

The Impact of Creative Leadership on Sustainability: Applied Study in Jordanian Hospitals in Amman Governorate.

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Abstract

This study aimed to determine the impact of Creative Leadership dimensions (visionary leadership, originality, creative behavior and creative organizational context) on sustainability dimensions (economic, social, and environmental) in Jordanian hospitals.

The study used the descriptive analytical method, the descriptive part covered the characteristics of the sample and the importance of the statements of questionnaire that represent the independent (creative leadership) and dependent variables (sustainability). The analytical part included two section. The first focused on a set of tests (face validity, construct validity, reliability, factor analysis loadings, and relationship between variables) in order to make sure the questionnaire statements are valid for statistical analysis. The second section included testing the study hypotheses.

The study population consisted of all employees (specialist doctor, general practitioner, nurse, administrative employee, and others) in 53 Jordanian government and private hospitals. The

sample of the study consisted of six hospitals, after classifying them into large, medium and small hospitals, as follows:

- Two big hospitals (with 200 beds or more) are the government hospital (Al-Bashir Hospital) , and the private hospital (Jordan Hospital). These two hospitals were randomly identified by taking a sample of two large hospitals from ten hospitals consisted of three public hospitals and seven private hospitals.

- Two medium hospitals (with 100-199 beds) are the government hospital (Dr.Jameel AL Totanji Hospital),and the private hospital (Istishari Hospital).

- Two small hospitals (with less than 100 beds) are the government hospital (National Rehabilitation Center for Addicts Hospital), and private hospital (Al-Hayat General Hospital).

A sample of the study consisted of 280 respondents taken from the six hospitals. The questionnaire was the data collection tool from the study sample.

The main results of the study showed that there is a positive impact of creative leadership dimensions (visionary leadership, originality, creative behavior and creative organizational context) on sustainability.

Based on the results, the study recommended that Jordanian hospitals should give creative leadership further emphasis to enhance the quality of its sustainability programs in order to benefit from this style of leadership. Encourage Jordanian hospitals to concentrate more on creative leadership for the sustainability and growth of government and private hospitals.

Key word: creative leadership ,visionary leadership, originality, creative behavior, creative organizational context, sustainability, economic dimension of sustainability, social dimension of sustainability, environmental dimension of sustainability.