



Structural and relational interdependence and entrepreneurial orientation in small and medium-sized enterprises: The mediating role of internal knowledge-sharing

International Small Business Journal
2015, Vol. 33(5) 514–536
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sagepub.co.uk/journalsPermissions.nav
DOI: 10.1177/0266242613502801
isb.sagepub.com



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Abstract

This article examines the intermediary role of internal knowledge-sharing in the relationship between two aspects of small and medium-sized enterprises' (SMEs) internal organisational context: structural and relational interdependence and their entrepreneurial orientation (EO). With a sample of 146 SMEs, the structural equation modelling results show that higher levels of internal knowledge-sharing associate with stronger EO, and that such knowledge-sharing derives from higher levels of task and reward interdependence, as well as from higher levels of social interaction and trust. The findings also reveal that internal knowledge-sharing fully mediates the relationships between SMEs' task interdependence and trust with EO. The article contributes to research by highlighting several features of SMEs' internal environment that can be used to enhance their entrepreneurial postures.

Keywords

entrepreneurial orientation, knowledge-sharing, relational interdependence, SMEs, structural interdependence

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Introduction

Continuously changing environments require small and medium-sized enterprises (SMEs) to take on an entrepreneurial posture to develop and maintain competitive advantages (Harms et al., 2010; Kraus et al., 2012; Wiklund et al., 2009). Managers throughout the firm have pivotal influences on such entrepreneurial posture, which encompasses innovativeness, risk-taking and proactiveness (Covin and Slevin, 1991), particularly according to their ability to exchange knowledge with colleagues in other functional areas (Ginsberg and Hay, 1994; Hutchinson and Quintas, 2008; Martínez-Costa and Jiménez-Jiménez, 2009). Thus, access to peer knowledge has an increasingly central role in the success of SMEs (Hughes et al., 2007), although we lack any explicit examination of the relationship between the internal knowledge-sharing that takes place in SMEs and their entrepreneurial orientation (EO) (Aloulou and Fayolle, 2005; Wiklund and Shepherd, 2003).

Open knowledge flows do not emerge easily when firms are entrenched in their current activity sets (Leonard-Barton, 1992), rely on their prior decisions (Hill and Birkinshaw, 2008) and ignore external signals about the need for change (Gilbert, 2005). Their decisions may suffer from complacency (Gargiulo and Benassi, 2000) or cognitive rigidity (Christensen and Bower, 1996), which is an issue that is particularly salient for SMEs, because they generally lack the internal resources to renew themselves continuously, or protect themselves from complacency (Lubatkin et al., 2006). Thus, understanding the role of knowledge-sharing for SMEs' entrepreneurial activities requires an elaboration of the internal enablers of open knowledge flows within the firm. In particular, we lack a clear understanding of how specific elements of SMEs' internal work context might shape the motivation of managers to go out of their way and openly share their knowledge with one another (Aloulou and Fayolle, 2005).

To address this gap, this study investigates how two work context dimensions – structural and relational interdependence – inform SMEs' internal knowledge-sharing and subsequent entrepreneurial orientation (EO). Internal knowledge flows may encompass different facets of knowledge, such as explicit knowledge that can be directly codified versus tacit knowledge that is implicit and harder to formalise (Nonaka, 1994; Nonaka et al., 2000). This article focuses on the overall level of knowledge-sharing within the firm (i.e. irrespective of whether the knowledge is explicit or tacit), which is manifest in issues such as the frequency and bidirectionality of internal communication (Grant, 1996; Mohr and Nevin, 1990). It seeks to contribute to SME research by providing a theoretical elaboration of how such knowledge-sharing represents a key mechanism by which SMEs' internal work context informs their adoption of an EO.¹

Extant research has devoted surprisingly scant attention to the drivers of SMEs' EO (Aloulou and Fayolle, 2005) – although Poon et al. (2006) examine the role of founders' personality traits – despite these firms' strong inclination toward entrepreneurial action (Aloulou and Fayolle, 2005; Messegheem, 2003). Instead, the focus has centred mostly on the relationship between SMEs' EO and their performance (Frishammar and Andersson, 2009; Harms et al., 2010; Hughes and Morgan, 2007; Kraus et al., 2012), along with the moderators that might underlie this relationship, such as company age (Runyan et al., 2008), family ownership (Campbell et al., 2012) or learning mode (Hughes et al., 2007). In contrast, this study investigates how SMEs' internal work context might affect their EO through the knowledge-sharing that it enables across the firm's ranks. The investigation focuses on both formal (structural) and informal (relational) interdependences that can contribute to the firm's entrepreneurial endeavours (Burgers et al., 2009), but which have received little attention in prior SME research.

In particular, this article discusses how structural and relational interdependences within SMEs' work contexts shape entrepreneurial endeavours through the promotion of internal knowledge flows. Structural interdependence pertains to the extent to which managers rely on one another's input when undertaking daily tasks (task interdependence), as well as the extent to which their individual rewards depend on their collective performance (reward interdependence) (Van der Vegt et al., 2002; Wageman and Baker, 1997). Relational interdependence captures the informality of daily interactions among managers (social interaction), and the confidence that they have in one another's goodwill (trust) (Nahapiet and Ghoshal, 1998; Rousseau et al., 1998). This article argues that SMEs' EO depends on the level of internal knowledge-sharing, which in turn arises in work contexts marked by higher levels of structural and relational interdependence.

Theoretical background

Entrepreneurial orientation, internal knowledge-sharing and the work context

A firm's EO can be manifest in different ways, such as a propensity to be innovative and continuously entertain new ideas or engage in experimentation, to reward risk and be open to high-risk projects, or to be proactive and beat competitors to new market opportunities (Covin and Slevin, 1991; Miller, 1983).² This study adopts the composite dimension approach to conceptualising SMEs' EO (Covin and Slevin, 1989; Miller, 1983), according to the dimensions underlying EO work concurrently.³ Therefore, this article treats EO as 'a sustained firm-level attribute represented by the singular quality that risk taking, innovative and proactive behaviors have in common' (Covin and Lumpkin, 2011: 863). This approach enables examination of how the internal functioning of SMEs affects their *overall* strategic posture.

