



Erasmus+

This project is funded by the European Union.



Validation of the FINCODA barometer

FINCODA Final Seminar

17 november 2017 Hamburg

Dr. René Butter

Big picture: WP 7: Barometer Validation

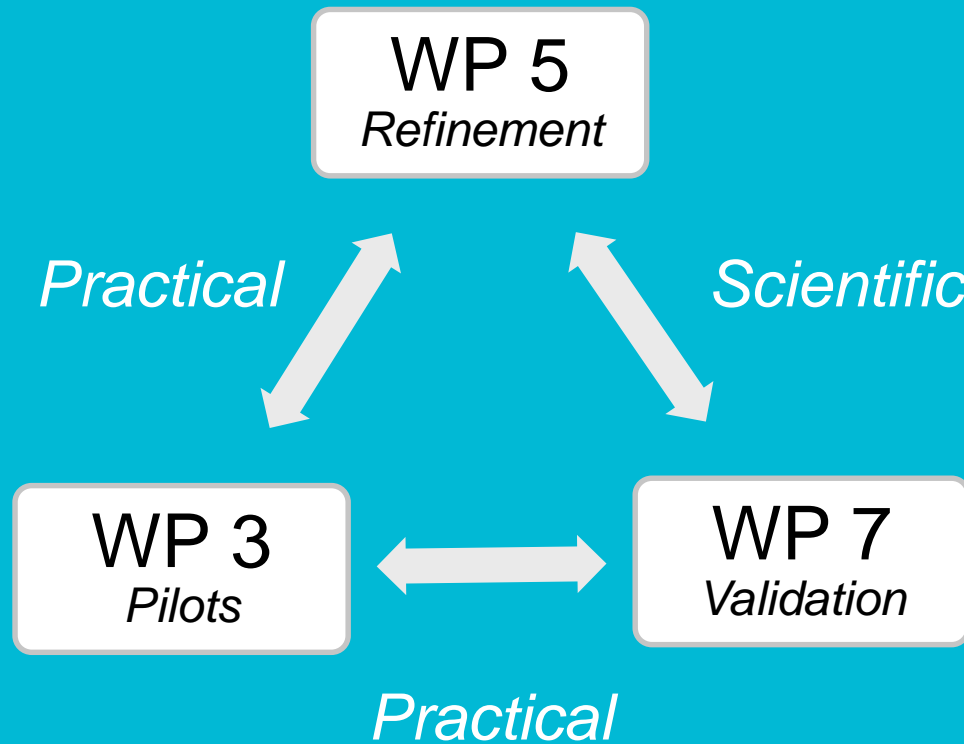


- Good balance between practical relevance & scientific rigor =>
- Practical validity and scientific validity

