

Unravelling the Impact of Job Resources: Alleviating Job-Related Anxiety to Forster Employee Creativity Within the Oil and Gas Industry

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Abstract : The study investigated the relationship between job-related anxiety and employee creativity. The study further explored the role of job resources in moderating the relationship between job-related anxiety and employee creativity within the oil and gas industries. The study utilized a cross-sectional survey design. A non-probability sampling technique, specifically convenience sampling, was used to sample 1200 participants from multiple companies within the oil and gas industries. The collected data were analyzed using Regression analysis and PROCESS macro for the moderation analysis. The study empirically demonstrated a negative significant relationship between job-related anxiety and employee creativity. It also exhibited that job resources moderated the relationship between job-related anxiety and creativity. This study addresses gaps in previous studies by highlighting the significance of job resources in how job-related anxiety affects employee creativity.

Keywords : employee creativity, job-related anxiety, job resource, human resources

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