

**Abstract:**

**Creativity and Innovation Encouraged in Hospital X**

**Research Question (RQ):** Are creativity and innovation encouraged in Hospital X? Does satisfaction of employees at the workplace depend on the length of their employment? Does employee satisfaction depend on innovation?

**Purpose:** It is important that creativity and innovation of employees are noticed in Hospital X in a timely manner. Various approaches can be used to motivate their creative thinking (using different professional factors).

**Method:** Qualitative method, questionnaire with 8 questions and processing of results with  $\chi^2$  test and frequency distribution.

**Results:** The results of the research showed that 60% of employees at Hospital X were encouraged to be creative and innovative, whereas satisfaction at the workplace in connection with the period of employment did not have an effect on their satisfaction within the organization.

**Organization:** The research results will give the management a clearer idea of employees' opinions concerning their creativity and innovation.

**Society:** Opinion of workers in a certain organization can encourage other organizations to be more creative and innovative.

**Originality:** It is a small organization and results of the research refer to its originality.

**Limitations/Future Research:** The limitation of this study was with regard to time and for this reason data collection was carried out only in the surgical unit of Hospital X.

**Keywords:** creativity, innovation, satisfaction of employees, approaches to encouragement.