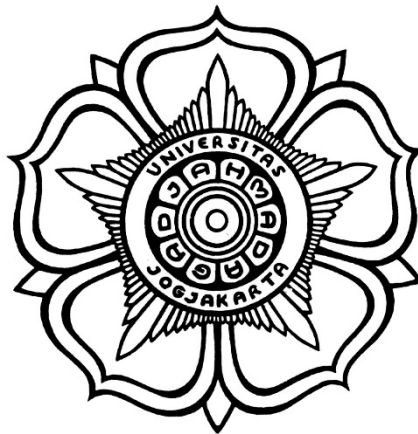


**CREATIVE ENCOURAGEMENT AND FRONT-END
SUCCESS: THE MODERATING EFFECT OF
FUNCTIONAL MATRIX STRUCTURES**

The case of a state-owned enterprise for the construction industry in
an emerging market country

Thesis

As a partial fulfillment to achieve a Master Degree
Study Program in Master of Management



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