


## Innovation in Resource Management: Is Academia Keeping Up with Industry?

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### ABSTRACT

In the evolving landscape of resource management, the interplay between academic research and industry practices has become increasingly pivotal. As industries continuously innovate to stay competitive, there is a pressing question that arises: Is academia keeping pace with industry when it comes to innovations in resource management? In conclusion, while there are exemplary instances of effective academia-industry partnerships, the overall landscape indicates that academia could do more to keep pace with the rapid innovation seen in industry. By adopting agile methodologies, enhancing knowledge transfer mechanisms, reforming HR practices, and embracing open innovation models, academic institutions can not only catch up but potentially lead in the field of resource management innovation.

**Keywords:** Resource Management, Innovation, Academia, Industry.

In the evolving landscape of resource management, the interplay between academic research and industry practices has become increasingly pivotal. As industries continuously innovate to stay competitive, there is a pressing question that arises: Is academia keeping pace with industry when it comes to innovations in resource management?

Recent studies suggest that while academia excels in theoretical advancements and foundational research, there is often a disconnect when it comes to practical applications in industry settings. Hansen et al. (2021) discuss the concept of

bridging the 'valley of death' between academic research and industrial application, suggesting that adopting agile principles in industry-academia collaborations could enhance the translation of research into practice. This approach not only accelerates innovation but also ensures that academic research is directly applicable to and used by industries (Hansen et al., 2021).

Rossi, Rosli, and Yip (2017) highlight the effectiveness of academic engagement through knowledge transfer partnerships, which serve as a model for co-producing knowledge that has tangible impacts on industries. Such

partnerships facilitate a two-way exchange where academic theories are tested and refined in real-world scenarios, leading to more robust and industry-relevant outcomes (Rossi et al., 2017).

The role of human resources in fostering an innovative climate cannot be understated. Literature shows examine how perceptions of HR practices influence innovative work behavior, moderated by the climate of innovation within the organization. It underscores the need for academia to not only study but also implement HR strategies that are conducive to innovation, thus aligning more closely with industry practices (D'Netto et al., 2014; Gannon et al., 2015; Gerhart & Feng, 2021).

The challenge extends to how academic institutions manage their talent in ways that foster innovation. Wiśniewska and Wiśniewski (2013) discuss talent management in innovative enterprises, suggesting that academia could learn from corporate strategies that actively nurture and utilize talent to drive innovation (Wiśniewska & Wiśniewski, 2013). Similarly, Zheng (2020) addresses the need for innovative thinking in enterprise human resources management, which could be equally applicable in the academic context, especially in dynamic fields like resource management (Zheng, 2020).

Furthermore, the integration of sustainability into human resource practices presents an area where academia could significantly enhance its alignment with industry. Aboramadan (2020) finds that green HRM practices in higher education can lead to increased green work engagement among employees. This suggests that academia has the potential not only to keep up with but also to lead in implementing sustainable practices that are increasingly valued by industries (Aboramadan, 2020).

Lastly, the open innovation model discussed by West and Gallagher (2006) presents both opportunities and challenges for academia. While the model encourages collaboration and openness, which can accelerate innovation, it also requires investments and changes in traditional academic approaches to research and intellectual property (West & Gallagher, 2006).

In conclusion, while there are exemplary instances of effective academia-industry partnerships, the overall landscape indicates that academia could do more to keep pace with the rapid innovation seen in industry. By adopting agile methodologies, enhancing knowledge transfer mechanisms, reforming HR practices, and embracing open innovation models, academic institutions can not only catch

up but potentially lead in the field of resource management innovation.

### Authors' Contributions

Not applicable.

### Declaration

In order to correct and improve the academic writing of our paper, we have used the language model ChatGPT.

### Transparency Statement

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### Declaration of Interest

The authors report no conflict of interest.

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### Ethics Considerations

None.

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