

The Relationship between Perceived Support and Innovative Behavior: Analyzing the Mediating Role of Work Engagement

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Abstract

This study reconnoiters the relationship between perceived support and individual innovative behavior at the workplace built on Social Exchange Theory and Job Demands-Resources model. In this research, perceived support was measured via organizational, supervisor, peer support through a multilevel lens. Furthermore, the mediator role of work engagement was questioned in the link between perceived support and work engagement. To achieve these, data obtained from a total number of 203 employees in five different firms operating in two separate Technoparks located in Ankara, Turkey. According to the results, perceived support of organization, supervisor and peer have significant positive effects on innovative behavior. Among the dimensions, most important affect was recorded by perceived organizational support. Also, it was indicated that work engagement had a partial mediator effect on the relationship between perceived support and innovative behavior.

Keywords: Perceived Support, Perceived Organizational Support, Perceived Supervisor Support, Innovative Behavior, Work Engagement