# Streszczenie pracy doktorskiej w języku angielskim

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Title of the doctoral thesis: Determinants of innovation maturity of IT enterprises

The aim of this research study is to show determinants of innovation maturity of IT enterprises, as well as to build a model of innovation maturity of an organization.

The paper consists of an introduction, four chapters and a conclusion. In the first chapter, the author focuses primarily on presenting theoretical concepts regarding the characteristics of the resource-based view, including its criticism and an indication of why they are currently considered insufficient. Then she moves on to present the concept of dynamic capabilities, as well as the process of their shaping. The dynamic innovation capability is also presented as one of the components of dynamic capabilities. The final part of the chapter presents modern and classic approaches to shaping competitive advantage. In the second chapter, the author presents the results of a systematic review of the literature on models of innovation maturity of an organization. The author discusses here the identified models of innovation maturity together with their basic characteristics The third chapter presents the author's own innovation maturity model, along with its characteristics including the proposed levels of innovation maturity. The proposed areas of analysis as well as the proposed metrics are also discussed here. In the last chapter, the author focuses on showing the findings of the her research, which covered 70 companies from the IT industry in the Lubuskie Voivodeship. Specific research problems in the form of questions and hypotheses were formulated for the purpose of this paper. The study results allowed to fully confirm the first hypothesis, which stated that there is a positive relationship between the level of innovation maturity achieved by IT companies from the Lubuskie Voivodeship and the possibility of achieving a sustainable competitive advantage by them, as well as the second hypothesis together with the detailed H2a, H2b and H2c hypotheses. This means that the existence of a positive relationship between external factors determining innovation maturity and the level of innovation maturity achieved by IT enterprises in the Lubuskie Voivodeship has been proved. However, the third hypothesis has been partially confirmed. The detailed H3a, H3b and H3c hypotheses have been established, i.e. the existence of a statistically significant positive relationship between the organization's technological resources, sources of financing and the quality of human resources and the level of innovation maturity achieved by the surveyed enterprises, but the detailed H3d and H3e hypotheses have not been proved. The study results did not show the existence of a statistically significant relationship between the internal relational resources of the organization and the formalization of operational management, and the level of innovation maturity of the surveyed enterprises.

The findings of this study have not shown the existence of a statistically significant relationship between the internal relational resources of an organization and the formalization of operational management, and the level of innovation maturity of the surveyed enterprises.

The study results allowed to expand the knowledge on the determinants of innovation maturity of IT enterprises. Furthermore, recommendations for business practice have been formulated to increase the level of innovative capacity of organizations, and thus also the level of their innovation maturity.