Although prior SME research has focused predominantly on the performance consequences of EO, the present study considers its possible antecedents. In particular, given the importance of knowledge exchange (Floyd and Lane, 2000; Hutchinson and Quintas, 2008) and cross-functional collaboration (De Luca and Atuahene-Gima, 2007; Love and Roper, 2009) for the promotion of entrepreneurial activities, we argue that EO in SMEs increases with the free sharing of knowledge across different functional areas. Thus, in this study EO is treated as a pervasive organisational phenomenon (Wales et al., 2011) that spans the entire SME, and is critically informed by the extent to which knowledge resources that reside across the firm's ranks are combined and exploited. Our interest in the role of knowledge-sharing, in combination with SMEs' internal work context, resonates with arguments that the explanation of firms' entrepreneurial endeavours requires a clearer understanding of the work-related mechanisms that underlie the presence of strong knowledge-sharing routines (Lin, 2010; Nahapiet and Ghoshal, 1998).

The knowledge-based view of the firm suggests that exchanges between areas that span different knowledge domains can explicate how firms extend existing activity sets, because such exchanges fuel the creation of new knowledge (Grant, 1996; Spender, 1996; Szulanski, 1996). Because entrepreneurial activities connect intrinsically to firms' ability to enter new domains of knowledge, the combination of knowledge that is dispersed across the firm is a critical enabler of such activities (Carlsson et al., 2009; Floyd and Wooldridge, 1999; Levin and Cross, 2004). Thus, intra-firm knowledge-sharing that spans different functional areas is an instrumental building block of firm-level entrepreneurship, facilitating the conversion of knowledge held by individual managers into organisational knowledge (Floyd and Wooldridge, 1999).

Despite its possible benefits, intensive knowledge-sharing may be challenging for managers in SMEs, who may feel as if they must relinquish power to their peers (Kim and Mauborgne, 1998),

particularly if they regard their own function-specific knowledge as an asset that needs protection from appropriation by others (Grant, 1996; Lovelace et al., 2001; Luo et al., 2006). Accordingly, the present study investigates how different elements of SMEs' internal work context help to overcome these challenges and act as catalysts that promote the frequency and bidirectionality of internal knowledge flows. The article focuses on two contextual dimensions that might be relevant in this process: structural and relational interdependence.

Structural interdependence pertains to the intertwined nature of activities within the firm (Comeau and Griffiths, 2005). We consider two aspects, one that relates to managerial input (task interdependence), and another that concerns managerial output (reward interdependence). First, *task interdependence* reflects the interconnectedness of tasks and the extent to which managers' daily work depends on the information, resources and support provided by colleagues in other areas (Fisher et al., 1997). The level of task interdependence increases when successful task accomplishment is more difficult without the assistance of colleagues in the firm. Thus, this facet of structural interdependence derives from the inputs required for successful task completion (Van der Vegt et al., 2002). Second, *reward interdependence* reflects the extent to which managerial rewards depend on collective performance that crosses different disciplines, rather than individual performance (van der Vegt et al., 2002). In contrast with task interdependence, reward interdependence derives from managers' work output. The two types of interdependence do not necessarily co-vary (Wageman, 1995). For example, high or low reward interdependence may exist irrespective of the level of task interdependence, such as when managers successfully complete tasks individually but are held accountable for the performance of others in the firm (Mitchell and Silver, 1990; Van der Vegt et al., 1998).

This article uses a symmetric term, *relational interdependence*, to capture the intertwined nature of relationships within the firm. We again consider two aspects: one that speaks to the nature of inter-firm exchanges (social interaction), and another that reflects expectations of how exchange partners behave vis-à-vis one another. First, *social interaction* reflects the strength of the social relationships among managers, and particularly the informal character of these relationships (Nahapiet and Ghoshal, 1998). For example, firms may differ in the presence of close personal relationships between managers in their day-to-day activities, as well as the extent to which these managers spend significant time together in social situations outside work (Payne et al., 2011). Second, *trust* represents managers' willingness to leave themselves vulnerable to the actions of others in the firm (Rousseau et al., 1998). The focus here is on 'goodwill' trust, which reflects the belief that managers in the SME do not take advantage of one another, even if the opportunity to do so presents itself (Ring and Van de Ven, 1992) – not on alternative conceptualisations of trust, such as the predictability of others' behaviours (Sitkin and Roth, 1993) or expectations about work-related competences (Lee, 2004).

In summary, this article investigates the ability of SMEs' internal knowledge flows to enhance their EO, as well as how such knowledge flows depend on the structural and relational interdependence of the internal work context. The conceptual framework and its constitutive hypotheses are summarised in Figure 1.

Hypotheses

Internal knowledge-sharing and entrepreneurial orientation

We posit that SMEs marked by higher levels of internal knowledge-sharing should exhibit higher levels of EO. Entrepreneurial opportunities are multifaceted and complex (Grégoire et al., 2010),

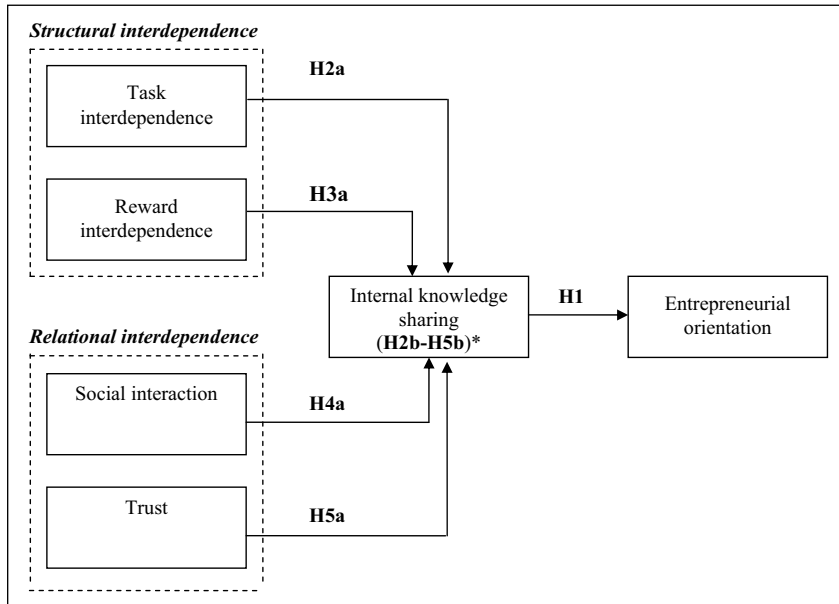


Figure 1. Conceptual framework.

