

REFERENCES

- Adriaans, L. Intrapreneurial behaviour: the role of job characteristics. *The effects of problem-solving and task significance as job characteristics on intrapreneurial behavior, moderated by self-efficacy*. Retrieved from Tilburg University Database.
- Antonic, B., & Hisrich, R. D. (2003). Clarifying the intrapreneurship concept. *Journal of small business and enterprise development*.
- Antonic, B. (2003). RISK TAKING IN INTRAPRENEURSHIP: TRANSLATING THE INDIVIDUAL LEVEL RISK AVERSION INTO THE ORGANIZATIONAL RISK TAKING. *Journal of Enterprising Culture*, 11(01), 1–23. <https://doi.org/10.1142/s0218495803000020>
- ALmasri, O., & Ahmad, A. (2020). Intrapreneurial behaviors and innovative performance: The moderating role of employees' characteristics in commercial banks. *Accounting*, 6(6), 1007-1020.
- Basar, P. (2017). Proactivity as an antecedent of entrepreneurial intention. *Journal of Economic & Management Perspectives*, 11(4), 285-295.
- Bayona, J. A., Caballer, A., & Peiró, J. M. (2020). The relationship between knowledge characteristics' fit and job satisfaction and job performance: The mediating role of work engagement. *Sustainability*, 12(6), 2336.
- Belousova, O., & Gailly, B. (2013). Corporate entrepreneurship in a dispersed setting: actors, behaviors, and process. *International entrepreneurship and management journal*, 9(3), 361-377.
- Berzin, S., Pitt-Catsoupes, M., & Gaitan-Rossi, P. (2016). Innovation and sustainability: An exploratory study of intrapreneurship among human service organizations. *Human Service Organizations: Management, Leadership & Governance*, 40(5), 540-552.
- Björn, R. (2021). Intrapreneurial competences of individuals as business asset.
- Blanka, C. (2019). An individual-level perspective on intrapreneurship: a review and ways forward. *Review of Managerial Science*, 13(5), 919-961.
- Cangialosi, N., Battistelli, A., & Odoardi, C. (2021, October 27). Designing innovative jobs: a fuzzy-set configurational analysis of job characteristics. *Personnel Review*.
- Castrogiovanni, G. J., Garrigos-Simon, F. J., & Peris-Ortiz, M. (2011). Human resource management practices and the importance of managers' perceptions. *Canadian Journal of Administrative Sciences/Revue Canadienne des Sciences de l'Administration*, 28(2), 122-133.

- Chen, L. W., & Thompson, P. (2016). Skill balance and entrepreneurship evidence from online career histories. *Entrepreneurship Theory and Practice*, 40(2), 289-305.
- Chouchane, R., & St-Jean, É. (2022). Job anxiety as psychosocial risk in the relationship between perceived organizational support and intrapreneurship in SMEs. *Innovation*, 1-18.
- Creswell, J. W. (2017). *Research Design: Qualitative, Quantitative, and Mixed Methods Approaches* (3rd ed.). SAGE Publications.
- D'Souza, P., & Mulla, Z. R. (2011). Can an entrepreneurial personality compensate for a boring job? The influence of proactive personality and job characteristics on employee engagement levels. *The Journal of Entrepreneurship*, 20(2), 207-226.
- De Spiegelaere, S., Van Gyes, G., & Van Hootegem, G. (2016). Not all autonomy is the same. Different dimensions of job autonomy and their relation to work engagement & innovative work behavior. *Human Factors and Ergonomics in Manufacturing & Service Industries*, 26(4), 515-527.
- De Jong, J. P., Parker, S. K., Wennekers, S., & Wu, C. (2011). Corporate entrepreneurship at the individual level: measurement and determinants. *EIM research reports. Zoetermeer: EIM*, 11(13), 3-27.
- Escribá-Carda, N., Revuelto-Taboada, L., Canet-Giner, M. T., & Balbastre-Benavent, F. (2020). Fostering intrapreneurial behavior through human resource management system. *Baltic Journal of Management*.
- Farrukh, M., Khan, A. A., Khan, M. S., Ramzani, S. R., & Soladoye, B. S. A. (2017). Entrepreneurial intentions: the role of family factors, personality traits and self-efficacy. *World Journal of Entrepreneurship, Management and Sustainable Development*, 13(4), 303-317.
- Fellnhöfer, K. (2017). Drivers of innovation success in sustainable businesses. *Journal of Cleaner Production*, 167, 1534-1545.
- Fuller Jr, B., & Marler, L. E. (2009). Change driven by nature: A meta-analytic review of the proactive personality literature. *Journal of vocational behavior*, 75(3), 329-345.
- Gaup, C. (2022). *Intrapreneurial behavior in the role of the Finance Business Partner: A mixed-methods study* (Doctoral dissertation, Universität St. Gallen).
- Gawke, J. C., Gorgievski, M. J., & Bakker, A. B. (2018). Personal costs and benefits of employee intrapreneurship: Disentangling the employee intrapreneurship, well-being, and job performance relationship. *Journal of occupational health psychology*, 23(4), 508.

