

Psychological Capital Analysis as A Mediator between Learning Goal Orientation – Employee Creativity Relationship

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Employee creativity has become an important construct in the company. With the creation of the workers and organizations itself, will certainly generate competitiveness. To be individually creative, it's necessary to have intrinsic interest. Learning goal orientation, which is intrinsic motivation has a power to trigger a person to develop competence (mastery). Psychological capital will draw a personal character that can mediate variable between learning goal orientation and employee creativity (Huang & Luthans, 2015). This study will explore which part of the psychological capital dimension. The subjects of this study consisted of 135 graphic designers who work in the creative industries, the world of advertising. The results showed that learning goal orientation has a more significant if the results are directly related to employee, $t(133) = 2.779$, $p < 0.05$ compared with the dimensions of the role of psychological capital. The implication and discussion of this research will be discussed at discussion session.

Keywords: employee creativity, learning goal orientation, psychological capital.