



جامعة الإمارات العربية المتحدة
United Arab Emirates University

UAEU

The College of Graduate Studies and the College of Business and Economics
Cordially Invite You to a

DBA Dissertation Defense

Entitled

*THE ANTECEDENTS OF INDIVIDUALS' CREATIVE BEHAVIOUR IN GOVERNMENT
ORGANISATIONS: EXPLORING THE ROLES OF PERSONALITY, EDUCATIONAL BACKGROUND,
SOCIAL NETWORKS AND ORGANISATIONAL CULTURE*

by

Adel Rashed Yousef Soufa Al Zaabi

Faculty Advisor

Dr. Abdul Karim Khan, Department of Business Administration
College of Business and Economics

Date & Venue

9:00 AM

Thursday, 18 April 2019

Room 2021, H3 Building

Abstract

Employees' creativity in any organisation is vital to its successful performance and growth. Most researchers have studied creativity using a uni-dimensional approach like work culture, and leadership support. With the new vision of the UAE and its strategy of development in the coming years more studies about creativity and creative behaviour are needed in this region. This research is unique as it studies the creative behaviour of government employees from a holistic view within work and out work factors. Accordingly, this research identifies and examine the impact of four antecedents on the government employee's creative behaviour. It examines out work antecedents like individual disposition, educational background, social network, and in work antecedent like work culture as such combination should shed light fir further studies to combine both factors when studying creativity and creative behaviour. The four antecedents (individual disposition, educational back ground, social network, and work culture) with nine constructs (openness to experience, cognitive style, self-learning, problem-solving, parental support, access to social network, leadership support, job complexity, and co-workers support) were chosen based on the review of the literature and the need of understanding how creative behaviour is being practiced by employees, as such antecedents play a major role in exerting creativity. The sample of the study was 350 employees and their 52 supervisors that was selected from nine government and semi-government entities mainly from Abu Dhabi and Dubai. The results of the study showed that all antecedents have a positive impact with different weights on the individual's creative behaviour as an employee of government entities. In specific, openness to experience, self-learning, problem-solving, access to social network, leadership support, and job complexity have showed positive relationship with creative behaviour, while parental support, cognitive style, and co-workers support did not show positive relationship with creative behaviour. The result of the study showed also that male employees and semi-government employees exert and practice more creative behaviour than female and government employees. We believe that such type of research is very essential for the UAE government, especially with the new vision of the country to be one of the best governments in the world and the limited number of research studies in this region covering such areas. In light of this a list of recommendations to the UAE government was made, in addition to educators, individuals, and parents as well. The current study also promises a better understanding of creative behaviour and how to improve it in government entities and recommends implementations to the education systems and work cultures to improve such behaviour.

Keywords: Creativity, creative behaviour, individual disposition, openness to experience educational background, social network, parental support, work culture, leadership support, access to social network, job complexity, cognitive style.