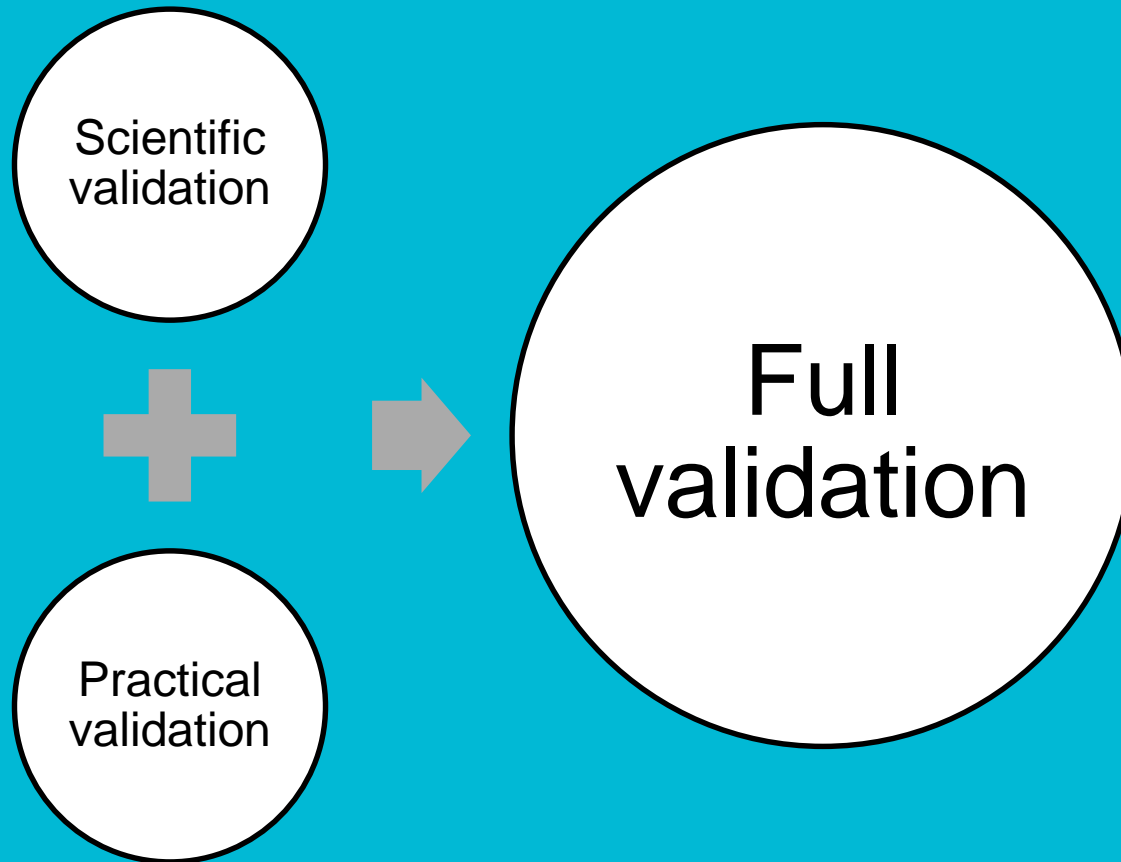
Relationship between WP 3, WP 5 & WP 7



Validation proces



Scientific and practical validation in pilots

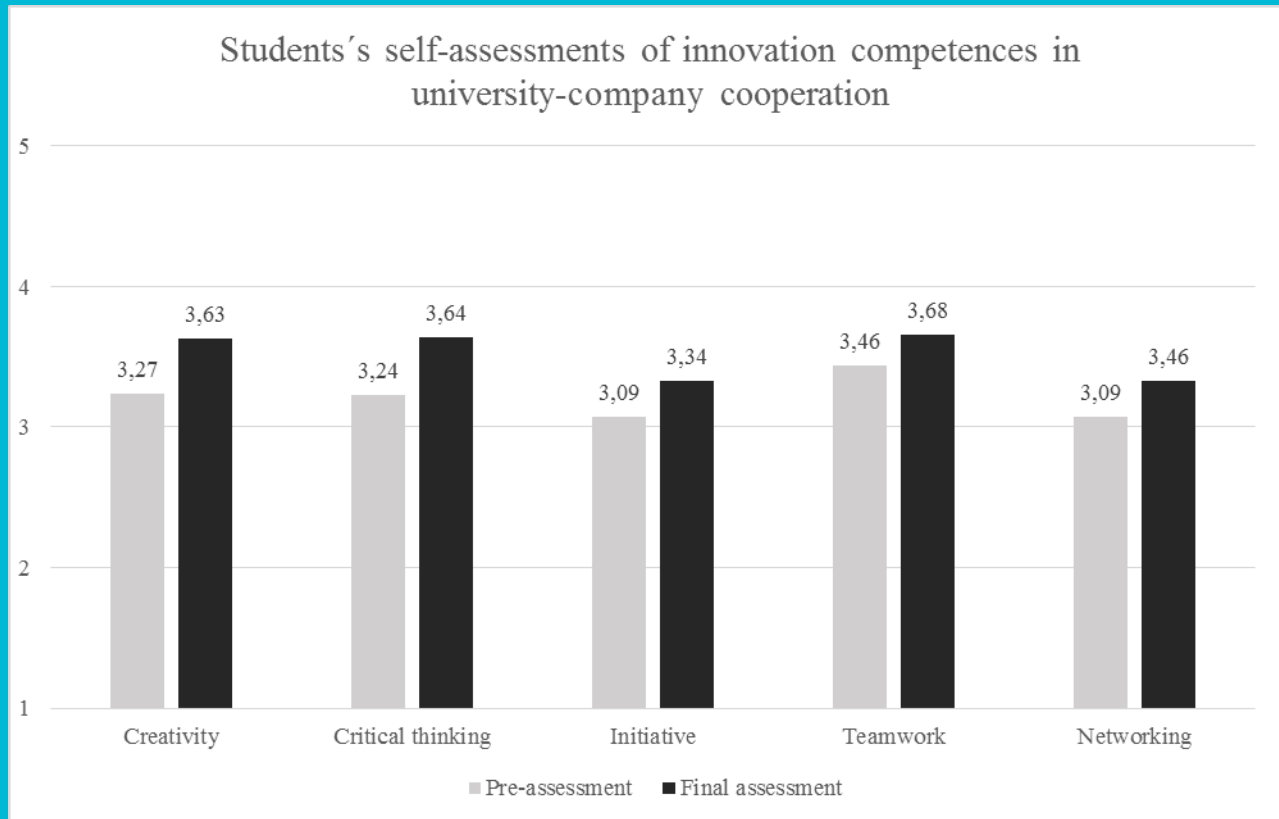


Pilots in companies





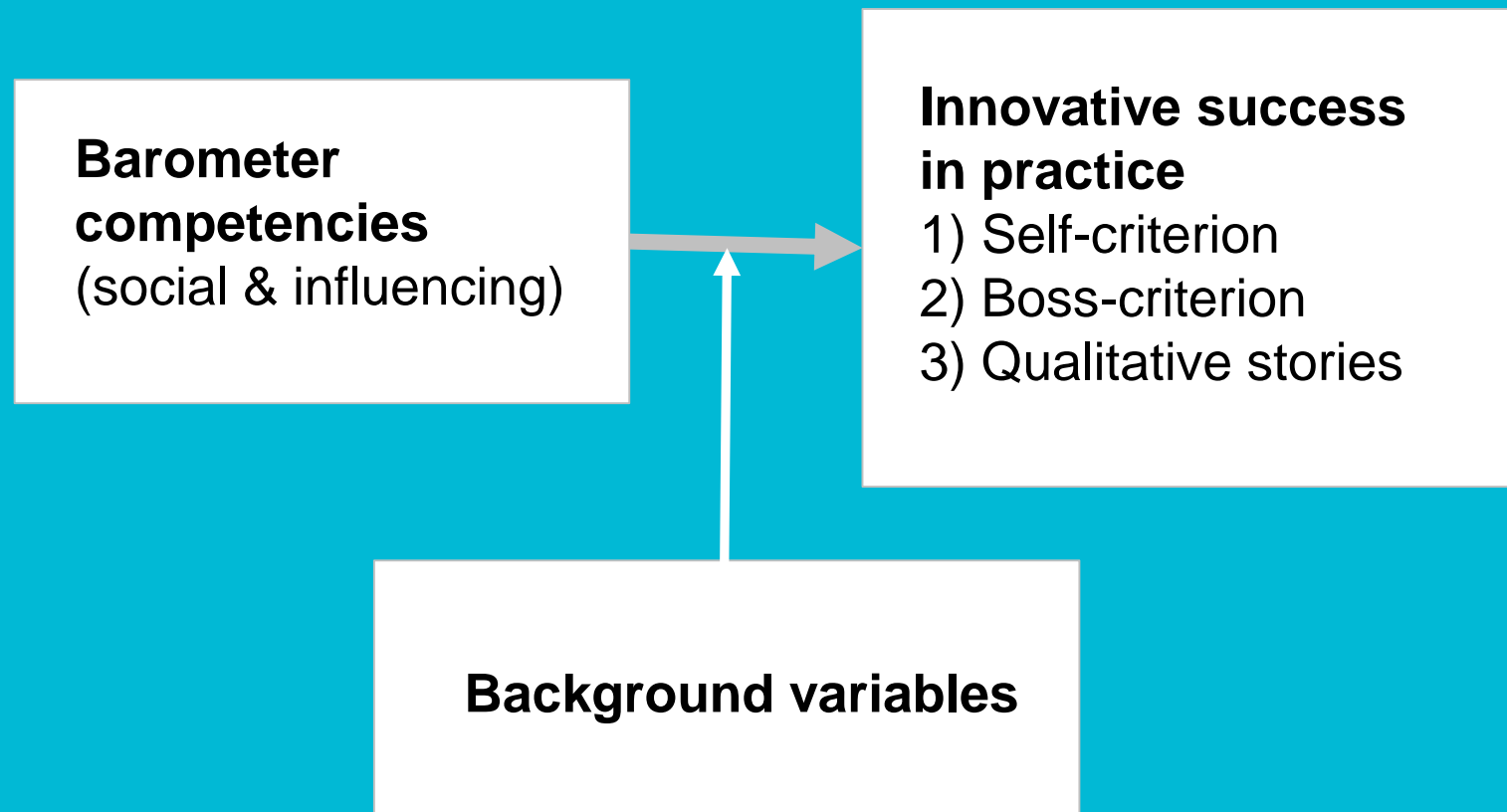
Pilots in Education



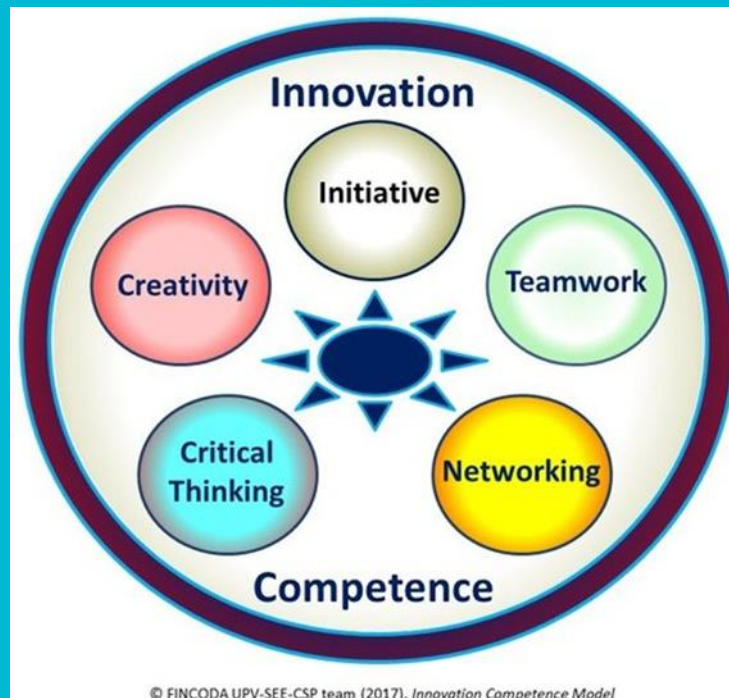
Keinänen, M., & Butter, R. (2017). Applying a self-assessment tool to enhance personalized development of students' innovation competences in the context of university-company cooperation. Manuscript for publication.

Analyses WP 7

Conceptual model



Model



FINCODA dimensions after factor analysis (1/3)



Dimensions	Descriptions	Number of items
