<table>
<thead>
<tr>
<th>Index Term</th>
<th>Page(s)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ankara University Technology Development Zone</td>
<td>61–62</td>
</tr>
<tr>
<td>Antalya Technology Development Zone</td>
<td>61–62</td>
</tr>
<tr>
<td>Arı Teknokent Technology Development Zone</td>
<td>61–62</td>
</tr>
<tr>
<td>Artifacts</td>
<td>47–48</td>
</tr>
<tr>
<td>Average variance extracted values (AVE values)</td>
<td>78–80</td>
</tr>
<tr>
<td>Back-to-translation method</td>
<td>76–77</td>
</tr>
<tr>
<td>Capital</td>
<td>17–18</td>
</tr>
<tr>
<td>Career development</td>
<td>39–40</td>
</tr>
<tr>
<td>Combination</td>
<td>14–15</td>
</tr>
<tr>
<td>Composite reliability values (CR values)</td>
<td>78–80</td>
</tr>
<tr>
<td>Confirmatory factor analysis (CFA)</td>
<td>78–80</td>
</tr>
<tr>
<td>Context-specific culture types</td>
<td>2–3</td>
</tr>
<tr>
<td>Context-specific organizational culture</td>
<td>85–86</td>
</tr>
<tr>
<td>Contingency approach</td>
<td>28–29</td>
</tr>
<tr>
<td>Control-based perspective</td>
<td>30–31</td>
</tr>
<tr>
<td>Control-based work design</td>
<td>40</td>
</tr>
<tr>
<td>Creative destruction</td>
<td>8, 54–55</td>
</tr>
<tr>
<td>Cultural transformation</td>
<td>2–3</td>
</tr>
<tr>
<td>Culture, shapes</td>
<td>69–70</td>
</tr>
<tr>
<td>Cumhuriyet Technology Development Zone</td>
<td>61–62</td>
</tr>
<tr>
<td>Data analysis</td>
<td>78</td>
</tr>
<tr>
<td>Collection and sample</td>
<td>75–76</td>
</tr>
<tr>
<td>Developed model testing data analysis</td>
<td>78</td>
</tr>
</tbody>
</table>
data collection and sample, 75–76
hypotheses tests, 80–84
measurement results, 78–80
measurements of variable, 76–78
Direct effects of knowledge-centered organizational culture, 84
Dokuz Eylül Technology Development Zone, 61–62
E-mails, 75–76
Effective knowledge management, 69, 70–71
Employees, 22–23, 67
Explicit knowledge, 13–15
Externalization, 14–15
Firms, 37–38
innovation performance, 8
in knowledge-intensive industries, 4–5
Godfather of innovation studies (See Schumpeter, Joseph)
Green organizational culture, 6–7, 69–70
Heterogeneous knowledge bases, 11–12, 68–69
High-performance, 31–32
High-performance human resource practices, 30–32, 34–35
Human being, 3–4
Human capital, 34–35
Human mind, 69
Human resource management (HRM), 2–7, 25, 33–34
integration, 36–37
knowledge-oriented practices of, 7
role in knowledge management, 25–28
system, 65–66, 68
theoretical basis for integration, 28–30
Human resources (HR), 90 practices, 67, 90–91
Hypercompetitive technology market, 56
Hypotheses tests, 80–84
Hypothesis development, 63–74
Imitation orientation, 63–64
Implicit knowledge, 13–14
Indirect effects of knowledge-centered organizational culture, 80, 84
Individual knowledge, 13–14
Information, 11–12
Knowledge-centered culture, 2–3, 65, 67, 89
Knowledge-centered organizational culture, 1–3, 6–7, 9–10, 45–46, 50–51, 77, 85–87
on innovation performance, 81
total effect of, 81, 84
Knowledge-friendly culture (see Knowledge-centered organizational culture)
Knowledge-oriented career system, 35–37, 36–37, 39–40
Knowledge-oriented high-performance HR practices, 1–2, 5–6, 9–10, 72–74, 77, 85–88
limitations and suggestions for future research, 91–92
practical contribution, 90–91
theoretical implications, 85–87
Knowledge-oriented HR practices, 33–43, 67–68
internal fit of, 41–43
Knowledge-oriented HRM practices, 27–28, 87–88
Knowledge-oriented performance appraisal, 35–37, 39, 42–43
Knowledge-oriented practices of HRM, 7
Knowledge-oriented rewarding, 35–37, 39, 42–43
Knowledge-oriented selection and recruitment, 35–38
Knowledge-oriented training and development, 35–37, 36–39
Knowledge-oriented work design, 40
practices, 42–43
Knowledge-oriented work teams, 41
Labor, 17–18
Land, 17–18
Law on Technology Development Zones, 61
Management knowledge, 1–2, 76–77
Marketing innovation, 9, 55–56
Measurements results, 78–80
of variable, 76–78
Mediator variables, 80
METU Teknokent
Technology
Development Zone, 61–62
Middle East Technical University (METU), 61
Nonaka and Takeuchi’s theory of knowledge creation, 21–22
OLS regression based PROCESS macro program, 78
Organizational culture, 45–49, 63–66, 72–73, 89
Organizational innovation, 9, 55–56
Organizational knowledge, 13–14, 23
Performance appraisal, 39
Person–environment fit theory, 65–66
Placed innovations, 54–55
Practitioners, 1–2
Process innovation, 9, 55–56
PROCESS Model 6, 80
Product innovation, 9, 55–56
Regression coefficients of serial mediation model, 82
Resource-based view (RBV), 27–28, 45–46, 68–69
Samsun Technology Development Zone, 61–62
Schumpeter, Joseph, 54–55, 55
Science park, 60
Serial mediation model, 9–10, 80
regression coefficients of, 82
results, 83
Service, 33
Service-oriented high-performance HR practices, 4–5, 32
Silicon Valley, 59–60
Sobel test, 80
Social Exchange Theory, 67
Social knowledge, 13–14
Socialization, 14–15
Strategic human resource management (SHRM), 5–6, 28–30, 33–34, 91–92
Strategic management, 63–64
Structural equation modeling, 78
Support innovation, 64–65
Sustainable competitive advantage, 46–48
Tangible indicator, 12
Techno-center, 60
Technology, 56
Technology Development Zones (TDZs), 59–62, 75–76, 91–92
Performance Index, 61–62
university–industry cooperation in, 64–65
Technopark, 60–61
Theoretical model, 1–2, 49–50
Total effect of knowledge-centered organizational culture, 81, 84
Turbulence, 1–2
Uncertainty, 1–2
University–industry cooperation in TDZs, 64–65
Yıldız Technical University Technology Development Zone, 61–62