Note: H2b–H5b posit a mediating role of internal knowledge-sharing between task interdependence, reward interdependence, social interaction and trust, on the one hand, and EO, on the other.

which typically makes them difficult to exploit alone (Tripsas and Gavetti, 2000). Intensive knowledge-sharing in SMEs enables the development of relevant knowledge that can be used to match work-related problems with novel solutions (Cohen and Levinthal, 1990; Floyd and Lane, 2000). Thus, when intensive knowledge-sharing takes place across functional areas, SMEs are better equipped to recognise and exploit entrepreneurial opportunities. Conversely, lower levels of internal knowledge-sharing should lead to less EO.

In addition, the development of a diverse repertoire of knowledge, resulting from internal knowledge-sharing routines, should enable SMEs to discover a *wider* set of pathways for entrepreneurial activities, which in turn increases the perceived feasibility of such activities (Floyd and Lane, 2000). Firms can act on entrepreneurial opportunities more rapidly and confidently when they can compare and contrast different decision alternatives in parallel (Eisenhardt, 1989). For example, in their examination of mutual funds, Rao and Drazin (2002) find that the combination of diverse managerial skills within firms substantially increases the range of novel product categories that they consider and implement. Similarly, the multitude of alternatives afforded by the cross-fertilisation of knowledge should make SMEs more efficient in comparing the relative strengths and weaknesses of the different pathways to entrepreneurship, such that their knowledge base can be applied more effectively to the selected alternative (Dimov, 2010). Conversely, in SMEs with lower levels of internal knowledge-sharing, fewer alternatives to the current activity set will emerge, because managers are less confident or efficient in exploiting entrepreneurial opportunities, such that SMEs exhibit lower EO. This leads to our first hypothesis:

H1: There is a positive relationship between SMEs' internal knowledge-sharing and entrepreneurial orientation.

Role of task interdependence

The level of task interdependence captures the extent to which undertaking daily tasks depends on the provision of input (information, support or other resources) from colleagues in the firm (Fisher et al., 1997; Van der Vegt and Janssen, 2003). We hypothesise a positive relationship between such task interdependence and the level of knowledge-sharing in SMEs. Resource dependence theory suggests that more interdependent tasks are more complex, and thus increase the need for enhanced knowledge flows for successful task accomplishment (Pfeffer and Salancik, 1978). When managers rely on one another to accomplish tasks, their ability to undertake their jobs successfully greatly depends on colleagues' resources and skills (Van der Vegt et al., 2002). In such circumstances, the presence of intensive knowledge-sharing routines is more likely, because these routines help to integrate disparate, relevant knowledge spread across the firm (Floyd and Lane, 2000). Previous research shows that the presence of task interdependence creates strong incentives for intra-firm cooperation, particularly to connect disparate pieces of knowledge (Cabrera and Cabrera, 2005; Wageman and Baker, 1997). Hargadon and Sutton (1997) also indicate that when tasks are highly interdependent, managers feel strongly motivated to broker their knowledge with others to meet firm-level goals.

When managers depend on one another for the successful completion of tasks, it is also in their best interest to make their knowledge base available to colleagues, in anticipation that this openness will be reciprocated and others' knowledge then can be leveraged for the successful accomplishment of their own tasks (Cabrera and Cabrera, 2005; Lin, 2010). Moreover, there may be an intrinsic motivational component underlying the relationship between task interdependence and internal knowledge-sharing, such that when managers rely on colleagues to accomplish tasks, their engagement in intensive knowledge-sharing may create higher levels of satisfaction and feelings of belonging to their organisation (Campion et al., 1996), which propel them to share their expertise and experiences. In contrast, when tasks can be undertaken individually and do not depend on the input of others, the intrinsic motivation to engage in intensive knowledge-sharing should be lower. This leads to our second hypothesis:

H2a: There is a positive relationship between the levels of task interdependence and knowledge-sharing in SMEs.

Role of reward interdependence

Reward interdependence reflects the degree to which individual rewards are tied to the performance of others in the firm (Xie et al., 2003). We hypothesise a positive relationship between reward interdependence in SMEs and the level of internal knowledge-sharing. When the rewards of SME managers are connected with the performance of colleagues in the firm, internal collaborative behaviour should increase, ultimately leading to enhanced collective performance among managers (Johnson and Johnson, 1989; Zhang et al., 2007). Similarly, previous research notes that in settings with high reward interdependence, managers tend to be more receptive to others' insights and expertise, and openly exchange knowledge with one another, as a means to increase their individual rewards (Johnson and Johnson, 1989; Lin, 2010). In contrast, in SMEs marked by lower reward interdependence, managers experience less responsibility for others' work outcomes (Van Der Vegt et al., 1998), and are less inclined to share their knowledge bases with them.

In addition, SMEs marked by higher reward interdependence should exhibit more internal knowledge-sharing, because such interdependence constitutes a normative form of control rather

than a purely utilitarian one based on individual interests (Bloom, 1999; Collins and Clark, 2003). Reward interdependence creates a sense of shared ownership throughout the firm's managerial base (McDonough, 2000), such that managers have an incentive to combine and integrate varied pieces of knowledge dispersed across the firm (O'Reilly and Tushman, 2003). Similarly, Fairfield et al. (2004) show that the sense of 'being in the same boat', accomplished through reward interdependence, contributes to positive work behaviours such as intensive knowledge-sharing. This leads to our third hypothesis:

H3a: There is a positive relationship between the level of reward interdependence and internal knowledge-sharing in SMEs.

Role of social interaction

Social interaction captures the informal, personal nature of the relationships among SMEs' managers (Nahapiet and Ghoshal, 1998). We hypothesise that SMEs characterised by stronger social interactions exhibit higher levels of internal knowledge-sharing. First, strong personal ties increase the likelihood of intensive knowledge exchanges, because personal comfort with undertaking such exchanges increases (Uzzi, 1997). Similarly, Heide and Miner (1992) indicate that close social interactions enhance mutual adjustment and efforts to engage in shared problem-solving through the establishment of knowledge routines. Thus, the presence of informal relationships reflects an organisational culture in which managers are more eager to share expertise and experiences, in order to help one another successfully undertake their jobs (Payne et al., 2011). In the same vein, Tsai and Ghoshal (1998) find that the informality of the interactions that take place among a firm's business units facilitates the exchange of resources, such that personal relationships lower the boundaries between units and encourage open knowledge flows.

