
Springer Professional

Read
first
Chapter
20 | OriginalPaper | Chapter

Authors: José Rebelo dos Santos, Lurdes Pedro

Publisher: Springer International Publishing

Published in: Entrepreneurship and Organizational Innovation

This chapter focuses on human management and innovation. We aim to identify ongoing changes in innovative human resource practices and the reasons to adopt them. Specifically, we seek to (i) characterize the evolution of traditional to new practices; (ii) characterize each new practices and reasons to adopt it; (iii) quantify (or quality) the results of the new practices; (iv) identify the profiles of the organizations currently adopting these practices; and (v) present innovative practices of a private and a public organization. After a brief thematic literature review, our methodology goes over the analysis of empirical documents and performs semi-structured interviews to show what is doing in a private and in a public organization. The results show that in each organization that is implementing measures that value and care about people, there is recognition and belief that people valued by their employing organizations are more productive and generate better results.
