

## The Effects of Workplace Belongingness on Exploratory Innovation: The Mediating Role of Exploitative Innovation

Fahri ÖZSUNGUR  <sup>a</sup>

<sup>a</sup> Adana Alparslan Türkeş Science and Technology University International Trade and Finance, Adana, Turkey.  
[fahri.ozsungur@hacettepe.edu.tr](mailto:fahri.ozsungur@hacettepe.edu.tr)

ARTICLE INFO	ABSTRACT
<p><b>Keywords:</b> Workplace belongingness Exploratory innovation Exploitative innovation IT industry</p> <p>Received 21 April 202 Revised 7 June 2020 Accepted 15 June 2020</p> <p><b>Article Classification:</b> Research Article</p>	<p><b>Purpose</b> – The study aims to explore the mediating role of exploitative innovation by revealing the effects of workplace belongingness and their effects on exploratory innovation in the IT industry.</p> <p><b>Design/methodology/approach</b> – This research was conducted with 91 executives recruited from IT businesses registered to Adana Chamber of Commerce in Adana Turkey in December 2019. The research was analyzed by the structural equation modeling method based on social exchange and organizational change management theories.</p> <p><b>Findings</b> – The results of the study show the positive and significant effects of workplace belongingness on exploitative and exploratory innovations in the IT industry. To reveal innovations beyond the existing innovations, the employees' sense of belonging to the workplace and the existing innovations should be improved.</p> <p><b>Discussion</b> – This study is the first to clarify the association between workplace belongingness and innovation types. There are limitations to the study in the context of sample size and generalizability.</p>

### Önerilen Atf/ Suggested Citation

Özşungur, F. (2020). The Effects of Workplace Belongingness on Exploratory Innovation: The Mediating Role of Exploitative Innovation, *Journal of Business Research-Turk*, 12 (2), 1788-1800.