

Abstract

Intrapreneurship has been identified as one of the key contributors to individual work performance of employees and therefore intrapreneurship has received a growing interest in research and practice. Many have studied how the multidimensional factors of intrapreneurship contributes to its existence. Yet it can be seen that the contribution from the internal organisational elements such as organisational climate and perceived organisational support, to intrapreneurship driven individual performance is not explored sufficiently. Since employee behaviour is highly influenced by internal environment this is a critical area that need to be explored. Against this background, this study aims on understanding the impact of organisational climate and perceived organisational support on intrapreneurship driven individual work performance.

A quantitative study was conducted among 40 Sri Lankan organisations, from several industries considering data from 329 cases within a period of two months. The responses on intrapreneurship, organisational climate and perceived organisational support was gathered from the subordinate while data on individual work performance was gathered from respective supervisors in order to reduce biasness of the sample. Structured equation modelling was used to analyse the data.

Findings of the study supported that; the intrapreneurship has a direct impact for individual work performance; Intrapreneurship driven individual work performance is positively moderated by the organisational climate and similarly, perceived organisational support. The moderation from perceived organisational support is higher than the impact from the organisational climate on the intrapreneurship driven individual work performance.

The findings of the study contribute to theory by explaining how organisational climate and perceived organisational support influence intrapreneurship-individual work performance. In terms of managerial perspective, the organisational climate can be improved and make strategies to improve the perceived organisational support of the employees in order to achieve individual work performance via intrapreneurship.

Keywords: Intrapreneurship, Individual Work Performance, Organisational Climate, Perceived Organisational Support.