

Title: Employee, firm and national level drivers of firm-level innovation

Authors: Professor Helena Lenihan and Dr Helen McGuirk

Department of Economics, Kemmy Business School, University of Limerick, Ireland

Abstract: In this paper, we analyse the importance of adopting a holistic and multilevel approach to estimating the drivers of firm-level innovation. Such an approach includes drivers at individual, firm and national level. It is important to note that failing to consider such multiple levels of determinants may result in omitted variable bias. Our novel research contributes to the innovation literature in a number of ways. Firstly, it estimates multilevel determinants for four types of innovation. This provides a comprehensive and much under-researched analysis of a holistic approach to drivers of innovation. Secondly, we analyse for small, medium and large- sized firms. Thirdly, our results, based on a newly merged dataset with information from firms across 21 European countries, provide a ‘big picture’ view of a holistic approach to what drives innovation. The findings reveal that different firm sizes and innovation types warrant different holistic drivers; small firms’ innovation activity is determined, for the most part, by what facilities/resources are available inside the firm, while innovation in large and medium sized firms is driven by firm and national level factors.

Biography: Dr Helen McGuirk is an *Irish Research Council, Government of Ireland Post-doctoral Fellow* at the Kemmy Business School, University of Limerick, Ireland. She has a PhD from the University of Limerick under the supervision of Professor Helena Lenihan (also her postdoc mentor). Helen graduated from University College Cork with a Bachelors degree in Commerce, and a Masters degree in economics. Her research interests include the economics innovation, human capital, public policy and regions. She has published articles on the topics of innovation, innovative human capital and workforce diversity.

