EMPLOYEE'S CREATIVITY: WHAT DO WE KNOW NOW AND WHAT DIRECTIONS SHOULD WE FOLLOW?

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Introduction

Who is it for?

Limitations of the current theories

- Numerous factors of work environment have been identified.

→ *Need taxonomy of work environment*

- Contradict results on whether specific factor encourage or discourage employee's creativity (e.g. weak ties vs. strong ties)

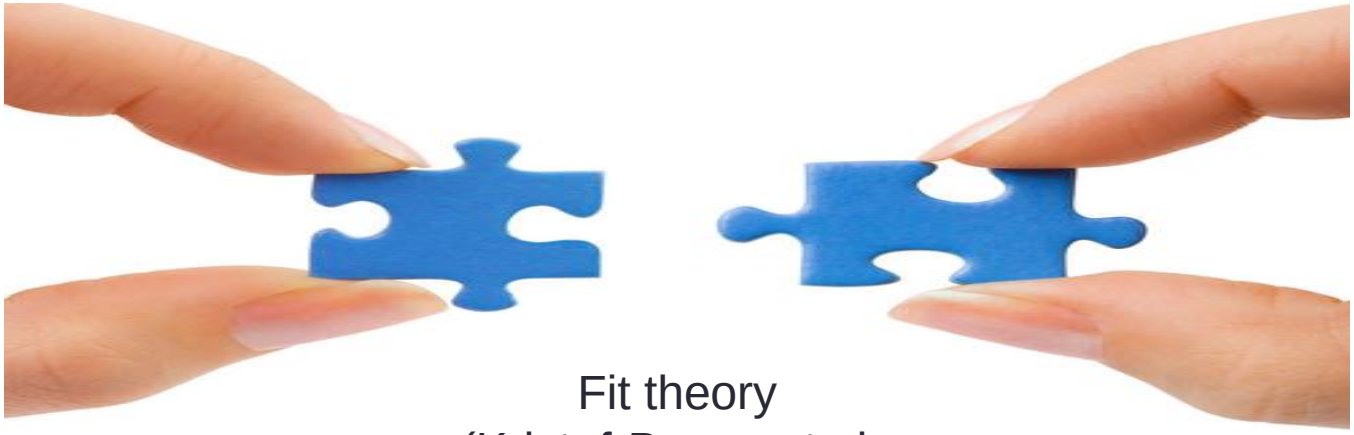
→ *Need to also consider individual factors*

- Few factors have been investigated on each study of the relationship between individual and work environment.

