

Capabilities and Creative Contributions of Agricultural Research Center (ARC) Researchers and the Incentives Provided by the Center to Promote the Organizational Creativity from their Viewpoints

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Abstract

Research aimed to identify the general level of the total degree of the studied creative incentives provided by ARC to develop and care the organizational creativity from the viewpoint of the respondents, as well as the level of each item of these incentives , also to identify the studied contributions to promote the organizational research creativity, to identify the general level of availability of all creative abilities under study , and level of availability of every studied creative ability from viewpoint of researchers at ARC .

A sample of 365 respondents (according Krejcie and & Morgan equation) was selected randomly among the researchers who hold research degrees (emeritus chief researcher, chief researcher, senior researcher, and researcher) from 29 institutes and central laboratories at the Agricultural Research Center . Data were collected by using the personal interview questionnaire from mid-November 2017 to mid-May 2018. Frequencies, percentages, arithmetic mean and the relative mean were used to analyze data statistically and display the results.

The main results were summarized as follows:

1. The general level of the overall availability of the studied items of the creative incentives provided by Agricultural Research Center to develop and care the organizational creativity from the viewpoint of the respondents (below medium) with a mean of 71.83 and a the relative mean of 49.5%.
2. Level of availability of each item t of the creative incentives under study which provided by the Agricultural Research Center from viewpoint of the respondents in general (below mean), except of one item, it is the provided opportunities towards creativity and Innovation (medium).
3. Level of the studied researcher contributions to promote the organizational research creativity at Agricultural Research Center (ACR) from viewpoint of the respondents was (medium), the mean reached 33.79, and a the relative mean 61.4%.

4. The general level of total availability degree of the eight studied creative abilities of the researchers at Agricultural Research Center from viewpoint of the respondents was (medium) with mean of 229.21 and a relative mean of 65.5%.
5. Level of availability of each studied creative ability from the respondents' viewpoint was generally (medium), except one creative ability the ability to analyze and correlate was (large).

Research also resulted in eight recommendations that could contribute to develop of the organizational creativity at ARC.