

The relationships among positive and negative mood, employee creativity, and leader - member exchange

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ABSTRACT

Employee creativity is the core resources of the corporation gradually. About the factors of influence on employee creativity, there are not lots of study focusing on the mood of employees. Then Leader-member exchange proposes that team perceive the relationship between in group and out group influence the attitude of employee. This study focuses on the employee of the high-tech Industry in china. There are 475 employees and 95 supervisors participated in this study. It is using Structural Equation Modeling to analysis. At last, we involved LMX in our study to examine whether the mediating effects of LMX on the relationship between positive and negative mood and employee creativity.

Keywords : positive and negative mood、 leader-member exchange、 employee creativity

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