

INDEX

- Ankara University
 - Technology Development Zone, 61–62
- Antalya Technology Development Zone, 61–62
- Arı Teknokent Technology Development Zone, 61–62
- Artifacts, 47–48
- Average variance extracted values (AVE values), 78–80
- Back-to-translation method, 76–77
- Capital, 17–18
- Career development, 39–40
- Combination, 14–15
- Composite reliability values (CR values), 78–80
- Confirmatory factor analysis (CFA), 78–80
 - results, 79
- Context-specific culture types, 2–3
- Context-specific organizational culture, 85–86
- Contingency approach, 28–29
- Control-based perspective, 30–31
- Control-based work design, 40
- Creative destruction, 8, 54–55
- Cultural transformation, 2–3
- Culture, 48
 - shapes, 69–70
- Cumhuriyet Technology Development Zone, 61–62
- Data, 11–12
 - analysis, 78
 - collection and sample, 75–76
- Developed model testing data analysis, 78

- data collection and sample, 75–76
 - hypotheses tests, 80–84
 - measurement results, 78–80
 - measurements of variable, 76–78
- Direct effects of knowledge-centered organizational culture, 84
- Dokuz Eylül Technology Development Zone, 61–62
- E-mails, 75–76
- Effective knowledge management, 69, 70–71
- Employees, 22–23, 67
- Explicit knowledge, 13–15
- Externalization, 14–15
- Firms, 37–38
 - innovation performance, 8
 - in knowledge-intensive industries, 4–5
- Godfather of innovation studies (*See* Schumpeter, Joseph)
- Green organizational culture, 6–7, 69–70
- Heterogeneous knowledge bases, 11–12, 68–69
- High-performance, 31–32
 - High-performance human resource practices, 30–32, 34–35
- Human being, 3–4
- Human capital, 34–35
- Human mind, 69
- Human resource management (HRM), 2–7, 25, 33–34
 - integration, 36–37
 - knowledge-oriented practices of, 7
 - role in knowledge management, 25–28
 - system, 65–66, 68
 - theoretical basis for integration, 28–30
- Human resources (HR), 90
 - practices, 67, 90–91
- Hypercompetitive technology market, 56
- Hypotheses tests, 80–84
- Hypothesis development, 63–74
- Imitation orientation, 63–64
- Implicit knowledge, 13–14
- Indirect effects of knowledge-centered organizational culture, 80, 84
- Individual knowledge, 13–14
- Information, 11–12

- Innovation, 1–2, 8, 33–34, 53–54, 59–60, 71–72
 - center, 60
 - literature, 63–64
 - studies, 54–55
 - types, 8–9
- Innovation performance, 1–2, 53, 55–56, 77–78, 85–86
 - knowledge-centered organizational culture on, 81
- Interactive process, 14
- Internal fit of knowledge-oriented human resource practices, 41–43
- Internalization, 14–15
- Invention, 53
- Istanbul University
 - Technology Development Zone, 61–62
- Izmir Science and Technology Park
 - Technology Development Zone, 61–62
- Knowledge, 11–12, 17–18, 33
 - age, 1–2
 - classification, 13–14
 - economy, 1–2, 2–3, 17–18, 46, 53–54
 - interaction of types, 14–15
 - management, 11–12, 25
 - processes, 11–12
 - resources, 73, 90
 - sharing, 6–7, 19–20, 22–23, 25–27, 39–40, 69–70, 85–86
 - workers, 40
- Knowledge acquisition, 6–7, 19–21, 26–27, 39–40, 69–70, 85–86
- Knowledge application, 19–20, 23–27, 69–70, 85–86
 - behaviors, 39–40
- Knowledge centered organizational culture, 65–66, 69–71, 74
- Knowledge creation, 19–22, 25–26, 39
 - model, 14
- Knowledge management (KM), 4–7, 17–19
 - HRM role in, 25–28
 - integration, 36–37
 - processes, 19–24, 69, 73, 77, 81, 86–87
 - theoretical basis for integration, 28–30
- Knowledge-based resources, 17–18
- Knowledge-based theory, 68–69
- Knowledge-based view (KBV), 17–18, 68

