Emotional Intelligence and Employee Creativity: Moderating Role of Proactive Personality and Organizational Climate

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ABSTRACT

This study examined the relationships between emotional intelligence and employee creativity and specifically the moderating role of proactive personality and organizational climate in emotional intelligence-employee creativity relationship. The study was conducted on 250 full time employees working at different levels from two public sector organizations in Bhutan. Hierarchical regression analyses were used to test hypotheses of the study. Results revealed the positive and significant relationship between emotional intelligence and creativity. Moderated regression analyses revealed that employee’s proactive personality and organizational climate both influenced the relationship between emotional intelligence and employee creativity. Specifically, emotional intelligence exhibited the highest employee creativity when employee showed more proactive personality and when organizational climate were favorable for creativity. Decisively, the implications of the study have been explicated in the research.

Key Words: Emotional intelligence, Employee creativity, Proactive personality, Organizational climate.

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