Mehmet Demircioglu will discuss his findings from a study to tests to the effects of four important sources of innovation (government, organizational leaders, employee workgroup, and members of the public) on the perceived benefits of innovation in the public sector. Using survey data from the Australian Public Service (n=3,775), the findings suggest that bottom-up innovations, particularly ideas emanating from the employee workgroup, are crucial for bringing about significant positive effects (measured by improving process, decreasing costs, and increasing the quality of public services). In contrast, ideas emanating from organizational leaders are negatively associated with benefits. Nevertheless, the negative effects of top-down innovations are mitigated by a high quality of leadership. The results suggest that bottom-up approaches to innovations and leadership quality are crucial in increasing the organizational benefits of innovations.

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