- Knowledge-centered
 - culture, 2–3, 65, 67, 89
- Knowledge-centered organizational culture, 1–3, 6–7, 9–10, 45–46, 50–51, 77, 85–87
 - on innovation
 - performance, 81
 - total effect of, 81, 84
- Knowledge-friendly culture (see Knowledge-centered organizational culture)
- Knowledge-oriented career system, 35–37, 36–37, 39–40
- Knowledge-oriented high-performance HR practices, 1–2, 5–6, 9–10, 72–74, 77, 85–88
 - limitations and suggestions for future research, 91–92
 - practical contribution, 90–91
 - theoretical implications, 85–87
- Knowledge-oriented HR practices, 33–43, 67–68
 - internal fit of, 41–43
- Knowledge-oriented HRM practices, 27–28, 87–88
- Knowledge-oriented performance appraisal, 35–37, 39, 42–43
- Knowledge-oriented practices of HRM, 7
- Knowledge-oriented rewarding, 35–37, 39, 42–43
- Knowledge-oriented selection and recruitment, 35–38
- Knowledge-oriented training and development, 35–37, 36–39
- Knowledge-oriented work design, 40
 - practices, 42–43
- Knowledge-oriented work teams, 41
- Labor, 17–18
- Land, 17–18
- Law on Technology Development Zones, 61
- Management knowledge, 1–2, 76–77
- Marketing innovation, 9, 55–56
- Measurements
 - results, 78–80

- of variable, 76–78
- Mediator variables, 80
- METU Teknokent
 - Technology Development Zone, 61–62
- Middle East Technical University (METU), 61
- Nonaka and Takeuchi's theory of knowledge creation, 21–22
- OLS regression based PROCESS macro program, 78
- Organizational culture, 45–49, 63–66, 72–73, 89
- Organizational innovation, 9, 55–56
- Organizational knowledge, 13–14, 23
- Organizations, 2–3, 20, 37–38, 45–46, 53–56, 71–72, 90–91
- Performance appraisal, 39
- Person–environment fit theory, 65–66
- Placed innovations, 54–55
- Practitioners, 1–2
- Process innovation, 9, 55–56
- PROCESS Model 6, 80
- Product innovation, 9, 55–56
- Regression coefficients of serial mediation model, 82
- Researchers, 1–2, 4–5, 26, 31–32, 50–51, 65–66, 87–88
- Resource-based view (RBV), 27–28, 45–46, 68–69
- Samsun Technology Development Zone, 61–62
- Schumpeter, Joseph, 54–55, 55
- Science park, 60
- Serial mediation model, 9–10, 80
 - regression coefficients of, 82
 - results, 83
- Service, 33
- Service-oriented high-performance HR practices, 4–5, 32
- Silicon Valley, 59–60
- Sobel test, 80
- Social Exchange Theory, 67
- Social knowledge, 13–14
- Socialization, 14–15
- Strategic human resource management (SHRM), 5–6, 28–30, 33–34, 91–92
- Strategic management, 63–64

- Structural equation modeling, 78
- Support innovation, 64–65
- Sustainable competitive advantage, 46–48
- Tangible indicator, 12
- Techno-center, 60
- Technology, 56
- Technology Development Zones (TDZs), 59–62, 75–76, 91–92
 - Performance Index, 61–62
 - university–industry cooperation in, 64–65
- Technopark, 60–61
- Theoretical model, 1–2, 49–50
- Total effect of knowledge-centered organizational culture, 81, 84
- Turbulence, 1–2
- Uncertainty, 1–2
- University–industry cooperation in TDZs, 64–65
- Yıldız Technical University Technology Development Zone, 61–62