

Abstract:

Analysis of the Impact on Creative Problem Solving in an Organization

Research Question (RQ): What affects creative problem solving in an organization?

Purpose: The aim is to obtain a better picture by using statistical analysis on the effects of workers' creativity in problem solving in an organization

Method: The data was obtained by interviewing employees and using nonparametric tests (χ^2 test, Fisher test and χ^2 test with Yates correction) for data analysis.

Results: The research results showed that fear of failure does not affect creative problem solving nor do creativity test encourage workers towards greater creativity, but prior knowledge and experience do influence workers' creative problem-solving.

Organization: Results of this research study will provide managers in an organization a clearer picture of employees' views, whether there is dominance of routine work, poor stimulated creativity and other factors that affect their creativity.

Society: Opinion of workers in an organization can encourage other organizations to explore the impact on creativity of their employees.

Originality: Because the data were obtained from a small organization, the results of this research study can only refer to the setting it researched.

Limitations/Future Research: To obtain a wider picture of the effects on creativity, a greater number of employees would need to be included as well as other factors would need to be analysed. This research study took place in an organization where creativity and problem solving are not required.

Keywords: creativity in problem solving, experience, knowledge, fear of failure, a test of creativity.