

Abstract

The study of "The Relationship between Covey's 7 habits of effective performer, transformational leadership and Micheal J. Kirton's styles of creativity :A Case Study of nurses Ramathibodi Hospital" is a correlational research. The purposes of this study are as follows : (a) to study the relationship between 7 habits of effective performer ,transformational leadership and Micheal J. Kirton's styles of creativity and (b) to construct an equation predicting Micheal J. Kirton's styles of creativity by using 7 habits of effective performer as the predicting variables.

The sample population is 315 registered Nurses of Ramathibodi Hospital.

The instrument were questionnaires which consists of 3 parts as follows : Part 1 7 habits of effective performer, Part 2: supervisor ' s transformational leadership and Part 3 : creative styles. The reliability coefficient of the instruments were .903 , .988 and .894 respectively.

The statistical analysis included frequency, percentage, arithmetic mean, standard deviation, Pearson Product Moment Correlation Coefficient and Stepwise Multiple Regression Analysis. The results of this study are as follows:

1. Registered nurses of Ramathibodi Hospital perceived that they had a high level of three habits of effective performer ; " being with the end in mind " , " think win – win " and " sharpen the saw " and had a moderate level of " be proactive" , "put first things first" , " seek first to understand then to be understood" and "synergize".
2. Registered nurses of Ramathibodi Hospital perceived that their supervisors had a high level in transformational leadership of leader .
3. Registered nurses of Ramathibodi Hospital perceived that they had a moderate level in adaptive style of creativity and innovative style of creativity.
4. All 7 habits of effective performer except "seek first to understand then to be understood "are correlates positively with both styles of creativity .
5. The perception of transformational leadership has a positive correlates with both styles of creativity.

6. Registered nurses who had high level of “sharpen the saw” and “think win – win” are more likely to have adaptive creative style. These factors had predicted of adaptive creativity style at 12.5 and 4.2 percent respectively.

7. Registered nurses who had high level of “synergize”, “sharpen the saw” and “put first things first” are more likely to have innovative creative style. These factor had predicted of innovative creativity style at 28.2 , 2.7 and 2.0 percent respectively.

The results of this research can be applied to stimulate and develop human resource management through the enhancement of both personality adaptive creative style and innovative creative style. Moreover, this study was also the guideline for organization to stimulate the supervisors being more transformational leader for support subordinate styles of creativity and effective performer.