

ENGLISH ABSTRACT

Employee creativity is a critical determinant of organizational innovation, performance, success, and longer-term survival in the dynamically changing world. Researchers have been investigating different predictors to facilitate employee creativity. However, existing knowledge on how these predictors from multiple aspects can be aligned to awaken employee creativity remains incomplete. To fill in this limitation, this dissertation explore through what explanatory mechanisms and under what boundary conditions the various factors from both organizations and employees could simultaneously trigger employee creativity. The results suggest that organizational HRM practices should be bundled to manage employee creativity. Based on empirical studies, entrepreneurial and servant leadership promotes workplace creativity through fostering individual psychological attributes. The findings further reveal that job characteristics and supervisor supports represent key boundary conditions that strengthen the benefits of leadership or supervisory behavior on positive psychology towards higher levels of creativity.