Informal relationships also increase the ability to tap into a broader array of knowledge when collaborating with peers in the firm (Woodman et al., 1993), such that the anticipated benefits of knowledge-sharing are higher, and the motivation to share knowledge increases. Nonaka (1994) indicates that social ties facilitate the transfer not only of explicit knowledge, but also more complex, tacit knowledge. Contrary to explicit knowledge, tacit knowledge is more hidden and more difficult to codify and communicate; it can be expressed only through deep involvement and action (Yli-Renko et al., 2001). Because such deep involvement is more likely in personal rather than impersonal relationships, the likelihood that both explicit and tacit knowledge is exchanged should be higher when the SME's work context is marked by strong social interactions, and hence the overall level of knowledge-sharing in these firms also will increase. This leads to our fourth hypothesis:

H4a: There is a positive relationship between the level of social interaction and internal knowledge-sharing in SMEs.

The role of trust

We conceptualise trust as the belief among SMEs' managers that their colleagues in the firm will not engage in opportunistic behaviour, even if the opportunity to do so arises (Zaheer et al., 1998). We hypothesise a positive relationship between the level of trust in SMEs and the level of internal knowledge-sharing that they exhibit. Typically, the exchange of knowledge in any firm is hampered by at least some level of internal competition, whereby different managers or functional

areas compete for firm-level resources in the pursuit of their own goals, agendas and strategic priorities (Luo et al., 2006; Tsai, 2002). Such rivalry effects may hamper the free exchange of knowledge, because individual-level interests take precedence over firm-level ones. Therefore, in SMEs in which managers feel confident that their peers will *not* take advantage of them – such as by appropriating others' expertise to advance their own interests – the level of internal knowledge exchange should be higher (Levin and Cross, 2004).

In conditions of high trust, the total amount of knowledge-sharing also may increase, because managers are willing to exchange a wider set of knowledge than when no such trust is present (Zaheer et al., 1998). For example, in SMEs marked by higher trust levels, knowledge-sharing is likely to include the exchange of highly confidential or sensitive knowledge (De Clercq et al., 2011), such as knowledge derived from previous personal failures (De Luca and Atuahene-Gima, 2007). When managers can count on others' goodwill and do not fear that others will take advantage of their own shortcomings, they feel less restrained in sharing their previous experiences, whatever the nature of these experiences might be, because there is a lower risk that colleagues will opportunistically exploit them (Zaheer et al., 1998). Therefore, SMEs marked by higher levels of trust should exhibit more internal knowledge-sharing. This leads to our fifth hypothesis:

H5a: There is a positive relationship between the level of trust and knowledge-sharing in SMEs.

Mediating role of internal knowledge-sharing

Combining the preceding arguments, we also hypothesise a mediating role of internal knowledge-sharing, such that the structural and relational interdependences in SMEs increase their EO *through* internal knowledge-sharing. This mediating role reflects that an important reason why the interconnectedness of SMEs' managers, either structural or relational, fuels entrepreneurial activities is the enhanced knowledge flows that emerge from it (Lin, 2010; Tsai and Ghoshal, 1998). Thus, internal knowledge-sharing functions as a critical intermediate mechanism that relates SMEs' task and reward interdependence, as well as their social interaction and trust, to their entrepreneurial posture. This leads to the following hypotheses:

H2b: The level of internal knowledge-sharing mediates the relationship between the level of task interdependence in SMEs and their EO.

H3b: The level of internal knowledge-sharing mediates the relationship between the level of reward interdependence in SMEs and their EO.

H4b: The level of internal knowledge-sharing mediates the relationship between the level of social interaction in SMEs and their EO.

H5b: The level of internal knowledge-sharing mediates the relationship between the level of trust in SMEs and their EO.

Method

Data collection

From a database maintained by a private market research company, the researchers obtained a list of 1500 randomly selected Canadian firms that were representative of the country's provinces and industrial sectors, on the basis of their alphabetical appearance in the database. As with prior

research (e.g. Simons and Peterson, 2000; Song et al., 2006), a single-respondent design was employed and the contact information obtained of individual managers who worked in either a technology, or marketing-related function, in these firms. Extant research points to the critical role of these functional areas in shaping firms' entrepreneurial endeavours (Li and Calantone, 1998; Song and Parry, 1993). To ensure that the contacted managers were knowledgeable about their firms' entrepreneurial posture and overall internal functioning, the study included only managers who held either a vice-president or director title as possible participants. Then, a survey instrument was sent to one randomly selected manager per firm.

To pretest the survey and ensure that its questions were clear and understandable, informal interviews were undertaken with three academics and three managers (not included in the final sample) before actual administration of the final version. They were asked to point out ambiguous, vague or unfamiliar terms, and their feedback was incorporated to improve the study's readability and relevance (Podsakoff et al., 2003). To minimise the possibility that their responses were subject to bias due to social desirability, acquiescence or consistency with assumed research hypotheses, the participants were guaranteed complete confidentiality and repeatedly assured during the survey that there were no right or wrong answers: they were asked to answer the questions as honestly as possible (Spector, 2006). According to Podsakoff et al. (2003), these measures should help alleviate concerns with respect to common method bias (the researchers also conducted formal statistical tests of common method bias, as will be described subsequently).

