



How Organizational Climate Influences Public Servants Creative Behaviour

Public Service- Development and Evolutions

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Public servants are the critical resource to government success in today's world. Creativity empowers public servants to deal effectively with wicked and complex issues, and take advantage of opportunities via generation of novel and useful ideas, products, services and procedures. Prior research work shows that an organizational climate impacts how public servants perform in their relevant job tasks, and is a salient antecedent of public servants creativity. The current research generates an inventory of organizational climate elements, which is likely to boost public servants creative behaviour. Based on a series of in depth interviews with 13 carefully selected public servants working at Saskatchewan Government ministries, my findings recommend eight relevant organizational climate elements; meaningful work, organizational vision, autonomy, slack resources, supervisory support, deliberation, diversity, and organizational willingness to takes risks, in order to advance individual creativity at the public sector. The implications of current study findings for public sector institutions are thoroughly discussed.