The Effects of Organizational Climate on Employee Creativity—Self-Efficacy and Employee Well-Being as Mediators

Liang Ruiyun, Wei Zhixiong
E-mail: 365852@mail.dyu.edu.tw

ABSTRACT

The purpose of the research is to explore the relationships among the organizational climate, self-efficacy, employee well-being, and employee creativity. It further verifies the mediating effects of self-efficacy and employee well-being between organizational climate and employee creativity. In this study, principal insurance practitioners were recruited as the research subjects. Through purposive sampling, a total of 490 questionnaires were sent out, and 376 valid questionnaires were retrieved. The valid response rate is 76.7%.

The results showed that: (1) there is no significant relationship between organizational climate and employee creativity; (2) there is a significant positive relationship between organizational climate and self-efficacy; (3) there is a significant positive relationship between self-efficacy and employee creativity; (4) there is a significant positive relationship between organizational climate and employee well-being; (5) there is a significant positive relationship between employee well-being and employee creativity; (6) self-efficacy has mediating effects between organizational climate and employee creativity; (7) employee well-being has mediating effects between organizational climate and employee creativity. In the end of this study, management practices and recommendations are proposed.

Keywords: Organizational Climate, Self-Efficacy, Employee Well-Being, Employee Creativity

Table of Contents

Chapter 1 Introduction

Chapter 2 Literature Review

Chapter 3 Research Methods

Chapter 4 Data Analysis and Results

Chapter 5 Recommendations and Discussions
第六節 研究假設結果彙整

第五章 結論與建議

第一節 研究結論

第二節 管理實務之意涵

第三節 研究限制與建議

參考文獻

附錄 研究問卷

參考文獻

一、中文部份

二、英文部份