The data collection relied on Dillman's (1978) total design method. A mailing packet was prepared containing a cover letter addressed personally to the sampled managers, a questionnaire and a postage-paid return envelope. Two weeks after the initial mailing, all the managers were telephoned to thank those who had responded, and to remind those who had not. Replacement questionnaires were sent to non-respondents four weeks after the initial mailing: the final response was 950 potential respondents and 232 completed surveys received. Because the database provided incomplete data related to firm size, the study had no prior knowledge about whether the responding firms qualified as SMEs, which were defined as firms with fewer than 500 employees (Préfontaine and Bourgault, 2002). The present analyses focus on the 146 participating firms that met this criterion.⁴ The average size of these firms was 128 employees, and the average firm age was 20 years. The participating firms belonged to the following industries: manufacturing (43.1%), mining (10.3%), construction (1.4%), transportation (3.4%), wholesale (5.5%), retail (2.1%), finance (1.4%) and other services (32.8%). In order to check for non-response bias, the study tested for any significant differences between the early and late respondents in the dependent, independent or control variables from the survey; no such differences emerged, so non-response bias was not an issue (Armstrong and Overton, 1977).

Measures

The scales used to measure the constructs came from the extant literature. All items were assessed on five-point Likert scales (ranging from 1 = 'strongly disagree' to 5 = 'strongly agree'), and were normally distributed. The measurement items for each focal construct appear in the Appendix. In light of the firm-level focus of this study, for the questions with regard to knowledge-sharing, structural interdependence and relational interdependence in SMEs, the respondents provided their opinions about the interactions and relationships between their firms' technically and commercially oriented functions *in general*, rather than the perspective of their own individual situation. As noted previously, our focus on these two broad function types follows arguments about their

critical role in fostering firm-level entrepreneurship or innovation (De Luca and Atuahene-Gima, 2007; Griffin and Hauser, 1996; Song and Parry, 1997).⁵

Entrepreneurial orientation. Following prior research (Covin and Miles, 1999; Miller, 1983), SMEs' entrepreneurial orientation was measured using a seven-item scale that captured their level of innovation (e.g. introduction of new products), risk-taking (e.g. tolerance for high-risk projects) and proactiveness (e.g. bold, wide-ranging strategic actions rather than minor tactical changes) ($\alpha = .81$).

Internal knowledge-sharing. The four items used to measure internal knowledge-sharing were adapted from prior research on communication frequency and bi-directionality in inter-firm relationships (Mohr and Nevin, 1990; Yli-Renko et al., 2001). For example, the respondents indicated whether managers across the different functional areas communicate openly, and whether such communication occurs in two directions ($\alpha = .92$).

Task interdependence. Drawing on prior research on interdependence in intra-firm interactions (Fisher et al., 1997; Ruekert and Walker, 1987), the extent to which the tasks in the different functional areas were interdependent was measured using three items. These captured managers' reliance on one another's resources, expertise and support to accomplish tasks ($\alpha = .83$).

Reward interdependence. The level of reward interdependence was measured with three items that assessed the interdependence of functional areas' rewards (Xie et al., 2003). For example, the respondents indicated the extent to which managers were evaluated on their joint performance instead of separate area performance, and whether they shared the rewards of successfully commercialised new products ($\alpha = .78$).

Social interaction. In accordance with prior studies (Tsai and Ghoshal, 1998; Yli-Renko et al., 2001), social interaction was measured with four items that reflected the strength of the social relationships between the functional areas. For example, the respondents rated the extent to which managers in the different functions knew one another on a personal level, or maintained close social relationships ($\alpha = .83$).

Trust. From the interpersonal and inter-firm trust literature (Rempel et al., 1985; Yli-Renko et al., 2001), four items were applied that capture the presence of goodwill trust (Rousseau et al., 1998). Example items included respondents' beliefs that colleagues who worked in other functional areas would not take advantage of them, even if the opportunity arose, and that they were truly sincere in their promises ($\alpha = .87$).

Control variables. Several variables were included to account for alternative explanations for variations in internal knowledge-sharing and EO, and to help avoid model misspecifications. First, *firm size* is the log transformation of the number of full-time employees. Second, *firm age* assessed the number of years that the SME had been in business. Third, in order to control for external influences on the SMEs' EO and internal knowledge-sharing, the study controlled for whether their activities were mainly focused on *manufacturing* or *services* (using the latter as the base category), as well as the level of *external rivalry* in their industry, using a scale drawn from Maltz and Kohli (1996). Finally, the study controlled for whether the respondent worked in a *technology-related* (e.g. R&D, engineering) or *marketing-related* (e.g. marketing, sales) function.

Using AOM 20.0 software, confirmatory factor analysis (CFA) was undertaken of the measurement model that included the six focal constructs. This measurement model fitted the data well ($\chi^2_{(262)} = 395.81$, confirmatory fit index (CFI) = .93, Tucker-Lewis index (TLI) = .92 and root mean square error of approximation (RMSEA) = .059). The significant factor loadings ($t > 2.0$; Gerbing and Anderson, 1988) provided evidence of the convergent validity of the scales. Further, as evidence of discriminant validity, none of the confidence intervals for the correlations between constructs included 1.0 ($p < .05$) (Anderson and Gerbing, 1988), and the differences between the

unconstrained model and a constrained model for all 15 pairs of focal constructs were significant (Anderson and Gerbing, 1988).

Several diagnostic analyses were conducted to rule out common method bias. First, a CFA for a single-factor model revealed a significantly poorer fit with the data than the fit of a six-factor model that included the study's focal constructs separately – which is an indication that common method bias should not be a serious concern (Anderson and Gerbing, 1988; Podsakoff et al., 2003). Second, in a structural equation modelling (SEM) follow-up analysis using AMOS, the hypothesised model (Model 1; see Table 2) was compared with a parallel model that contained an additional common method factor on which each of the items of the study's constructs loaded (Podsakoff et al., 2003; Song et al., 2006). This analysis revealed no significant difference in fit ($\Delta\chi^2$ [d.f. = 1] = .57, *ns*) between the hypothesised model and the model that included the common method factor, providing further evidence that common method bias should not be a concern (Podsakoff et al., 2003). Finally, common method bias typically is less salient in studies that include highly educated respondents and multi-item scales (Bergkvist and Rossiter, 2007). Taken together, these considerations alleviate concerns related to the use of common respondents in this study.

Results

Table 1 includes the correlations and descriptive statistics, and Table 2 shows the hypothesis results using SEM. The SEM approach enabled an assessment of how well the conceptual model as a whole fits the data, and whether internal knowledge-sharing fully, or partially, mediated the relationships between the work context variables and EO (Anderson and Gerbing, 1988). In Table 2, Model 1 is the full mediation model that includes all hypothesised relationships, whereas Models 2–5 are partial mediation models that add the direct effects of task interdependence, reward interdependence, social interaction and trust, respectively.

