

Abstract

This study, "Creative Personality and Coping Behavior Related to Work Performance: A Case Study of a Government Enterprise Hospital", was a survey research. The purposes were 1) to study the relationship between Creative Personality, Coping Behavior and Work Performance 2) to predict **Work Performance** by Creative Personality and Coping Behavior. The sample of this study consisted of 168 employees of a Government Enterprise Hospital. Instruments used were: demographic questionnaire, The Creative personality Test (based on test, "How Creative Are You?" developed by Raudsepp, 1999), Coping Behavior questionnaire (developed by Supapan Khotjarus, 2539) and Performance Appraisal Form normally used in the Government Enterprise Hospital. Data were analyzed by using percentage, arithmetic mean, standard deviation, One Way ANOVA, Independent T-test, The Pearson's product moment correlation, and stepwise multiple regression. The results of this study were:

1. Most employees possessed average creative personality.
2. Most employees used problem - focused and emotion - focused coping style at the high level, whereas emotion - focused avoidance coping at the low level.
3. Tenure, marriage status and job function had no significant difference in creative personality. However, it was found that age had significant difference in creative personality at .05 level.
4. Age, tenure, job function had no differences in all styles of coping behavior. However, for marriage status, there were differences in problem – focused and emotion – focused coping styles at .05 level of significance but no significant difference in emotion – focused avoidance coping style.
5. Creative Personality had no positive correlation with work performance.
6. All styles of coping behavior had no correlation with work performance
7. Creative personality had positive correlation with problem – focused and emotion – focused coping styles at .05 level of significance but did not significantly have negative correlation with emotion – focused avoidance coping style.

8. Creative personality and coping behavior could not predict work performance.

From these results, the organization could apply the knowledge related to Creative Personality and Coping Behavior for planning on employees' personality development. Due to the fact that Creative Personality and Coping Behavior have no relationship and have no prediction power with Work Performance in the organization, further research on these factors should be done with other samples to compare or confirm the results.