

The frontier of innovation: Time for the Spanish industrial firm (Document 139/2008)  
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The main results suggest that the Spanish company presents significant weaknesses not only in the technological capital, but also in the fields of human and organizational capital. The dominant trend in industrial enterprises Spanish shows a moderate trend towards change and innovation. There are more tradition, inertia and rhetoric than active incorporation of advanced management systems and flexible. The policies for managing human resources are very conventional, security in employment is determined by the type of employment contract, the commitment of formation is small and the system of bonuses to employees based in the fixed wage, while the variable component low. The Spanish companies manage their risks using traditional systems of organization, based on hierarchy, control and the existence of vast resources of slack. These systems are inflexible and hamper the improvement of competitiveness business in markets as dynamic as the current ones. The main challenges for the coming years for the economy of Spain and their companies will focus on the shift towards business models where the innovation is widely diffused among all the activities that define it. The challenge is to move management systems geared toward efficiency and costs to others based on the flexibility and differentiated positioning.