

The Impact of Intellectual Capital on Administrative Creativity Among the Employees of Palestinian Ministry of Health in Hebron Governorate

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Abstract

The study aimed to investigate the impact the impact of intellectual capital on administrative creativity among the employees of Palestinian Ministry of Health in Hebron Governorate. 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, which dealt with this theme, to the author knowledge, which in turn encourages other researchers to work on further research on this important issue.

The study adopted the quantitative research approach using the sampling survey method. The questionnaire is appropriate for the exploratory nature of the research. A 54-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 intellectual capital (28 items); and the third section included an administrative creativity scale (26 items). The random stratified method was utilized which comprised of a sample size of (303) male and female respondents among the employees of Palestinian Ministry of Health in Hebron Governorate. The collected data was statistically analyzed using the statistical package for social sciences (SPSS).

The results revealed that the participants experienced a moderate level of intellectual capital and a high level of administrative creativity. The mean scores and standard deviation were (M 3.39 SD 0.68; M 3.93 SD 0.54) respectively. The study revealed the determinant effect of intellectual capital on improving administrative creativity for employees Palestinian Ministry of Health in Hebron Governorate. It was found that when intellectual capital increases, administrative creativity increases and vice versa.

The results of the study revealed significant statistical differences in intellectual capital among the employees due to gender, and profession. However, no statistical significant differences were found in the rest of the study variables that are, educational level, age, and experience. Additionally, the findings of the study revealed no significant statistical differences in administrative creativity

among the employees due to gender, educational level, experience, age and experience.

These findings confirm the value of intellectual capital in innovative administrative creativity and recommend the need for managers strategies that encourage employees to manage their own behavior, autonomy, and self-motivation that are most conducive to intellectual capital and administrative creativity; which in turn encourages their self-development, innovation, creativity and intellectual capital; and finally, further research is essential in the area of intellectual capital and administrative creativity using the qualitative research design.

Keywords: Intellectual capital, administrative creativity, employees, Palestine.

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