

Explaining creativity of employees with emphasis on ethical leadership and the moderating role of innovation climate among staff members of Social Security Organization of Guilan province

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Today creativity and breeding creative people great importance in any society. Creative people can actively guide their interests and wishes. Creativity is the process by which it is used in adulthood to cultivate it in childhood. Accordingly, the training of creative, innovative and constructive people should start the very first years of life. Therefore, The main purpose of the research is to explain the creativity of employees with an emphasis on ethical leadership and mediating role of innovation climate in Guilan province employees of the Social Security Organization. The statistical population of the survey is all social security staff in Guilan province with 270 people. sampling method in this research is a simple - random sampling. So To use this method the number of 1 to 270, was numbered .and intended number were ed by Excel software. Given the limited type of study population, the Cochran formula of the limited society has been used to the sample. And the number of samples is 139. The method of collecting data is survey and data gathering tool was a questionnaire. In this study, Cranach's alpha coefficient was used to measure reliability and to measure the validity was used the content validity which Values higher than 7.0 are obtained for all variables. All analyzes data collected was done through software SPSS and LISREL. To investigate the research hypotheses, confirmatory factor analysis and structural equation modeling with partial least squares approach have been used. The results of the research hypotheses showed a positive and significant effect of employees' perception of moral leadership on their comments. In the second hypothesis, the positive and significant impact of

employees' comments on their creativity has been confirmed. Finally, in the final hypothesis of research, the moderating role of the innovation climate has been confirmed in the relationship between employee comment and creativity.

Keywords : Keywords: Creativity, ethical leadership, staff comments, the climate of innovation, social security

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