

Unpacking human systems in data science innovations: Key innovator perspectives

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Human systems are critical, yet often neglected in most guidelines and frameworks for data science. We address this concern by developing a systematic framework for understanding human systems that support data science innovations.

- A review of human system elements indicates that successful innovation requires supports at different levels of organisations, which combine to create the organisation's innovation capability.
- Drawing on a series of interviews with key innovators engaged in developing current data science innovations, a more complete picture of human systems in practice was developed.
- This study contributes to the advancement of innovation management theories and calls attention to guiding and engaging individuals through providing support and removing barriers at different organisational levels.
- More practically, innovation managers could use this as a guide to optimise work systems and inform pathways to improve organisation data science efforts.

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