

HUMAN RESOURCES AS A DETERMINING FACTOR IN THE INNOVATION OF BOLIVIAN COMPANIES

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ABSTRACT

This study analyzes the degree of impact of the presence of qualified human resources on the results of innovation of processes, products and on the productivity of Bolivian companies. Leaning on the model of Crepon, Duguet, and Mairesse (CDM) developed in 1998 and the first innovation survey carried out in Bolivia to private companies, it is possible to establish that there is a positive relationship between the presence of qualified human resources, the results of innovation and labor productivity of the companies studied. In relation to the characteristics of human resources, the results reveal that the presence of qualified human resources in a company has a positive impact on the results of innovation and on labor productivity. Otherwise, it is established that the presence of unskilled human resources causes an inverse effect on labor productivity. Regarding to the characteristics of the companies, it is possible to establish that the presence of foreign capital and the exports positively affect investments in innovation. Finally, the value of knowing what innovation efforts is made by companies and their impact on productivity to improve decision-making on investments in the public and private sectors is highlighted.

Keywords: Bolivia, Investment in Innovation, Innovation, Human Resources, Labor Productivity, CDM.

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