Characteristics of Innovation and Innovation Adoption in Public Organizations: Assessing the Role of Management

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**ABSTRACT**

Studies of the association between innovation characteristics and innovation adoption at the level of organization are scarce. This study develops direct and moderating hypotheses for the relationship between innovation characteristics, manager characteristics, and innovation adoption in public organizations. The hypotheses are tested using survey data on the adoption of 25 innovations in 725 local governments in the United States and data from a panel of experts. The findings suggest that both innovation characteristics and manager characteristics influence the adoption of innovation; however, they do not reveal significant moderating effects of manager characteristics on the relationship between innovation characteristics and innovation adoption. The implications of the findings are discussed for further research on innovation adoption in the public sector.