The Impact of Intelligent Organization Characteristics on Enhance Innovation

Applied Study in small projects in Jordan

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Summary

The study aimed to highlight the impact of intelligent organization characteristics on innovation enhancement in the small projects sector in Jordan. The study sample was a group of organizations that work in the small projects sector in Jordan. The study sample included the King Hussein Business Institute, which is considered the first incubator for intelligent organizations in the small projects sector. The study sample included the managers, heads of departments, and administrative supervisors working in the organizations that work in the small projects sector in Jordan. To achieve the study goals, it used the descriptive analysis approach through various statistical methods, such as the multiple regression analysis. The study findings showed that there was a significant statistical effect of intelligent organization characteristics (continuous learning, strategic idea generation, and environmental perception) on innovation types (administrative innovation, technological innovation, and organizational innovation) in the small projects sector in Jordan, with a level of significance (0.05 ≥ α).

In light of the results, the study recommended several recommendations, the most prominent of which was the need to provide scientific references in the field of intelligent organizations for researchers and students to facilitate the preparation of research and studies and the application of various innovation enhancement types (administrative innovation, technological innovation, and organizational innovation) in a way that is effective and integrated in intelligent organizations, in addition to the need to expand the circuit of technology and technology use. To make investment decisions in their projects and to make continuous and regular discussion circles among employees, with the participation of management in certain issues facing the organization and the ability of employees to participate in the knowledge they hold and motivate them through the implementation of policies and procedures to facilitate knowledge exchange exchange to achieve cognitive integration and closure of the knowledge cycle.

Keywords: Intelligent Organization, Innovation
ABSTRACT

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The study aimed to investigate the impact of Intelligent Organization Characteristics on Enhance Innovation in small projects in Jordan. The study population consisted a group of organizations working within the small projects in Jordan. The study sample was chosen as King Hussein Business Park, which is considered the first incubator for intelligent organizations in the small projects. While the Unit of Analysis included managers, heads of departments and supervisors administrators working in organizations operating within the small projects in Jordan. To achieve the study objectives the study used descriptive analytical method in addition used of multiple regression analysis to test the hypotheses of the study.

The study reached number of results: there is a significant impact of Intelligent Organization Characteristics (Continual Learning, Creating Strategic Alternatives & Understand the Environment) on enhancing innovation of all types (managerial innovation, technical innovation, organizational innovation) in small projects in Jordan at level ($\alpha \leq 0.05$).

In the light of the results, the study recommended a number of recommendations, the most notably the need to provide scientific references in the field of smart organizations for researchers and learners to facilitate the preparation of researchers and studies and the application of promotion of innovation (managerial innovation, technical innovation, organizational innovation) in an effective and integrated manner in smart organizations to make investment decisions regarding their projects as well as the need to expand the scope of technology by working and employ the latest technologies in the field of work and the interest in holding continuous discussion seminars and the periodical of the workers with the participation of the administration regarding specific problems facing the organization and benefit from brainstorming among them and allow or prepare the field to introduce the implicit knowledge that employees have to their peers and reward them by establishing policies and procedures to facilitate cognitive exchanges in order to achieve cognitive integration and the completion of the knowledge cycle.

**Keywords:** Intelligent Organization, Innovation.