a plethora of new challenges for those trying to manage the people who drive innovative endeavors—challenges for which evidence-based solutions are still relatively scarce. This relates to aspects such as increasing pressure to innovate due to global competition (Schubert et al., 2018), enhanced time pressure through shortening development cycles (Baer and Oldham, 2006; Chen et al., 2012), a higher level of complexity through international collaboration and an increasingly diverse workforce (Weiss et al., 2018; Zhan et al., 2015), blurring industry and project boundaries (Mortensen and Haas, 2018; Whalen, 2018), as well as a higher probability of errors, setbacks, and failure as a consequence of the aforementioned challenges (Lei et al., 2016; Shepherd et al., 2011; Todt et al., 2018). Moreover, we are witnessing profound changes to innovators' workplaces, involving newly emerging technologies and

increasing connectedness (Nambisan et al., 2017), which are shifting the way innovators communicate, collaborate, interact, and coordinate in the face of distractions, interruptions, and the availability of voluminous information (Rindfleisch et al., 2017; Sorescu, 2017). Such radical changes may thus demand different skills and capabilities from innovators and the managers organizing them. Given that these trends will almost certainly gain importance in the near future, there is a pressing need to understand their implications for the human side of innovation management and to develop answers as to how to lead and organize innovators in the coming decade. In other words, further research is needed to provide evidence-based recommendations for managers of innovation and to advance theory on the human side of innovation.

This special issue therefore calls upon scholars of both innovation management and organizational behavior to join forces in the study of the human side of innovation management. It aims to stimulate multidisciplinary research that refines, broadens, and develops novel interpretative frameworks and theories on the human side of innovation. This will serve to accomplish the ultimate objective of this special issue, which is to develop theory on a major determinant of successful product innovation, i.e., the human side of innovation.

Suggested Topics and/or Research Questions

In line with JPIM's research priorities (Barczak, 2016), we invite empirical (both quantitative and qualitative) submissions on a broad array of topics for submission. Specifically, we seek empirical studies that combine and blend the topic areas of innovation management and organizational behavior, thereby bringing to bear the explanatory capabilities of both literatures. Below is a broader range of possible topics that could be addressed in a submission. Naturally, this is not an exhaustive list.

Human factors in the front end of innovation:

- What are antecedents to successful problem identification?
- How does individual creativity translate into team creativity?
- What might be intertemporal consequences of problem formulation for the subsequent stages/phases of the innovation processes?
- Which determinants and contingencies of effective idea selection are there at the individual, team, and organizational levels?
- How can we understand the temporal dynamics during the front-end of innovation?

Interpersonal relations and interaction among innovators:

- Which contingencies determine when interpersonal competition is more useful than interpersonal cooperation and vice versa?
- Under which conditions is diversity an asset and when is it a liability for creativity and innovation?
- What are antecedents and benefits of trust for creativity and innovation?
- Which role does improvisation play for team creativity and its cross-level effects?
- How do team dynamics across time impact innovation projects?

Leadership and innovation:

- How to organize and lead innovation endeavors without formal hierarchies?
- How do new approaches to leadership (e.g., paradoxical leadership) relate to innovation outcomes?
- Which role does team leadership play in new forms of organizing innovative work, such as agile methods?

The role of setbacks and adversity for innovators:

- How can innovators learn from failure, setbacks, and errors?
- What consequences do different stressors, like time pressure have for working on innovative tasks and are there cross-level relationships between individual and team levels?
- What role does conflict play for creative performance and which contingencies influence this role?
- Which dynamic creative processes are triggered by different types of constraints?
- What is the dynamic role of (negative) affect in innovation processes?
- Is there a need for different approaches of innovation management in times of crisis?

Organizing the innovator's workplace in the next decade:

- How do new technologies, like machine learning affect how innovators work?
- Which skills and capabilities are required from innovators to leverage opportunities of new technologies, tools, and the rapidly growing amount of data for innovation?
- (How) Can innovation processes be automated? And what would this mean for human-machine interaction in innovation processes?
- Is there a need for new leadership approaches for innovative activities in increasingly digitized environments?
- What is the role of organizational culture in an increasingly virtual work environment?
- How can new technologies be used to foster idea generation and idea evaluation?

Developmental Conference

With the authors of the papers that have been invited to revise and resubmit their papers (after initial review), we will coordinate a research conference at Ruhr University Bochum (Germany) in order to further develop each manuscript. This two-day event will take place in October (exact date to be announced) and aims to enhance the quality and innovativeness of the special issue and thus its contribution to theory development on the human side of innovation.

Submission Deadline and Anticipated Publication Timeline

<i>Milestone</i>	<i>Date</i>
Call for Papers announcement	May 2019
Submission deadline	May 31, 2020
First round decisions	August 31, 2020
Developmental conference at Ruhr-Universität Bochum with authors invited to revise & resubmit	October 2020
Revision due date	December 31, 2020
Second round decisions	February 28, 2021
Second revision due date	April 30, 2021
Final editorial decisions	June 2021
Anticipated publication date	Winter 2021

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