

Designing and Testing a Model of Some Antecedents and Outcomes of Organizational Creativity

By: N. Mashayekhi, M.A.
N. Arshadi, Ph.D.
A. k. Neisi, Ph.D.

Abstract

The purpose of this study was to design and test a model of some antecedents and outcomes of organizational creativity. In this model, organizational innovative climate, psychological capital, intrinsic motivation and psychological empowerment were considered as the antecedents of organizational creativity while organizational innovation and job performance were considered as the outcomes. The participants of the study were 340 employees, (including 304 males and 36 females) of National Iranian South Oil Company (NISOC) in Ahvaz, who were selected by stratified random sampling method. The instruments used to measure the variables were Situational Outlook Questionnaire (SOQ), Psychological Capital Scale, Intrinsic Motivation Scale, Psychological Empowerment Scale, Organizational Creativity Scale, Organizational Innovation Scale and Job Performance Scale. Fitness of the proposed model was examined through Structural Equation Modeling (SEM), SPSS-18 and AMOS-18 software packages. The indirect effects were tested using the bootstrap procedure. Findings indicated that the proposed model fit the data relatively well. Better fit and more meaningful results were obtained by omitting four non-significant paths and using AMOS modification indices. All indirect effects were significant as well.

Keywords: Organizational creativity, Organizational innovative climate, Psychological capital, Psychological empowerment, Organizational innovation.