The overall fit of the hypothesised framework (Model 1) was acceptable ($\chi^2_{(389)} = 586.65$, CFI = .90, TLI = .89 and RMSEA = .06), and the five hypothesised paths were statistically significant. Consistent with H1, a positive relationship was found between internal knowledge-sharing and EO ($\beta = .211$, $p < .001$). H2a and H3a predicted positive relationships between task interdependence and reward interdependence with internal knowledge-sharing: support was found for both ($\beta = .427$, $p < .001$; $\beta = .238$, $p < .05$, respectively). In addition, H4a and H5a were confirmed, noting positive relationships between social interaction and internal knowledge-sharing ($\beta = .147$, $p < .05$), and between trust and internal knowledge-sharing ($\beta = .504$, $p < .001$). Further, it is noteworthy that of all the control variables, only firm age reached statistical significance; in particular, younger firms exhibited a stronger entrepreneurial posture compared to their older counterparts ($\beta = -.004$, $p < .05$).

To test the mediation hypotheses (H2b–H5b), the fit of the full mediation model (Model 1) was compared with that of the partial mediation modes (Models 2–5) (Anderson and Gerbing, 1988). It was found that the fit of the more constrained, more parsimonious full mediation model was *not* significantly worse than that of the less constrained, more complex partial mediation models for the cases of task interdependence (Model 2 – Model 1: $\Delta\chi^2$ [d.f. = 1] = 1.30, *ns*) and trust (Model 5 – Model 1: $\Delta\chi^2$ [d.f. = 1] = .15, *ns*), which indicated that the full mediation model was the preferred model. Thus, internal knowledge-sharing fully mediated the relationships between task interdependence (H2b) and trust (H5b) in SMEs and their EO.

In turn, the fit of the partial mediation models, relative to that of the full mediation model, was significantly better for the cases of reward interdependence (Model 3 – Model 1: $\Delta\chi^2$ [d.f. = 1] = 25.30, $p < .001$) and social interaction (Model 4 – Model 1: $\Delta\chi^2$ [d.f. = 1] = 7.28, $p < .01$). In Table 2

Table 1. Descriptive statistics and correlations.

	1	2	3	4	5	6	7	8	9	10	11
1. Entrepreneurial orientation											
2. Internal knowledge-sharing	.379**										
3. Task interdependence	.125	.481**									
4. Reward interdependence	.467**	.559**	.304**								
5. Social interaction	.397**	.471**	.111	.458**							
6. Trust	.300**	.661**	.309**	.526**	.365**						
7. Firm size	-.094	-.044	-.008	-.243**	-.195*	.006					
8. Firm age	-.208*	-.135	-.049	-.138	-.206*	-.107	.446**				
9. Manufacturing industry	.070	-.033	.086	.081	-.059	.047	.090	.048			
10. External rivalry	.018	-.016	.032	-.008	-.105	.050	.060	.074	.032		
11. Marketing-related function	-.070	.031	.041	.008	-.031	.163*	.242**	.273**	-.141	.092	
Mean	3.123	3.491	3.724	3.233	2.875	3.438	128.452	20.260	.336	3.244	.445
S.D.	.765	.926	.882	.941	.832	.850	112.959	19.645	.474	.653	.499

N = 146, **p < .01; *p < .05.

Table 2. Structural equation modelling results.

	Model 1	Model 2	Model 3	Model 4	Model 5
<i>Effects on EO (focal variables):</i>					
H1: Internal knowledge-sharing	.211***	.244***	.019	.165**	.193*
H2b: Task interdependence		-.077			
H3b: Reward interdependence			.27**		
H4b: Social interaction				.109*	
H5b: Trust					.027
<i>Effects on internal knowledge-sharing (focal variables):</i>					
H2a: Task interdependence	.427***	.438***	.443***,	.433***	.430***
H3a: Reward interdependence	.238*	.245*	.206*	.231*	.234*
H4a: Social interaction	.147*	.147*	.141*	.137*	.147*
H5a: Trust	.504***	.495***	.522***	.510***	.504***
<i>Effects on EO (control variables):</i>					
Firm size (log)	.044	.043	.073*	.052+	.043
Firm age	-.004*	-.004*	-.003*	-.003+	-.004*
Manufacturing industry ^a	.069	.080	.009	.072	.065
External rivalry	.055	.058	.049	.067	-.035
Marketing-related function ^b	-.030	-.028	-.050	-.034	.053
<i>Effects on internal knowledge-sharing (control variables):</i>					
Firm size (log)	.027	.029	.022	.026	.027
Firm age	-.001	-.001	-.001	-.001	-.001
Manufacturing industry ^a	-.183+	-.185+	-.184+	-.183+	-.183+
External rivalry	-.046	-.046	-.049	-.048	-.046
Marketing-related function ^b	-.083	-.084	-.085	-.083	-.083
<i>Fit indices:</i>					
χ^2 (d.f.)	586.65 (389)	585.35 (388)	561.35 (388)	579.37 (388)	586.50 (388)
CFI	.904	.904	.916	.907	.904
TLI	.893	.893	.906	.896	.892
RMSEA	.059	.059	.056	.058	.059

Notes: $N = 146$. Unstandardised coefficients (two-tailed p -values). *** $p < .001$; ** $p < .01$; * $p < .05$; + $p < .10$.

^aBase case = services industry.

^bBase case = technology-related function.

direct positive relationships also were found between reward interdependence and EO (Model 3, $\beta = .271$, $p < .01$), and between social interaction and EO (Model 4, $\beta = .109$, $p < .05$). Thus, internal knowledge-sharing partially mediated the relationships between reward interdependence (H3b) and social interaction (H4b) in SMEs and their EO.

Discussion

In order to gain a better understanding of how SMEs' internal work context can enhance their entrepreneurial posture, this study examined the critical mediating role that internal knowledge-sharing plays between the structural and relational interdependence in SMEs and their EO. Prior SME research has devoted surprisingly little attention to the antecedents of EO, and focused instead

on the performance outcomes of EO. As mentioned previously, there is paucity of research that has explicitly investigated the roles that internal knowledge-sharing routines and the SMEs' work context play in the formation of an entrepreneurial posture. The main contribution of the analysis lies in explicating internal knowledge flows as a critical mechanism that connects SMEs' organisational context characteristics with their entrepreneurial posture. Overall, strong support was found for the conceptual framework presented here: SMEs marked by higher levels of internal knowledge-sharing exhibit higher EO, and such knowledge-sharing derives from higher levels of structural and relational interdependence.

