

The mediating role of innovation in the relationship between creative climate and organizational resilience (An empirical study of Tax Administration in Guilan Province)

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Abstract In the past decade, due to the dynamics of organizational climate and environmental changes, organizational resilience was considered by the organizational researchers. Rapid environmental changes have made organizational resilience, vital for organizations. In such a situation, organizations need to be resilient in order to be able to provide better services to their clients and to achieve more success. This is very important, especially for the tax affairs organization, which is responsible for the reform of the tax system. The results of the research show that several factors contribute to organizational resilience. By studying research literature, it can be concluded that innovation and Creative climate are among the most important factors affecting organizational resilience. The main purpose of the research is to investigate the effect of creative climate on organizational resilience through the mediating role of innovation in the Tax Administration of Guilan Province. This research is descriptive in terms of the nature of the research, and in terms of purpose is an applied type. In terms of data and information collecting, is a survey type and in terms of data nature, is quantitative. The statistical population of this research includes all employees of the Tax Administration in Guilan province, and 268 of them were ed with non-random and Convenience sampling method. The required information was collected by library method and the data were collected through a survey method and a questionnaire. Validity of the questionnaire was used to determine the content validity and factor validity, and its validity was confirmed and its reliability was calculated by Cronbach's alpha coefficient. To test the research hypothesis, structural equation modeling was used by LISREL software. The results of

the Structural Equation Modeling Test show that the creative climate, both indirectly and indirectly (through its impact on innovation), has a great effect on creating organizational resilience in the Guilan Provincial Tax Administration. Therefore, it can be concluded that innovation is one of the factors affecting organizational resilience and, in addition, innovation has a mediating role in the relationship between creative climate and organizational resilience. Therefore, it is suggested to the organization's officials to pay great attention to creating and strengthening the creative climate and innovation in order to increase resilience in the organization. Keywords: Creative Climate, Innovation, Organizational Resilience, Structural Equation Modeling.

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