

Ways to Build Workplace Innovation in a Victorian Land Management Organization by Understanding Its Relationship to Organization Culture.

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SUMMARY

To improve innovation in public sector land management organizations more understanding is needed about the impact of organizational culture on workplace innovation. This has been neglected in as an area of study despite the public sector representing up to 30 per cent of local economies and Workplace Innovation contributing over 30 per cent of sector innovation. The central coordination of land management activities in most countries is undertaken in the public sector. Effective land management organizations that are able to foster innovation are better able to respond to the continual changes of economy and society and so support a vibrant land management sector. Smart organizations that work effectively are an important element in building smart cities.

This paper describes the relationship between Workplace Innovation and Organizational Culture within the context of a large Victorian Land Management Organization. A case study was undertaken using an explanatory sequential mixed methods approach. The research identified a relationship between Public Sector Culture and Workplace Innovation. Public Sector Culture was highlighted as important to many aspects of Workplace Innovation. The implications for management of innovative public sector workplaces and especially land management organizations are outlined as a guide for land management organizations.

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