Although taking on an EO can lead to positive performance outcomes (Harms et al., 2010; Hughes and Morgan, 2007; Kraus et al., 2012), the pursuit of entrepreneurial activities also may be challenging for SMEs due to resource constraints (Lubatkin et al., 2006), and because such activities 'involve radically changing internal organisational behavior patterns' (Kuratko et al., 1990: 49). For example, managers may feel threatened by entrepreneurial opportunities that radically deviate from the firm's status quo, because they could jeopardise current privileges and move those benefits to colleagues in other functional areas (Ireland et al., 2003). Thus, an important internal hurdle to SMEs' adoption of an EO is managers' fear that by exploiting entrepreneurial opportunities, they might lose access to firm resources, particularly if peers in other areas continue to support the status quo (Burgelman, 1991; Luo et al., 2006). The findings suggest that this challenge is overcome more easily when SMEs are characterised by free knowledge flows that span different functional areas. Entrepreneurial opportunities typically encompass multiple facets of knowledge (Grégoire et al., 2010), which makes them less obvious to, or not within, the reach of individual managers. Thus, consistent with the knowledge-based view of the firm (Grant, 1996; Spender, 1996), the presence of strong knowledge-sharing routines across the firm's ranks is a powerful mechanism through which SMEs can be more entrepreneurial.

This analysis also shows that SMEs' internal work context plays a critical role in facilitating such open knowledge-sharing. Similar to the adoption of an EO, the promotion of company-wide knowledge-sharing may be fraught with challenges, because the interaction of managers from different functional areas brings together different 'thoughtworlds' (Griffin and Hauser, 1996) and attitudes (De Luca and Atuahene-Gima, 2007). For example, concerns about politics in resource distributions (Luo et al., 2006; Tsai, 2002), as well as goal conflicts among different functional areas (Ancona and Caldwell, 1992), may undermine managers' propensity to collaborate and give one another access to their respective knowledge bases. Notably, cross-functional conflict between technology-related and marketing-related functions may include the former's long-term-oriented focus on technological superiority versus the latter's concern about satisfying short-term customer needs (Song and Parry, 1993).

This findings indicate that high levels of structural and relational interdependence in SMEs may help alleviate these challenges and fuel internal knowledge-sharing. In particular, dependence on both others' input (task interdependence) and their output (reward dependence) encourages internal knowledge-sharing within SMEs' ranks. Whereas task interdependence stimulates internal knowledge-sharing, because such sharing contributes to the successful undertaking of complex, interdependent tasks (Fisher et al., 1997), reward interdependence – or the dependence of individual rewards on collective performance – functions according to the perceived need to help others perform better, as well as the anticipation that granting others access to function-specific expertise will prompt reciprocation and facilitate one's own performance (O'Reilly and Tushman, 2004). Similarly, the two aspects of SMEs' relational interdependence – social interaction and trust – relate positively to the level of knowledge-sharing. Thus, the presence of strong informal

relationships that extend beyond formal work settings, and the belief that managers can be trusted not to take advantage of others' shared expertise, both increase the likelihood that knowledge will be unlocked from its holders and shared freely across the firm's ranks (Nahapiet and Ghoshal, 1998; Payne et al., 2011).

Finally, the analysis reveals that whereas internal knowledge-sharing *fully* mediates the relationships between SMEs' task interdependence and trust with EO, the levels of reward interdependence and social interaction increase EO both directly and indirectly. Thus, the contribution of task interdependence and trust to SMEs' entrepreneurial activities is completely explained by the promotion of internal knowledge flows that these two elements of the organisational context cause. Yet reward interdependence and social interaction increase SMEs' EO over and beyond their effects on internal knowledge-sharing. On the one hand, the direct effect of reward interdependence on EO may stem from the pursuit of entrepreneurial opportunities, which demands transcending individual interests, across functional boundaries (Floyd and Lane, 2000). Rewarding managers for their collective performance can stimulate such transcendence (Collins and Smith, 2006): this effect occurs in parallel with an indirect influence of reward interdependence through enhanced internal knowledge-sharing. Similarly, individual managers could be myopic regarding the opportunities for exploiting entrepreneurial ideas, but SMEs' senior management should have a better perspective on how a firm's rewards system can stimulate cross-functional synergies, such that reward interdependence directly stimulates EO (Gilbert, 2005; Smith and Tushman, 2005). On the other hand, the direct effect of social interaction on EO, beyond the intermediary role of internal knowledge-sharing, implies that strong, informal relationships may create an organisational culture in which managers feel comfortable to undertake risky actions, and seek to extend the firm's current activity.

Taken together, these findings highlight the roles of hitherto underexplored aspects of SMEs' internal work context in relation to the adoption of an entrepreneurial posture, as well as the critical mediating role of internal knowledge-sharing. Internal organisational conditions marked by higher levels of structural and relational interdependence enhance SMEs' propensity to adopt an EO, fuelled by the combination of function-specific knowledge across the firms' ranks.

Limitations of the study and suggestions for future research

This study contains some limitations that offer avenues for further research. First, the empirical assessment of knowledge-sharing is a daunting task (Grant, 1996), and therefore this study's measure of internal knowledge-sharing may not have captured important underlying nuances. In particular, it examined the level of internal knowledge-sharing in *general*, thereby excluding some useful knowledge distinctions, such as explicit versus tacit (Nonaka, 1994), or declarative versus procedural (Berge and van Hezewijk, 1999). Additional research could explore whether the mediating effect of internal knowledge-sharing might work differently for different facets of knowledge. For example, the work context variables studied herein may be most useful for the exchange of tacit knowledge, which tends to come to the surface less easily (Yli-Renko et al., 2001). Further, future studies that predict SMEs' entrepreneurial activities could examine the role of internal knowledge-sharing in combination with the knowledge flows that take place with external stakeholders (Yli-Renko et al., 2001).

