عنوان فارسی مقاله:
تجزیه و تحلیل سطح متقاطع چو خلاقیت سازمانی و نوآوری مشاهده شده تاثیر واسطه ای (غیر مستقیم) انگیزه کاری

عنوان انگلیسی مقاله:
A cross-level analysis of organizational creativity climate and perceived innovation
The mediating effect of work motivation

توجه!
این فایل تنها قسمتی از ترجمه میباشد. برای تهیه مقاله ترجمه شده کامل با فرمت ورд (قابل ویرایش) همراه با نسخه انگلیسی مقاله، اینجا کلیک کنید.
6. Conclusion
Given the condition of keener global competition, innovation has become a buzzword. Yet, the value of innovation goes beyond the conceptual level. It has to be effectively perceived and implemented to generate real values. Therefore, understanding how organizational innovation is perceived by employees helps managers identify required improvement and management practices for maximizing organizational performance.

The theory of organizational creativity and innovation developed by Amabile and associates (Amabile, 1988, 1996; Amabile et al., 1996) together with motivation theories, offers a useful framework for measuring and managing perception of innovation performance in the workplace. Research results of this study provide a basis for ongoing articulation of the various facets of creativity climate, workplace innovation and the mediating role of employee’s work motivation in a non-western country.

Another added value of this research is the findings that freedom, organizational internal strife, conservatism, and workload pressure do not show expected effects on perceived innovation, very likely because of cultural difference. It is always fascinating to see how a western theory applies to the eastern world; this opens an ample avenue for researchers to explore in this increasingly globalized economy.