

# **The role mediating innovation between Creative climate and organizational resilience: (Case Study: Tax Organization of Guilan)**

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**Today, due to the dynamic and competitive environment, organizations should have the flexibility against environment changes for survival and competitive advantage. The aim of this study is to investigate the mediator role of innovation between the creative climate and organizational flexibility to help Tax Organization of Guilan province. This study is applicable in terms of purpose and in terms of data collection, is kind of descriptive correlation. The method of collecting data is library and free and tool of data collecting is a questionnaire, whose validity is confirmed by experts and academics and Cronbach's alpha is calculated for its steady. The statistical population is Tax Administration of Guilan including 1110 people. The sample was analyzed based on Morgan table and account for 15 percent of non-return of 309 questionnaires. Analysis method is least partial squares and done by Smart PLS software. In this study, the relationship between 3 variables : creative climate, innovation and organizational flexibility was evaluated. Results of data analysis showed that innovation has the mediator role in relationship between the creative climate and flexibility. Creative climate has a positive effect on innovation in the Tax Organization of Guilan. Creative climate has no positive effect on the flexibility of the financial offices. Innovation has a positive effect on flexibility of the Tax Organization of Guilan. hope that the relationship between these variables help managers in making decisions.**

**Keywords : creative climate, innovation, organizational flexibility, tax offices**

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