- Gawke, J. C., Gorgievski, M. J., & Bakker, A. B. (2019). Measuring intrapreneurship at the individual level: Development and validation of the Employee Intrapreneurship Scale (EIS). *European Management Journal*, 37(6), 806-817.
- Gibbs, M., Neckermann, S., & Siemroth, C. (2017). A field experiment in motivating employee ideas. *Review of Economics and Statistics*, 99(4), 577-590.
- Goodale, J. C., Kuratko, D. F., Hornsby, J. S., & Covin, J. G. (2011). Operations management and corporate entrepreneurship: The moderating effect of operations control on the antecedents of corporate entrepreneurial activity in relation to innovation performance. *Journal of operations management*, 29(1-2), 116-127.
- Grant, A. M., Fried, Y., & Juillerat, T. (2011). Work matters: Job design in classic and contemporary perspectives.
- Hackman, J. R. (1980). Work redesign and motivation. *Professional psychology*, 11(3), 445.
- Hackman, J. R., & Oldham, G. R. (1975). Development of the job diagnostic survey. *Journal of Applied psychology*, 60(2), 159.
- Hackman, J. R., Oldham, G., Janson, R., & Purdy, K. (1975). A new strategy for job enrichment. *California Management Review*, 17(4), 57-71.
- Hackman, J. R., & Oldham, G. R. (1976). Motivation through the design of work: Test of a theory. *Organizational behavior and human performance*, 16(2), 250-279.
- Hador, B. B., & Klein, G. (2019). Act your age? Age, intrapreneurial behavior, social capital and performance. *Employee Relations: The International Journal*.
- Hammond, M. M., Neff, N. L., Farr, J. L., Schwall, A. R., & Zhao, X. (2011). Predictors of individual-level innovation at work: A meta-analysis. *Psychology of Aesthetics, Creativity, and the Arts*, 5(1), 90.
- Heinze, K. L., & Weber, K. (2016). Toward organizational pluralism: Institutional intrapreneurship in integrative medicine. *Organization Science*, 27(1), 157-172.
- Hornsby, J. S., Kuratko, D. F., & Zahra, S. A. (2002). Middle managers' perception of the internal environment for corporate entrepreneurship: assessing a measurement scale. *Journal of business Venturing*, 17(3), 253-273.
- Huang, L. Y., Yang Lin, S. M., & Hsieh, Y. J. (2021). Cultivation of intrapreneurship: A framework and challenges. *Frontiers in Psychology*, 4699.
- Johari, J., & Yahya, K. K. (2016). Job characteristics, work involvement, and job performance of public servants. *European Journal of Training and Development*.