→ *Need meta-analysis of previous studies*

Proposition: FIT Theory

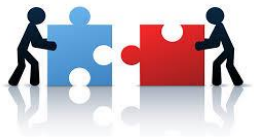
- Applied interactional psychology

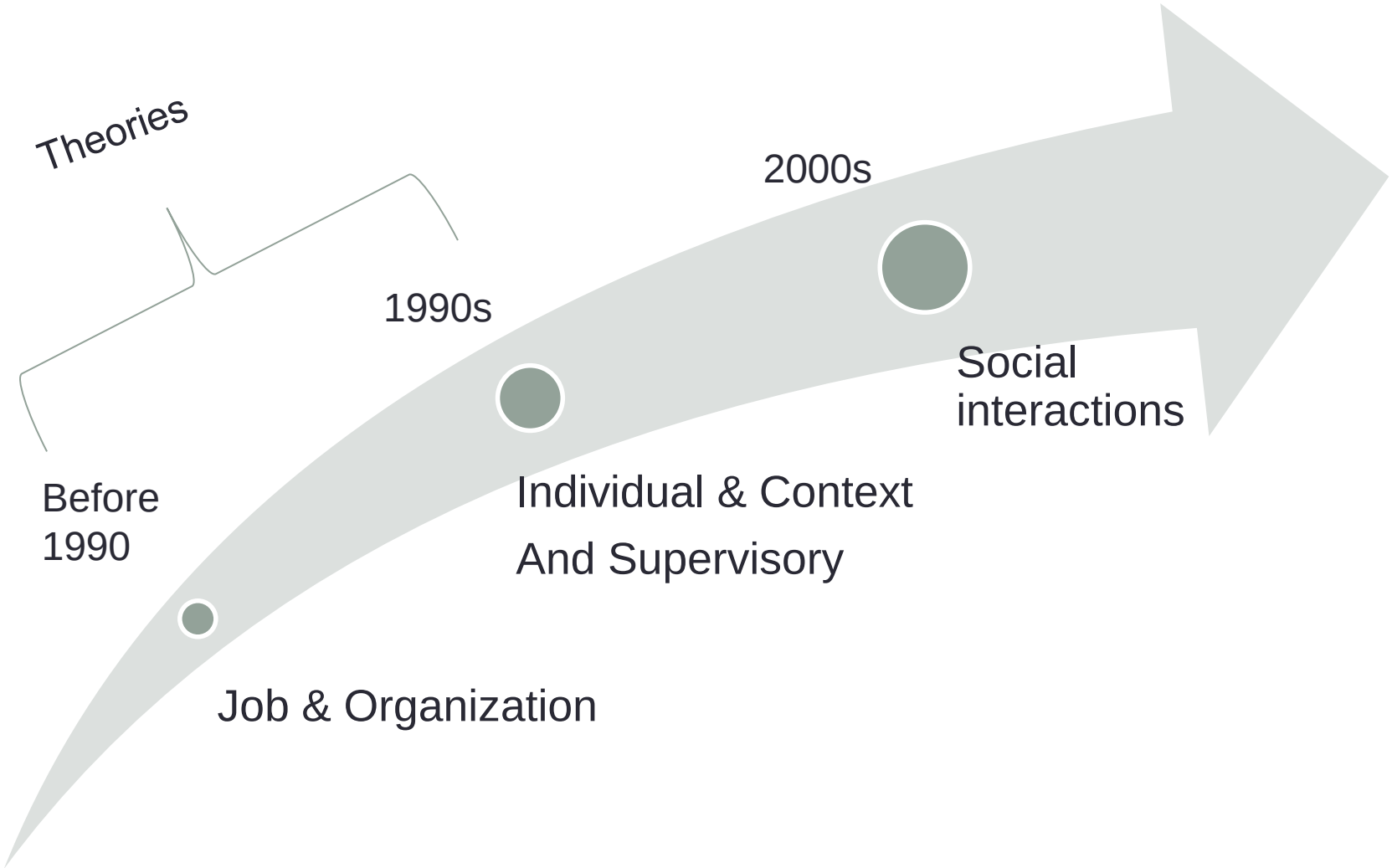


Fit theory
(Kristof-Brown et al., 2005)

- Current literature focuses on different perspectives of environment (e.g. job, supervirsor, and organization)

Research on Creative Behavior

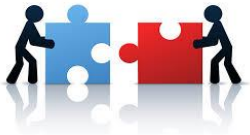




Taxonomy of the FIT

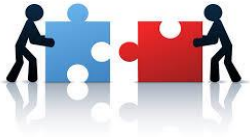
Individual-Organization	- Bureaucracy - Reward systems - Goal setting
Individual- Job	- Job complexity - Job (dis)satisfaction
Individual-Supervisory	- Leadership styles - Relations
Individual-Social relations	- Networking - Group compositions - Supportive coworkers

Future Direction



- Negative Effects
- Open Strategy & Innovation
- Virtual Team
- Risk taking
- Fit as Gestalts

Summary & Recommendation



- This taxonomy should not be viewed as the complete version.
  - Additional components as well as individual factors on the any meta-category should be identified
  - New meta-category may be added
- Identify specific method of analyzing

thank you
danke
謝謝
ngiyabonga
teşekkür ederim
gracias
merci
obrigado
dziękuję
bedankt
go raibh maith agat
mochchakkeram
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terima kasih
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