

**The Moderating Role of Occupational Well-Being in the
Relationship of Job Satisfaction and Psychological Capital with
Organizational Creativity**

**By: A. Naami, PhD
M. Shamsi, MA
S. E. Hashemi, PhD
K. Beshlideh, PhD**

Abstract

Today, positive thinking is one of the most important factors that influence the attitudes and behaviors of employees in the workplace. One of the behaviors that is very important for organizations is organizational creativity. Therefore, the purpose of this study was to investigate the role of occupational well-being as the moderator in the relationship of job satisfaction and psychological capital with organizational creativity in employees of an industrial company. The participants consisted of 222 employees of an industrial company that were selected by multi-stage random sampling method. They completed the organizational creativity, job satisfaction and psychological capital questionnaires. Moderated effect was examined through moderated hierarchical regression. Findings indicated that occupational well-being moderated the relationship between job satisfaction and psychological capital with organizational creativity. This research suggests that for increasing organizational creativity, there need to provide conditions to promote occupational well-being, job satisfaction and psychological capital.

Keywords: occupational well-being, job satisfaction, psychological capital, organizational creativity.