

**MANAGING ORGANIZATIONAL INNOVATION THROUGH HUMAN RESOURCES, HUMAN CAPITAL AND PSYCHOLOGICAL CAPITAL**

Riccardo Sartori, University of Verona, Verona, Italy  
Andrea Scalco, University of Verona, Italy

[dx.doi.org/10.18374/EJM-14-2.5](https://doi.org/10.18374/EJM-14-2.5)

**ABSTRACT**

The article aims at making a series of considerations on the concepts of innovation and, more specifically, organizational innovation, in order to show what literature says about the role of human resources, human capital and psychological capital in the matter. Starting from some definitions of innovation given in the introduction, the paper goes on by dealing with organizational innovation and the role of human and psychological capital in the innovation processes. Although most of the consulting books underline the importance of people in the innovation process, little research on the implications on human and psychological resources has been carried out and research has not explored in an extensive way the human side of innovation. So, the final part of the article stresses the existing links between innovation and the so-called human factor and reports a summary table with the competences literature has identified so far which are useful to implement innovation.

Keywords: *Organizational Innovation; Human Resources; Human Capital; Psychological Capital*