

Abstract:

The Effect of Management Style on Encouraging Creativity in a Work Group

Research Question (RQ): Whether and how the manager with his management style affects the creativity of employees in department production preparation?

Purpose: The purpose is to examine the management style through the eyes of managers and employees. In addition, the purpose was to discover the optimal management style to be used by the manager to maintain maximum creative employees in a work group.

Method: The method used was to review existing literature and quantitative analysis of a closed-type questionnaire. Data analysis was performed by using the average value, dependent ANOVA test and Pearson correlation coefficient.

Results: The results of the study provided a deeper insight into the management of the studied work group. Managers and most of the workers assessed management style as a dense (unified), but other tendencies were also visible. Employees estimated that in the workplace creativity is promoted with dense (unified) management style, and partly contributes to the goal achievement with an ambitious management style.

Organization: The organization will analyse the results and, if necessary, introduce improvements to procedures to improve overall business excellence.

Society: Study was conducted in one of the fastest growing companies in the Dolenjska-Posavje region in which they are aware of the responsibilities and role model to other businesses in the region, which is reflected in the constant care for employees with appropriate conditions for work and education, decent wages and bonuses. This is all cared for by responsible and capable management.

Originality: This is the first research study of this type in the company studied.

Limitations/Future Research: This study was conducted only in the production preparation department, but such an analysis should be implemented within other departments.

Keywords: management style, manager, employee, creativity, working group.