
Determinants of Intrapreneurial Behaviour of Employees: A Review of Recent Literature

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A B S T R A C T

Intrapreneurial behaviour (IB) of employees is essential to tackle challenges and stimulate growth and well-being of organizations. Research on IB remain isolated and scarce preventing scholars from developing a more detailed understanding of the same. Thus, a better understanding of what drives IB and more recent analysis on the same are needed. A review of recent literature into determinants of IB is a timely requirement. The main purpose of this review is to understand the current state of determinants of employee IB in organizations. Journal articles published in English language from January 2010 to February 2021 in reputed on-line data bases of Ebsco, Emerald and in search engines of Google scholar, and Google research gate were set as conditions for selecting articles for this review. By conducting online searches using two search terms, 42 sample articles published online from 27 international journals were selected and reviewed under descriptive, thematic, methodological, and terminological review and analyzed for mediating and moderating factors. 59 intrapreneurial determinants were identified and categorized under three main factors. The analysis of findings reveals that determinants of IB are an emerging field of study. Large diversity was identified in the terminology used to indicate intrapreneurial behaviour. Perspectives, theories, and phenomenon used in the articles were also analyzed for their in-depth meanings and a synthesized view is presented highlighting the importance of reciprocal relationships. Finally, this review describes theoretical and practical implications and suggests areas for future research.

Keywords: Determinants, Entrepreneurial behaviour, Entrepreneurship, Intrapreneurial behaviour, Intrapreneurship

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