

## MANAGERIAL COMPETENCIES AND ORGANIZATIONAL INNOVATIVENESS: EVIDENCE FROM SELECTED SMALL AND MEDIUM ENTERPRISES (SMEs) IN PORT HARCOURT, NIGERIA

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### **ABSTRACT**

*The study empirically examined the extent of influence of managerial competencies for the specific objective of achieving organizational innovativeness in statistically selected small and medium enterprises in Port Harcourt, Nigeria. The study adopted a cross-sectional survey research design, making use of Likert 5-type scale measure in the design of data collection instruments. The validity and reliability tests of data collection instruments were ascertained, arriving at a Chronbach's Alpha Coefficient of 0.854. The sample size is 120 statistically selected respondents and copies of questionnaire were distributed accordingly. 106 copies of the questionnaire were found fit for data analysis, after data cleaning. The generated data were analyzed, using Pearson's Correlation and Multiple regression statistical techniques at 0.05 level of significance, with the aid of Statistical Package for Social Science software. The study provided empirical evidence and arrived at the fact that the adopted managerial competencies correlated positively, strongly and significantly with organizational innovativeness in small and medium enterprises in the study area. It therefore, recommends amongst others, the adoption of such competencies for further study in diverse and related big organizations in Nigeria.*

**KEYWORDS:** *Managerial Competencies; Organizational Innovativeness; Small and Medium Enterprises; Competitive Advantage; Strategy*