

The Research on the Manufacturing Enterprise Organizational Innovation Path Forming Based on Dynamic Perspective

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Abstract: The precondition of the organizational innovation of the Manufacturing enterprise is institution innovation, then the enterprise is led by the innovation, protect by the management innovation, and the innovation destination is to promote the innovation performance. So the Manufacturing enterprise organizational innovation path is the method of the completion organizational innovation destination. The forming of the organizational innovation path is affected by many factors, in order to clarify the relationship among the organizational innovation path forming influence factors then accelerate the forming speed of the organizational innovation path, this paper constructs the organizational innovation path forming influence factors and evaluate factors system, then use the systematic dynamic model and correspond analysis empirical method to analysis the influence relationship among the influence factors. The final answer shows the forming of the Manufacturing enterprise organizational innovation path should take advantage of the technical innovation to upgrade the technology, then through the market innovation method to integrate resource, promote the resource using efficiency, then through the management innovation to guarantee the organizational innovation activities proceed successfully.

1. Introduction

The destination of the organizational innovation of the Manufacturing enterprise is to promote the enterprise performance which based on the organizational innovation behaviour [1]. And the organizational innovation path is the method of completion the organization innovation destination. So we should have a macro perspective of the organizational innovation, the organizational innovation path have many influence factors, these influence factors can lead to different innovation destination, and the innovation main body and the innovation process is correlate, the forming of the organizational innovation is influenced by the different influence factors[2]. On the one side, the promotion of the quantity level of the organizational innovation can lay the foundation for the quality level. On the other side, the quality level of the organizational innovation can impact on the quantity level of the organizational innovation and the integration of the quality and quantity level of the organizational innovation can accelerate the speed of the organizational innovation. Although

there are enough research on the forming of the organizational innovation path, but it lacks of the research on the influence factors. This paper will make up the above loopholes, and it provides the theretical guiding for the Manufacturing enterprise organizational innovation path implementing which based on the research on the influence factors.

2. Factors System Construction

2.1 Influence Factors System

The macro analysis is to analysis and resolve the issues which based on the broad but unique perspective. So the macro influence factors include innovation environment.② moderate influence factors. The definition of the moderate is located between the macro and micro. So the moderate influence factors include innovation performance and the innovation behaviour.③ micro influence factors. The definition of the micro is analysis the issues from local perspective. The micro influence factors of the Manufacturing enterprise organizational innovation path forming include innovation ability, innovation resource.

2.2 Evaluation Factors System

① individual level of the organizational innovation performance evaluation system. This system include the promote rate of the enterprise ability, increase rate of the enterprise resource, the increase rate of the enterprise performance and the promote rate of the innovation behaviour.② group level of the organizational innovation performance evaluation system. This system includes the promotion of the innovation ability, increase of the innovation resource and the increase of the innovation performance and the promotion of the innovation behaviour. ③ organization level of the organizational innovation performance evaluation system. This system includes innovation ability level, the innovation resource level, the innovation behaviour and the innovation performance level

3. The Systematic Dynamic Model of the Factors Relations

3.1 The Sd Model Construction Logistic and Step of the Innovative Organizational Innovation Path Forming

This paper has constructed the organizational innovation path forming factors dynamic structure which based on the research on the organizational innovation path forming process and the forming result. The principle of the SD is to summarize the complicate system structure which based on the feedback loop theory and it seems the first level feedback loop as the whole system foundation [3]. The complicate system includes the sub system and different level of the organization, and then it can evolve a systematic feedback system structure. So the impact from the above feedback loops is the whole system function. The SD description of the organizational innovation path forming factors is divide the whole system S into correlate sub system p which according to the division principle. The above equation character S stands for the whole system, p stands for the sub system, R_{jk} stands for the correlate matrix. So the above sub system only had few more important. And we can illustrate the sub system relationship through the matrix method. So the SD method can illustrate the influence factors relationship correctly. The figure 3 can illustrate model construction process.

3.2 Model Construction

We construct the organizational innovation path forming influence factors SD model which based on the organizational innovation path forming influence factors. With the above model, the organizational innovation path forming result evaluation factors include the quality level evaluation sub system, the forming result quantity level evaluation sub system and the forming result “quality and quantity” level evaluation sub system. The organizational innovation path forming process evaluation factors include the innovation environment, innovation performance, innovation behaviour, integration ability and the management ability. Then this paper concludes the different factors impact mechanism which based on the adjustment of the different influence factors and the evaluation of the different evaluation factors. The conclusion process needs the SD method vensim to complete.

4. Conclusions

This paper has analyzed the organizational innovation path dynamic forming mechanism from the organizational innovation path forming influence factors and evaluation factors perspective. So we have the following conclusions: ①the Manufacturing enterprise can promote the individual level organizational innovation performance through the technical innovation, it can promote the group level organizational innovation performance through the market innovation, it can promote the organization level organizational innovation performance through the management innovation. ② From the short term perspective, the Manufacturing enterprise can use the innovation behaviour factors to accelerate the forming of the organizational innovation path. From the long term perspective, the Manufacturing enterprise needs to enhance the innovation ability and take advantage of the innovation environment to complete the organizational innovation activities. ③ To promote the individual level, group level and the organization level organizational innovation performance not only need the innovation ability, but also need the innovation environment support.

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