

**UNIVERSITI TEKNOLOGI MARA**

**ANTECEDENTS INFLUENCING  
INNOVATIVE  
WORK BEHAVIOUR  
AMONG  
MALAYSIAN  
PUBLIC UNIVERSITY  
PROFESSORS:  
THE ROLE OF  
INNOVATION CAPABILITY  
AS MEDIATOR**

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## ABSTRACT

Innovation is a key driver to create new opportunities that derive greater value for society both economically and socially. The Prime Minister has launched the national programme for Malaysia from 1991 – 2020. It is known as 20 years national plan as to ensure, Malaysia as developed country in 2020. Malaysia can be a united nation, with a confident Malaysian society, infused by strong morale and ethical values, living in a society that is democratic, liberal and tolerant, caring, economically just and equitable, progressive and prosperous and in full possession of an economy that is competitive, dynamic, robust and resilient. From the vision of becoming a developed nation, Malaysia should strive to be amongst the top countries in the world in economic development, citizen well-being and innovation. Innovation among universities was highlighted by Malaysia government through Global Innovation Index (GII). Malaysia was ranked at 37th out of 127 countries on the Global Innovation Index (GII) in the year of 2017 and down two notches from previous year which is 35th out of 128 countries. Therefore, as to lift-up the innovation percentage as well to realize the national aspiration, thus, innovative work behaviour should be fostered among Malaysian particularly on academicians. Hence, there is a dearth of empirical research which explores these factors contributing to innovative work behaviour in extent literature among professors at universities. In further explanation, to possess the behaviour to innovate and to produce noble ideas, professors need to be endowed with the capabilities to innovate which in turn are encouraged by the presence of several key factors. The education field is one most critical yet overlooked area as far as innovation capability and innovative work behaviour. Thus, this research aim is to study the antecedents influencing Innovative Work Behaviour among Malaysian Public University Professors. It specifically studies on Malaysian Public University Professors ranging from 20 public universities in Malaysia. This research is based on data obtained from survey questionnaire that polled Professors attitudes regarding the antecedents influencing Innovative Work Behaviour. The data was analysed by using Smart-PLS and SPSS. The study suggested that successful Innovative Work Behaviour among Malaysian Public University Professors is strongly correlated with Knowledge Sharing and Rewards. The study also suggested that a holistic strategic planning is needed for the Ministry of Education (MOE) to successfully fostering innovative work behaviour among other academicians from all universities as to ensure the long-term planning by government can be executed with the help coming from this intellectual group. It is hope that the study can contribute to the improvement of innovation landscape particularly among Professors as they are known as National Thinker and support the nation to become a developed country through Vision 2020.

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