

The impact of personal characteristics and intrinsic motivation on creative behavior among Indonesian radio station managers

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Deskripsi Lengkap: <https://lib.ui.ac.id/detail?id=20471398&lokasi=lokal>

Abstrak

The main purpose of the article is to increase understanding in some personal characteristics affecting creative performance among Indonesian radio station manager's leadership context. Using creativity-relevant personal characteristics and motivation as input model, the authors identified that both of these two variables are positively related to creative performance. The study hypothesized that Leader-member exchange (LMX) moderate the relationship between personal characteristics and creative performance. Among a sample of 283 Indonesian radio station managers, results found that creativity-relevant personal characteristics and intrinsic motivation were positively related to creative performance when managers perception of followers work contribution toward them (as the second dimensions of LMX) was high.