

# **“THE RELATIONSHIP BETWEEN COMMITMENT BASED HR AND OPEN INNOVATION: THE MEDIATING ROLE OF DYNAMIC CAPABILITIES”**

**BY**

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## MBA Thesis 2nd Half-Semester Progress Report & Thesis Approval Statement

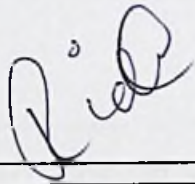
### Supervisor – Student Meeting Record

S#	Date	Place of Meeting	Topic Discussed	Signature of Student
01	5 <sup>th</sup> April	Post Graduate Research Lab	Chapter #01 - Introduction	
02	11 <sup>th</sup> April	Post Graduate Research Lab	Development of Research Questions and Research Objectives	
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**Declaration of Authentication**

I, hereby, declare that no portion of the work referred to in this thesis has been submitted in support of any application for another degree or qualification of this university or any other institution of learning.

Student's Signature: \_\_\_\_\_



## Dedication

I dedicate this work of thesis to Almighty Allah; with the help of His constant support, I have been able to complete this thesis. He has been source of my knowledge, wisdom, inspiration and understanding throughout this life and this program. And I can't never be enough thankful to Allah for what He has blessed me.

Secondly, I dedicate my thesis work to my parents, without their constant support I wouldn't have been able to what I am doing now and where I am. Who have encouraged me to pursue my dreams and advise me the right path to choose, always.

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### Abstract

**Purpose:** This study develops a framework that propose the relationship between Commitment based HR and Open Innovation: the mediating role of Dynamic Capabilities. Hypothesis show that, to operate organizations' operations while having Commitment based HR and Open Innovation constructs, a firm must have Dynamic Capabilities which strongly mediates the relation between Commitment based HR and Open Innovation. Research scholars have studied Commitment based HR Open Innovation, and Dynamic Capabilities, separately in Pakistani Socio-economic context. While little to no attention have been paid to topic of this research.

**Methodology & Design:** Hypothesis testing was conducted using online survey forms, Primary data was collected from 300 employees working in SMEs of Karachi, Pakistan. Sampling techniques and data analysis conducted using Mediation analysis in SmartPLS. Convenience sampling is the sampling technique. This research is based on Deductive approach, whereas research type being Quantitative approach. Constructs of the study are Commitment based HR, Open Innovation and Dynamic Capabilities.

**Findings:** Findings of the study states clearly that, there is significant influence of CHR on DC, significant influence of DC and OI, and insignificant influence of CHR on OI. The constructs Commitment based HR and Open Innovation seem to have no relation if they are put together however, adding a mediator Dynamic Capabilities strongly influence CHR and OI relationship.

**Limitations:** There have been various constraints which restricts the scope of research. Time constraint was major barrier, due to which more valuable variables couldn't be added to the topic, limits the amount of sample population which could be added to the population sample. Financial instability and geographical limitations intervened so the research could not be conducted out of industrial hub of Karachi; in other industrial hubs of Pakistan, also this research could include service sector of SMEs of Pakistan too.

**Recommendations:** SMEs which are having Commitment based HR and Open Innovation as constructs in their operations, they need to deploy Dynamic Capabilities as a mediator in this relationship, so it has positive significance on overall organization. This research facilitates SMEs to roll out Open innovation program. It encourages Organizations to focus on Commitment based HR to perform better in Innovative environment.

**Keywords:** *Commitment based HR, Dynamic Capabilities, Open Innovation, Green Dynamic Capabilities, Green Innovation, Job embeddedness*

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