عنوان فارسی مقاله:
شخصیت فعال، زمینه سازمانی، خلاصیت کارکنان و توانایی نوآوری، ممکن ها، از شرکت های چند ملیتی و شرکت های داخلی

عنوان انگلیسی مقاله:
Proactive personality, organizational context, employee creativity and innovative capability Evidence from MNCs and domestic corporations

توجه!
این فایل تنها قسمتی از ترجمه می‌باشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورد (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک کنید.
Limitations and recommendations for further research
As all other studies, this research has certain limitations that subsequent researches might improve, which include a small sample size and possibility of inflated self-reported survey. However, employee’s self-assessment of creativity and an other job performance index might be better than those of supervisors’ evaluation because employers might not be well aware of all the creative behaviors from their subordinates (Jassen, 2001). Further researches should include more objective evaluation, besides subjective methods, such as supervisory or peer evaluation, number of patents, publications, practical suggestion and experiments to indicate the creativity and innovation level. Later study might comprise other individual traits such as employee’s consciousness or openness to experience, which might yield higher impact on creativity. More importantly, for even better generalization, larger random sample sizes are recommended, and in-depth interviews and other qualitative methods might be applied to understand in-depth about the relationship among all constructs.