

**Abstract**

**Impact of Managerial Creativity on Employee Performance**

**Development**

**(A Field Study on a Group of Foreign Banks Working in**

**Jordan)**

**By**

**Omar Yousef Awwad**

**Supervisor**

**Prof. Dr. Najim Abood Najim**

The aim of this study is to test the impact of managerial creativity with its dimensions (developing innovative strategic vision, innovative work concepts, introduction of new methods of work, innovative organizational culture) to develop the performance of employees with its dimensions (improving the performance of employees and improving the quality of work) in foreign banks working in Jordan , as well as measuring the impact of managerial creativity with its dimensions on the development of the performance of employees in foreign banks working in Jordan due to intermediate variables (scientific qualification, number of years of service).

This Study was based on the descriptive - analytical approach through prepare a special questionnaire by the researcher to test the hypotheses of the study and answer its questions. The population of the study consisted of all foreign banks working in Jordan (9 banks) . In order to fulfill the study objectives , there a sample was selected consists of five commercial banks and one Islamic bank. The researcher distributed 305 questionnaires to the employees of the study sample banks (1638 worker) which represent 19% of the whole population of the study ,and retrieved 278 of them, while the number of valid questionnaires was 251. The results of the study were analyzed using the (spss) program and other appropriate statistical programs .Some of conclusions was drawn as follow :

- 1- There was a significant impact of managerial creativity with its dimensions on the development of employees performance with its dimensions in foreign banks working in Jordan .
- 2- There was a significant impact of managerial creativity with its dimensions on the development of employees performance with its dimensions in foreign banks working in Jordan refers to the intermediate variables (scientific qualification, number of years of service) .

According of these results some the recommendations have been submitted as follow :

- 1- To invite management in banks working in Jordan to establish incubators for creative and innovative ideas.
- 2- Develop a strategy based on precise criteria for the detection of creative and talented workers.