



# Reversing the Negative Relationship Between Conscientiousness and Creativity (Paperback)

By Julia Gerken

GRIN Verlag GmbH, United States, 2015. Paperback. Book Condition: New. 210 x 148 mm. Language: English Brand New Book. Bachelor Thesis from the year 2013 in the subject Business economics - Personnel and Organisation, grade: 1.0, University of Groningen (Faculty of Economics and Business), course: Bachelor Thesis, language: English, abstract: Based on its relevance and influence to a considerable range of fields within the business world, creativity has become a topic of growing interest. Since recent research by Chavez-Eakle, Eakle and Cruz Fuentes (2012) revealed that certain personality traits are related to creativity, the negative relationship between conscientiousness and creativity appears to be well established for individuals and groups across different contexts (Robert Cheung, 2010). However, little is known about the underlying processes of this relationship. To address this need, the present study examines the possibility that the relationship between conscientiousness and employees creativity is mediated by the extent to which individuals are engaged in their work. On the basis of existing literature, it is hypothesized that work engagement mediates the relationship between conscientiousness and employees creativity. Specifically, it is argued that conscientiousness positively relates to work engagement and that in turn, work engagement positively relates to creativity. Using a...



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