Second, by focusing on only two work context dimensions (structural and relational interdependence), this study ignored other contextual factors that may be relevant for the promotion of internal knowledge-sharing, such as the extent to which decision-making processes are decentralised

and do not follow preset rules (Dyer and Singh, 1998), or the emotional attachment that managers feel toward their firm (Meyer et al., 2004).

Third, because this study relied on cross-sectional data, reverse causality may be an issue, such that enhanced EO levels, for example, might fuel intense internal knowledge flows through the cross-disciplinary nature of such activity (Grégoire et al., 2010). Additional research should elucidate and distinguish among various internal causal processes by using longitudinal designs to study the interrelationships among SMEs' work context, internal knowledge flows and EO.

Fourth, the single-respondent design of this study might raise concerns about common method bias, despite the many cautionary measures taken in the research design and the reported statistical evidence against its presence. Researchers could collect data from multiple respondents in each firm, particularly to measure SMEs' internal knowledge-sharing and relationship development, which entail exchanges between at least two parties.

Fifth, cross-country studies could investigate whether the mediating role of internal knowledge-sharing between SMEs' work context and EO may vary across different countries. For example, such studies could pay attention to the potential roles of cultural values that determine the importance of collective task accomplishment and social relationship-building (Hofstede, 2001).

Practical implications

From a practical perspective, this study shows that in the pursuit of an EO, SMEs should foster intensive intra-firm knowledge exchanges. Different functional areas can play complementary roles in the entrepreneurial process, such that technology-oriented managers, for example, attend to the technical aspects of entrepreneurial opportunities, while marketing-oriented managers consider how such opportunities can create value in new or existing market spaces (Burgelman, 1991). High EO levels may be more difficult to attain when managers in different functional areas have a limited understanding of how others' knowledge bases contribute to the development of novel ideas.

Further, SMEs should understand how such knowledge-sharing can be promoted by establishing appropriate internal work conditions. The propensity to share function-specific knowledge may be more challenging, to the extent that managers operate *independently* from one another. Thus, there is a need to create at least some structural interdependence among managers, such as that pertaining to the input needed to complete daily tasks, and how individual rewards depend on others' performance. Finally, SMEs should seek to stimulate the creation of a relational context that encourages informal interactions and trust development. Ultimately, to the extent that managers move away from their function-specific identities as 'just' technologically or commercially oriented actors, and instead see themselves as partners who care for one another and for the firm's well-being, different knowledge bases that reside in SMEs can be combined more easily, which should fuel entrepreneurial behaviours.

Final remarks

To summarise, this article has directed greater attention to the internal mechanisms that might explain SMEs' entrepreneurial orientation, particularly in relation to the roles of internal knowledge-sharing and structural and relational interdependence. It has shown that the level of knowledge-sharing in SMEs acts as a critical mechanism through which features of the internal work context increase an EO. We hope that this work functions as a catalyst for further understanding of how SMEs might translate their knowledge base into stronger competitive positions in the marketplace, through their involvement in entrepreneurial endeavours.

Funding

The authors acknowledge the financial support provided by the Social Sciences and Humanities Research Council of Canada.

Notes

1. SMEs' engagement in entrepreneurial activities also may be shaped by their knowledge exchange with external stakeholders, such as customers (e.g. Yli-Renko et al., 2011), but our focus here is on the internal drivers of SMEs' EO.
2. Although competitive aggressiveness and internal autonomy are also relevant facets of firms' entrepreneurial posture (Lumpkin and Dess, 1996), we focus on the three original dimensions introduced by Miller (1983).
3. Covin and Lumpkin (2011) compare this composite dimension approach with a multidimensional view that treats the dimensions as separate constructs. They suggest that neither approach is intrinsically superior, and that research along both directions can be fruitful. The composite dimension approach focuses on how different entrepreneurial dimensions *collectively* inform firms' strategic positioning relative to competitors.
4. A follow-up analysis showed that our reported results were robust when applied to the complete sample of 232 firms, indicating their applicability across a wide spectrum of firms. Further, we did not find any significant differences between responding and nonresponding firms (regardless of size) in terms of their industry and location (province) distribution.
5. To ensure that the responses would cover organisation-wide phenomena rather than idiosyncratic, departmental issues, in the cover letter and survey instrument we defined function types broadly. We clarified that we were not interested in investigating the interactions or relationships between specific departments, but rather between 'the managers who typically are most preoccupied with technological (or technical) issues such as operations, engineering or research and development on one hand, and those who are typically most preoccupied with commercial activities such as marketing or sales, on the other.'

Appendix: Scale items

Entrepreneurial orientation

- Our company spends more time on long-term R&D (3+ years) than on short-term R&D
- Our company is usually among the first in the industry to introduce new products.
- Our company rewards risk-taking.
- Our company shows a great deal of tolerance for high-risk projects.
- Our company uses only 'tried-and-true' procedures, systems and methods. (reverse coded)
- Our company challenges, rather than responds to, its major competitors.
- Our company takes bold, wide-ranging strategic actions rather than minor changes in tactics.

Internal knowledge-sharing

- There is open communication between managers in the two functions.
- There is a high level of knowledge-sharing between managers in the two functions.
- Managers in the two functions have great dialogues with each other.
- There is a lot of two-way communication between managers in the two functions.

Task interdependence

The two functions are highly dependent on:

- each other's resources (e.g. personnel, information, equipment) to accomplish their jobs successfully.
- each other's support (e.g. advice or technical assistance) to accomplish their jobs successfully.
- each other's information and expertise to accomplish their jobs successfully.

Reward interdependence

- The two functions share the rewards of a successfully commercialised new product.
- The two functions are evaluated on their joint performance, instead of separate function-specific performance.
- Senior management promotes cross-functional team cohesion over separate function-specific loyalty.

Social interaction

- Managers in the two functions spend significant time together in social situations.
- Managers in the two functions maintain close social relationships with one another.
- Managers in the two functions know members of the other function on a personal level.
- The relationship between managers in the two functions is very informal.

Trust

With respect to the nature of the relationship between the two functions:

- Managers can always be trusted to do what is right.
- Managers are perfectly honest and truthful.
- Managers are truly sincere in their promises.
- Managers would not take advantage of others, even if the opportunity arose.

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