

How Does Bureaucracy Impact Creativity of Team Member?

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ABSTRACT

Extending previous research in identifying team influences stimulating creative expression of individual differences in goal orientation, the present study in public service examined whether learning and proving goal orientation correlated positively with team member creativity, whether avoiding goal orientation correlated negatively with team member creativity, and whether centralization and formalization moderated the relationship of goal orientation and creativity. Data were collected from 135 employees in 55 teams at immigration agency in middle Taiwan. Results indicated learning and proving goal orientation of team member, respectively, was positively related with their creativity; avoiding goal orientation of group member was negatively related with their creativity. HLM results indicated learning and proving goal orientations had, respectively, stronger positive relationships with creativity under low centralization. A avoiding goal orientation was weaker negative related to creativity under high centralization.

Keywords : Goal orientation、Creativity、Centralization、Formalization

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