

Innovative Work Behaviour in the Public Sector

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SHORT COMMUNICATION

The effects of task features, organisational social support, and individual proactivity on innovative work behaviour (IWB) in the public sector are investigated in this study. We discovered that work features, organisational social support, and proactive personality have a favourable impact on IWB after analysing empirical data from 154 employees from an Australian government agency. The association between task features and IWB is also found to be moderated by proactive personality. The findings suggest the need to design human resource practices that better identify proactive and innovative job applicants in the recruitment and selection process. Further, we highlight the requirement to organise and design work that recognises the need to develop social support to improve IWB. The implications of the study for further research on IWB are discussed.

Governments all over the world are being pushed to become more inventive and collaborative. This is particularly true in the Australian public sector. Encourage innovative work practises as one method to achieve innovation. We discovered that public managers who network more are more likely to engage in innovative work activities. We found minimal evidence of a curvilinear link between networking and innovative work behaviours, i.e., too little or too much networking was not related with decreased inventive work behaviours, contrary to our assumptions.

In today's organisational structure, modernization, the act of development, a change for the contingent environment, is a must for organisational existence. It's almost synonymous with structural, process, and agency change. Managers must design mechanisms to stimulate and guide the changes taking place, as well as a source of innovation for managing and executing the accompanied variations in the task for survival, whether the change is radical or incremental (Daft, 2004). As a result, an organisation that has adopted modernization techniques and tasks has introduced new or unique ways of completing activities that require hyper-competition and speed. Implementation of technical progress among problems of novel work behaviour, as well as a focus on team-based functioning, is all connected with innovative

change. Versatility, communication systems, and strategic alliances, all designed to maximise added value, are quickly becoming the competitive weapons of the future; and to survive in this environment, flexibility, communication systems, and strategic alliances are rapidly becoming the competitive weapons of the future.

Enhancement of job duties is required to continuously compete and progressively design and redesign jobs by promoting and implementing innovations, which entails a wide range of new sorts of job demands as well as multi-skilling cross-functional skills and cross-functional exposure. These innovative trends and their potential for positive effects in terms of great variety and flexibility have helped to bridge global gaps, increase efficiency, and thus modernise organisations, but they have also increased the risk of stress due to work overload, work pace, inter-role conflicts, work-family imbalance, and a lack of time for rest and recovery. Many academics refer to this form of deviation from normal functioning or lack of fit resulting from people's interactions with their employment as occupational stress. Organizational, extra-organizational, individual, or group-related stressors can all be sources of stress.

Managers are required to work at a faster pace to manage and handle multitasks pertaining to technological innovation (new technical artefacts, devices, or products), process innovation (new services, programmes, products, or procedures), or administrative innovation (new institutional policies, structures, or systems) as a result of such occupational stress resulting from technological advancement and global marketing policy of modernization, and this is creating new a new As a result of this global rivalry, managers in firms have been compelled to become more inventive by creating ideas, pushing those ideas, and implementing those ideas that are likely to receive positive responses when executed. As a result, such inventive work conduct is referred to as innovative work behaviour. It is a compulsion put upon an individual worker (manager), and the workload plainly caused by the disruption of the status quo causes stress for some people who are unable to meet the demand and for those who are unable to meet the demand.

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