

Review of Doctoral Thesis

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Degree course: P0413D050013 **Economics and Management**

Doctoral thesis title: **Impact of affect-based trust on organizational innovativeness: the moderating role of network strength in regional clusters**

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Topic of the dissertation and achievement of the objectives

The dissertation is focused on evaluating the impact of affect-based trust on organizational innovativeness and the moderating role of network strength in regional clusters, in the context of emerging economy in Vietnam. The topic of improving organizational innovativeness and the factors that influence it is a very important and up to date topic regarding the growth of organizational performance and further economic development.

The dissertation is very well prepared in terms of content, methodological and formal aspects, it brings the necessary theoretical and methodological basis for the quality of research on the topic of the dissertation.

Both objectives of the dissertation were met. The quantitative research verified the direct effect of affect-based trust on organizational innovativeness and the moderating role of network strength in regional clusters in the relationship between affect-based trust and organizational innovativeness.

Procedure for solving the dissertation topic and contribution of the author

The PhD student paid the necessary attention to assess the current state of knowledge of the issue and the theoretical basis for determining the research gap and the research problem. The theoretical concept of the research model is based on social capital theory, social exchange theory and cluster theory. The literature used is cited, is up-to-date, thematically relevant and its scope corresponds to the topic. The literature review (search) is very well done and allowed the PhD student to define and operationalize the basic concepts and relationships in the topic of the impact of trust on organizational innovativeness. The author defined the dependent variable (organizational innovativeness), the independent variable (emotion-based trust) and the moderating variable (network strength in the regional cluster) for the research model. The findings for defining and operationalizing the variables are summarized in Tables 2.1, 2.2 and 3.1 (pp. 17, 18 and 39-42).

Chapter 3 presents the methodology of the research project. Two research objectives are stated and three main hypotheses are formulated. Four sub-hypotheses are formulated for each main hypothesis. The research model is presented in Fig. 1 (see p. 38). The research project assumes a quantitative form of research, in two steps, a pilot research and a main research.

The pilot research served to test the research model concept and to refine the measurement procedure for each variable. The main research provided the data needed to test the stated hypotheses.

I very highly appreciate the research project, which consists of quantitative research in two steps, a pilot project and a main research. In section 3.3 (pp. 39-48), the use of research methods, the setting of the research sample size, the measurement of variables and the procedure for processing and analysing research data (PLS-SEM) are justified with reference to relevant literature sources. I consider the chosen procedure to be adequate and methodologically correct. A review of the metrics for evaluating the measurement model and the structural model of the variables is very valuable (Table 3.3 and Table 3.4, pages 45 and 46).

I see the contribution of the PhD student in the elaboration of the theoretical background for the determination of the research gap, the formulation of the research problem, the research objectives, the research hypotheses and the research project, which is based on a very good literature search. The interpretation and discussion of the research results is also very well elaborated (Ch. 5, pp. 60-63).

Importance for the development of science and for practice

In sections 6.1 and 6.2 (pp. 64-65), the author presents the contributions of the dissertation to theoretical knowledge and managerial practice in relation to the positive role of affect-based trust and its impact on the development of organisational innovativeness. The results of the research on the role of trust and its influence on organizational innovativeness are related to the theoretical concepts of social capital theory and social exchange theory. Special attention is paid to the moderating effect of network strength in regional clusters. *In the context of theoretical findings, the PhD student could (during the defense) comment more closely on the similarities and differences between the concepts of cognition-based trust and affect-based trust (see page 23). Do the results of your own research bring any insights on this topic?*

In terms of contribution for managerial practice, it is possible to positively evaluate the findings on the role of impact of affect-based trust on organizational innovativeness both in relation to the work of the manager in managing the organization and for the management of the organization in the context of the regional cluster. The research findings are significant both for the development of organizational competitiveness (innovativeness) and for the economic development of the region (regional cluster).

Formal adjustment of the thesis

Formally, the dissertation meets the requirements for this type of work. The dissertation is logically organized and written in an understandable language. In the list of literature used, the author of the dissertation presents 215 titles of foreign literature. The titles are current, relevant and their use is correctly cited in the text of the dissertation. Interesting for the professional is the characteristics of the national Hi-Tech parks in Vietnam (Table 2.3, pp. 33-34).

Author's publishing activity

The PhD student continuously publishes the results of his research work, currently in eight papers in journals (Scopus, WoS).

Reviewer's conclusion

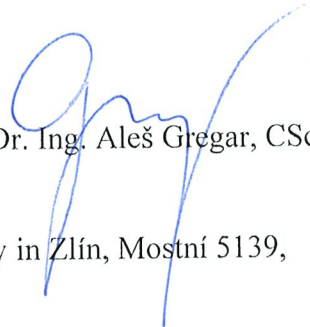
The doctoral thesis of Viet Anh Ho and his publication activity can be assessed as very good.
I recommend the submitted Doctoral Thesis for defense.

Zlín, November 18, 2024.

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Questions for defense:

1. On pages 23-24, the views of some authors on the similarities and differences between the concepts of cognition-based trust and affect-based trust are presented. Could you comment on these views? Do the results of your research provide any insights on this topic?
2. Do you think that it would be interesting to carry out a similar research project as in your dissertation, but based on the concept of cognition-based trust as an independent variable?
3. On page 59 you state that the research results confirmed only a minority of moderating relationships as significant (only 3/8, H2b, H3b and H3d). Would it be possible and interesting to analyse these relationships further (in more detail)? Or is the strength of this moderating relationship too weak?
4. The research data collection was conducted in a Hi-Tech park environment in Vietnam, what is the relevance of your research findings to other organizations in Vietnam or elsewhere?

