

Chapter 11

Intrapreneurship and Career Advancement: Investigating the Role of Intrapreneurship in Facilitating Career Growth and Development

Anish Kumar

 <https://orcid.org/0000-0002-8047-4227>

O.P. Jindal Global University, India

Ashutosh Pandey

 <https://orcid.org/0000-0002-8255-8459>

Fore School of Management, New Delhi, India

Preet Kanwal

 <https://orcid.org/0009-0006-5114-8381>

Lovely Professional University, India

Thi Mai Le

 <https://orcid.org/0000-0001-9720-308X>

Vietnam National University, Hanoi, Vietnam

ABSTRACT

Intrapreneurship is increasingly recognized as a crucial driver of organizational innovation and employee career advancement. This chapter explores the role of intrapreneurship in facilitating career growth, examining key drivers such as supportive culture, resource availability, and calculated risk-taking. It highlights strategies for enhancing intrapreneurship, including fostering collaboration, recognizing achievements, and leveraging emerging trends. Future trends discussed include the

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impact of digital transformation, remote and hybrid work environments, and the growing focus on sustainability. Case studies demonstrate successful intrapreneurial initiatives and their impact on career development. The chapter concludes by emphasizing the importance of continuous learning and adaptability in navigating the evolving landscape of intrapreneurship.

INTRODUCTION

With the changing business world dynamics today, intrapreneurship has emerged as a force of considerable importance within organizations. It stands to provide an opportunity for employees to innovate and contribute to the growth of organizations that they work for. Unlike traditional entrepreneurship, where people invent and run their own business, intrapreneurship involves an employee acting as an entrepreneur but within the organization's confines. This very entrepreneurial zeal and energy are now considered key ingredients for real competitive advantage as they establish a culture of relentless improvement, imagination, and proactive problem-solving. With this in mind, intrapreneurship is evidently one important avenue toward sustaining innovation and gaining long-term success when facing the challenges of agility brought about by globalization and technological disruption.

Intrapreneurship has relevance beyond organizational benefits alone. It also provides a critical perspective on the job development front at an individual level, for it provides one of the really strong tools for personal and professional development. It is most often intrapreneurs who are guiding the show on strategic initiatives; they are the project leaders in areas requiring innovative thinking, risk taking, and leadership. Employees take their chance at proving their worth for the organization and therefore make a place for themselves in the workforce. Career advancement is boosted with this proactive engagement in intrapreneurial activities, visibility, recognition, and finally, growth. With the passage of time, a conventional linear career path does not operate, and now a conventional career development structure is not intact, so intrapreneurship is a dynamic way to allow professionals their career destinations (Gawke et al., 2017).

This dynamic link of intrapreneurial activity with career growth is the opportunities it provides in terms of skill, leadership experience, and network growth. Intrapreneurship often includes cross-functional involvement, which enables staff to broaden their skills base, view areas of the business they may not have previously been exposed to, and develop a holistic understanding of organizational operations. Such a broadened perspective not only enriches their professional capabilities but also makes them more valuable assets to their organizations. Besides, intrapreneurial projects show that employees are able to drive change and manage complex initia-

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