A meta-analysis of relationships between organizational characteristics and IT innovation adoption in organizations

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Abstract
This article explores the elements behind the adoption of IT innovation within organizations, and tries to find out what the major factors are that contribute to doing so. The most common elements are technology, organization, environment and individuals. From within these categories, organization factors are derived to see which factors actually are effecting the adoption of IT innovation and how strongly they are doing so. Moreover, due to inconsistent results from various other studies, four moderators (Stage of innovation adoption, Type of innovation, Type of organization, Size of organization) are included in the analysis to see the effect of these moderators on the effect the organizational factors have on the adoption of IT innovation. Organizational readiness is found to be the most significant factor to adoption of IT innovation. Trailing the previous factor, is the IS department size, which has a moderate significance factor to have an impact on the adoption. Furthermore, other factors such as IS infrastructure, top management support, IT expertise, resources, and organizational size have weak significance factor. The remaining organizational factors such as formalization, centralization, and product champion were insignificant factors. These results are meant to serve as a tool for managers to identify the possible road-blocks in an organization when considering the adoption of IT innovations.

Critical reflection
This article emphasis on the elements involved in organizations adopting new IT innovations. The adoption of IT innovation provides organizations with the means to solve problems or even exploit new opportunities. Moreover the article mentions the stages of innovation adoption ranging from pre-adoption phase (need for innovation, gather information to solve the issue), adoption decision phase (evaluating technology, deciding to accept the innovation and to use resources to provide an environment for it), to post-adoption phase (acquiring the technology, and acceptance of technology by the users within the organization). This can be related to the adaptive cycle of change where an organization in the equilibrium phase is effected by organizational factors named in the article, providing them the need to adopt IT innovation. Once the organization releases its status quo situation, it enters in the crisis grid where the organization spends it resources to find available solutions (in this case various IT innovations). Once this is done, the organization enters in new combinations quadrant. Lastly, once the organization adopts and implements the technology, it finds itself in the business quadrant. Once it is implemented, it is important to return to a status quo, to establish a new business-as-usual situation which will bring the organization back to the equilibrium quadrant.

Another relevance of the article to the adaptive cycle of change is one of the factors called organization readiness, which is the most significant factor in adoption of IT innovations. Organization readiness can be related to the state of culture in the organization in the adaptive cycle of change. In this case it is essential that there is a high acceptance within the organization for new IT innovations.