- Jong, J. P. D., Parker, S. K., Wennekers, S., & Wu, C. H. (2015). Entrepreneurial behavior in organizations: does job design matter?. *Entrepreneurship Theory and Practice*, 39(4), 981-995.
- Karimi, S., Biemans, H. J., Lans, T., Chizari, M., & Mulder, M. (2016). The impact of entrepreneurship education: A study of Iranian students' entrepreneurial intentions and opportunity identification. *Journal of Small Business Management*, 54(1), 187-209.
- Kawasaki, S. (2019). *Effects of Psychological Need Satisfaction on Proactive Work Behaviors*. Minnesota State University, Mankato.
- Khan, A., Masrek, M. N., & Nadzar, F. M. (2017). Emotional intelligence and job satisfaction of academic librarians: An assessment of the relationship. *Journal of Librarianship and Information Science*, 49(2), 199-210.
- Kihlstrom, J. F. (2013). The person-situation interaction.
- Kumar, S., & Parveen, R. (2021). Assessing the factors of employees' intrapreneurial behaviour: an Indian context. *World Journal of Entrepreneurship, Management and Sustainable Development*, 17(4), 804-821.
- Li, M., & Hsu, C. H. (2016). A review of employee innovative behavior in services. *International Journal of Contemporary Hospitality Management*.
- Lumpkin, G. T., & Dess, G. G. (1996). Clarifying the entrepreneurial orientation construct and linking it to performance. *Academy of management Review*, 21(1), 135-172.
- Lyons, T. F. (1971). Role clarity, need for clarity, satisfaction, tension, and withdrawal. *Organizational behavior and human performance*, 6(1), 99-110.
- Martiny, K. M., Toro, J., & Høffding, S. (2021). Framing a phenomenological mixed method: from inspiration to guidance. *Frontiers in Psychology*, 12, 602081.
- Masrek, M. N., Noordin, S. A., Yusof, N. I., & Shuhidan, S. M. (2017). The effect of job design on innovative work behavior. *International Journal of Mechanical Engineering and Technology*, 8(8), 311-323.
- Miles, M. B., & Huberman, A. M. (1994). *Qualitative data analysis: An expanded sourcebook*. sage.
- Muhammad, F., Chong, W. Y., & Shaheen, M. (2016). Intrapreneurial behavior: an empirical investigation of personality traits. *Management & Marketing Challenges for the Knowledge Society*, 11(4), 597-609.
- Morgeson, F. P., & Humphrey, S. E. (2006). The Work Design Questionnaire (WDQ): developing and validating a comprehensive measure for assessing job design and the nature of work. *Journal of applied psychology*, 91(6), 1321.

- Morgeson, F. P., Garza, A. S., & Campion, M. A. (2013). Work design.
- Moriano, J. A., Molero, F., Topa, G., & Lévy Mangin, J. P. (2014). The influence of transformational leadership and organizational identification on intrapreneurship. *International entrepreneurship and management journal*, 10(1), 103-119.
- Neessen, P., Caniëls, M. C., Vos, B., & De Jong, J. P. (2019). The intrapreneurial employee: toward an integrated model of intrapreneurship and research agenda. *International Entrepreneurship and Management Journal*, 15(2), 545-571.
- Neessen, P. C., de Jong, J. P., Caniëls, M. C., & Vos, B. (2021). Circular purchasing in Dutch and Belgian organizations: The role of intrapreneurship and organizational citizenship behavior towards the environment. *Journal of Cleaner Production*, 280, 124978.
- Neergaard, H., & Ulhøi, J. P. (Eds.). (2007). *Handbook of qualitative research methods in entrepreneurship*. Edward Elgar Publishing.
- Ong, Madeline, David M. Mayer, Leigh P. Tost, and Ned Wellman. "When corporate social responsibility motivates employee citizenship behavior: The sensitizing role of task significance." *Organizational Behavior and Human Decision Processes* 144 (2018): 44-59.
- Park, S. (2017). Motivating raters through work design: Applying the job characteristics model to the performance appraisal context. *Cogent Psychology*, 4(1), 1287320.
- Parker, S. K., & Ohly, S. (2008). Designing motivating jobs: An expanded framework for linking work characteristics and motivation. In *Work Motivation* (pp. 260-311). Routledge.
- Parker, S. K., Bindl, U. K., & Strauss, K. (2010). Making things happen: A model of proactive motivation. *Journal of management*, 36(4), 827-856.
- Pellegrini, C., Annunziata, E., Rizzi, F., & Frey, M. (2019). The role of networks and sustainable intrapreneurship as interactive drivers catalyzing the adoption of sustainable innovation. *Corporate Social Responsibility and Environmental Management*, 26(5), 1026-1048.
- Pinchot III, G. (1985). Intrapreneuring: Why you don't have to leave the corporation to become an entrepreneur. *University of Illinois at Urbana-Champaign's Academy for Entrepreneurial Leadership Historical Research Reference in Entrepreneurship*.
- Preenen, P. T., Dorenbosch, L., Plantinga, E., & Dhondt, S. (2019). The influence of task challenge on skill utilization, affective wellbeing and intrapreneurial behaviour. *Economic and Industrial Democracy*, 40(4), 954-975.

