
Contents

- 199 **The signal complexity of international alliances in pre-IPO firms**
Adam W. Smith, Kaveh Moghaddam and Amir Pezeshkan
- 216 **Influence of intellectual property rights on innovation capability in new technology-based firms**
*Julio César Acosta-Prado, Carlos Sanchís-Pedregosa,
Oscar Hernán López-Montoya, Néstor Juan Sanabria-Landazábal and
Arnold Alejandro Tafur-Mendoza*
- 233 **What influences the dynamics of technology licensing in academia?
The case of Spanish universities**
Erika Sofía Olaya Escobar, María Belén Arias Valle and Anna Akhmedova
- 252 **Inter-organisational collaborations, innovation and intellectual property:
a conditional mediation model**
*Oihana Valmaseda-Andia, Gema Albort-Morant, Eneka Albizu-Gallastegi and
Carmen Merchán-Hernández*
- 266 **The association between human resource management and organisational performance: a literature review**
Gonçalo N.B.A. Pombo and Jorge F.S. Gomes
- 292 **A European clustering study with Knowledge Transfer Office DNA**
Laura Kreiling and John Scanlan