Individual innovation competencies	Facet 1: Creativity : ability to think beyond existing ideas, rules, patterns or relationships. To generate or adapt meaningful alternatives, ideas, products, methods or services regardless of possible practicality and future added value	9
	Facet 2: Critical thinking : ability to analyze and evaluate advantages and disadvantages and estimate the risks involved for a purpose	6

FINCODA dimensions after factor analysis (2/3)



Dimensions	Descriptions	Number of items
Interpersonal innovation competencies	Teamwork: ability to work efficiently with others in a group	7

FINCODA dimensions after factor analysis (3/3)



Dimensions	Descriptions	Number of items
Networking competencies, incl. proactivity	Facet 1: Initiative : ability to influence/make decisions that foster positive changes. To influence creative people and those who have to implement the ideas	6
	Facet 2: Networking : ability to involve external/outside stakeholders outside the team	6

Conclusion (1/2)

- Validation was based on joint sample of students and professionals (N=510).
- Relevant innovation process competencies can be measured adequately.
- FINCODA scales are reliable (Cronbach's α is .80 on average).
- FINCODA items can be largely empirically distinguished and correlate with personality factors in a meaningful way.

Conclusion (2/2)

- FINCODA shows incremental validity above general personality.
- The FINCODA dimensions are positively and significantly correlated with all three types of criterion measures:
 - self-ratings of innovative behavior
 - supervisor ratings of innovative behavior
 - real life examples of innovative behavior