- Raub, S., & Blunschi, S. (2014). The power of meaningful work: How awareness of CSR initiatives fosters task significance and positive work outcomes in service employees. *Cornell Hospitality Quarterly*, 55(1), 10-18.
- Razavi, S. H., & Ab Aziz, K. (2017). The dynamics between entrepreneurial orientation, transformational leadership, and intrapreneurial intention in Iranian R&D sector. *International Journal of Entrepreneurial Behavior & Research*.
- Rigtering, J. C., & Weitzel, U. (2013). Work context and employee behaviour as antecedents for intrapreneurship. *International Entrepreneurship and Management Journal*, 9(3), 337-360.
- Rigtering, J. C., Weitzel, G. U., & Muehlfeld, K. K. (2019). Increasing quantity without compromising quality: How managerial framing affects intrapreneurship. *Journal of Business Venturing*, 34(2), 224-241.
- Yin, R. K. (2017). *Case Study Research and Applications: Design and Methods* (6th ed.). SAGE Publications, Inc.
- Rosique-Blasco, M., Madrid-Guijarro, A., & García-Pérez-de-Lema, D. (2018). The effects of personal abilities and self-efficacy on entrepreneurial intentions. *International Entrepreneurship and Management Journal*, 14(4), 1025-1052.
- Sebora, T. C., Theerapatvong, T., & Lee, S. M. (2010). Corporate entrepreneurship in the face of changing competition: a case analysis of six Thai manufacturing firms. *Journal of Organizational Change Management*.
- Snowball Sampling: Definition + Examples. (2021, November 17). Statology. <https://www.statology.org/snowball-sampling/>
- Stam, E., Bosma, N., Van Witteloostuijn, A., De Jong, J., Bogaert, S., & Edwards, N. (2012). Ambitious entrepreneurship: A review of the academic literature and directions for public policy. *Den Haag: Advisory Council for Science and Technology Policy*, 1-162.
- Sung, S. Y., Antefelt, A., & Choi, J. N. (2017). Dual effects of job complexity on proactive and responsive creativity: Moderating role of employee ambiguity tolerance. *Group & Organization Management*, 42(3), 388-418.
- Tang, D. S., & Do, D. T. (2019). The Impact of Work Characteristics on Bank Employees' Motivation in Hanoi: Application of Job Characteristics' Theory of Hackman and Oldham (1980). *European J. Busin. Manage*, 11, 27.
- Taggar, S., & Haines, V. Y. (2006). I need you, you need me: A model of initiated task interdependence. *Journal of Managerial Psychology*.
- Taştan, S. B., & Güçel, C. (2014). Explaining intrapreneurial behaviors of employees with perceived organizational climate and testing the mediating role of organizational

identification: A research study among employees of Turkish innovative firms. *Procedia-Social and Behavioral Sciences*, 150, 862-871.

Urbano, D., & Turró, A. (2013). Conditioning factors for corporate entrepreneurship: an internal approach. *International entrepreneurship and management journal*, 9(3), 379-396.

Vargas-Halabí, T., Mora-Esquivel, R., & Siles, B. (2017). Intrapreneurial competencies: development and validation of a measurement scale. *European Journal of Management and Business Economics*.

Wales, W., Monsen, E., & McKelvie, A. (2011). The organizational pervasiveness of entrepreneurial orientation. *Entrepreneurship theory and practice*, 35(5), 895-923.

Wong, S. I., & Van Gils, S. (2022). Initiated and received task interdependence and distributed team performance: the mediating roles of different forms of role clarity. *AI & society*, 37(2), 781-790.

