**Reference**

Fay, D., Shipton, H., West, M., & Patterson, M. (2014b). Teamwork and Organizational Innovation: the moderating role of the HRM context. *Creativity and Innovation Management*, *24*(2), 261–277. <https://doi.org/10.1111/caim.12100>

**Annotated bibliography**

The article aims to analyse the possibility of the influence degree to the company innovation and human resource management (HRM) by employees forming group. According to the researchers, collaboration may increase innovation in two different ways. Firstly, it impacts people's affective experiences, cognitive perceptions, and attitudes, which in turn improves their creativity and capacity for problem-solving. Secondly, it is linked to structural changes within the organisation that improve the flow of ideas and knowledge and make businesses more adaptable. In terms of research, there are total 111 manufacturing enterprises that contributed to the entire research, which took a duration of four years to complete. They calculated in sequence of size of the organisation, innovation, profitability, degrees of cooperation and HRM practises, and product invention as well as technical system inventiveness. Finally, based on the research result, cooperation influences them in different company’s departments, since management and administrative departments are different from manufacturing groups in terms of their amount of skill variety, the tasks they are expected to do, and where they fall in the organisational structure. Additionally, the researchers also found that if there is an excellent HRM system in place, growing levels of cooperation are linked to increasing levels of creativity. One the other hand, this article is highly correlated to QCD111, because both of them are pay attention to develop the importance of cooperation in modern society. To sum up, it is clear that the published article can help students who studying in QCD111 and aim to get a high grade in this unit. The reason is all of assignments from the unit are assigned with the business background, so the research result regarding 111 companies might be useful to students improve the study performance of practical teamwork in the tutorial and assignments. However, due to the article limitation of publication year, 2014, has been past almost ten years. As a consequence, some result could be affected by the growing of information technology and fast changing of trend related digital media as well, because these two technologies have been widely applied in most industry organization in this decade.