ABSTRACT:

This paper aims to deepen the understanding of a crucial issue in the innovation literature: how firms under turbulent environments (i.e., high-tech firms) develop their capabilities for creating innovation. Based on a brief literature review regarding the issue, a study on one of the identified research topics that is relevant to the IS discipline is presented. Theorizing from institutional environments of high-tech industries and firms' dynamic capabilities for creating innovation, the study investigates hiring practice of high-skilled foreign tech professionals in the context of U.S. high-tech industries. Analysis of data extracted from multiple datasets during the period 2009-2014 supports the proposed hypotheses and offers implications for research and practice.