

Abstract

The purpose of this study is to examine the effects of ageing on workplace creativity, and whether intrinsic or extrinsic motivation acts as a moderator. 82 teachers were recruited to complete a survey measuring creative performance, as well as levels of intrinsic and extrinsic motivation. Results found that age and workplace creativity were not significantly related, and that intrinsic and extrinsic motivation did not moderate the relationship either. Only intrinsic motivation was found to have a significant positive effect on creative performance. In view that the results did not support initial hypotheses, there is much left to be explored regarding the interplay of age, creativity, and motivation. The findings were then discussed in relation to existing literature and future directions were suggested based on the limitations found for this study.

Introduction

Creativity is increasingly important in environmental adaptation, playing critical roles not only in daily problem solving, but also for organizational competitive advantages (Mehta & Dahl, 2019). Defined as the generation of new and useful ideas, (Amabile, 1996), creativity is needed to facilitate adaptability, which ensures an organization's growth, performance and even survival in times of change . The use and application of creative ideas is the key to harness emerging opportunities in shifting market conditions, which will be imperative to a company's success (Shalley et al., 2010).

This study aims to address the gaps in literature by examining 1) how age affects creativity in the workplace, 2) the moderating role of intrinsic and extrinsic motivation between age and creativity, and 3) whether the relationships between age, motivation and creativity can be maintained after controlling for covariates.