



Paper to be presented at the DRUID 2012

on

June 19 to June 21

at

CBS, Copenhagen, Denmark,

## **How the Intent to Explore and Partner Diversity Matter for Learning**

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### **Abstract**

We explore three main determinant of interfirm learning to understand their separate and interactive effects: willingness of partner to learn, existence of novelty and the learning capacity of the firm. The findings add to alliance research by offering a refined understanding of the interaction among antecedents and determinants of interfirm learning effectiveness. Using Tobit regression models, the findings show that the intent to explore is positively related with interfirm knowledge transfer. Moreover, an inverted U-shape relationship is observed between partner diversity and the effectiveness of interfirm knowledge transfer. Finally, the negative moderating effect of partner diversity on the relation of explorative intent and knowledge transfer lead us to two interactive effects. We find a positive moderating effect of partners similarity on the relationship of explorative intent to interfirm learning. This refers to the interactive effect of capacity of firm and its willingness to learn. The results also partially support that too much novelty will negatively moderate the effect of willingness to learn on interfirm learning effectiveness.

Jelcodes:M10,-

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## **ABSTRACT**

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Keywords: Partner diversity, Intent to Explore, Interfirm Knowledge Transfer.