

Job Involvement and Job Creativity of Employees at Governmental and Non-Governmental Organizations in Hebron District

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Abstract

The study aimed to investigate job involvement and its relationship with job creativity of employees at Governmental and Non-Governmental Organizations in Hebron district. The study approached the literature as a multi-dimensional phenomenon which addressed both theoretical and applied research. The significance of this recent study is the first, to the author knowledge which dealt with this theme which in turn encourages other researchers to work on further research on this important issue.

A 40-item questionnaire was formulated which was divided into three sub-scales as follows: the general information of the participants; the second section dealt with the job involvement (20 items); and the third section included a job creativity scale (20 items). The random stratified method was utilized which comprised of a sample size of 318 male and female respondents among the Governmental and Non-Governmental Organizations employees in Hebron district. The collected data was statistically analyzed using the statistical package for social sciences (SPSS).

The results revealed that the participants experienced a high level of job involvement and creativity. The mean scores and standard deviation were (M 3.79 SD 0.59; M 3.95 SD 0.43) respectively. The findings revealed a positive correlation between job involvement and job creativity for employees at Governmental and Non-Governmental Organizations in the Hebron district. It was found that when job involvement increases, job creativity increases and vice versa.

The results of the study revealed significant statistical differences in job creativity among the employees due to profession. However, no statistical significant differences were found in job involvement with the study variables, that is, gender, age, educational level, years of experience, organizational authority and profession.

In light of the current study and its discussions, the following is recommended: strengthen the principles of job involvement and creativity among NGO employees in Palestine in general

and among the participants in particular; through creating a supportive job environment, inspiring experiences and update their knowledge in such important topic which affects positively their job creativity; and finally, further research is essential to develop an understanding of job involvement and creativity using the case study and qualitative research design.

Keywords: Job involvement, job creativity, local organizations, Palestine.

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