

## ABSTRACT

**Background:** The challenge for dr. Achmad Diponegoro District Hospital, a 80 bed type-C hospital in Putussibau, West Borneo, is to be able to find an effective solution for its limitations as a rural hospital. Creativity is considered to be an important aspect in solving the problems as it can make a crucial contribution to hospital's innovation, effectiveness, and survival. Very few of the studies have investigated creativity in hospital, therefore, it would be very interesting to study creativity and the dynamics surrounding employees' creativity such as social conditions.

**Objectives:** The overall purpose of this study was to examine relations between creativity and the extent to which employees received support for creativity. In addition, this study also investigated whether employees' mood states mediated the support-creativity relations.

**Methods:** This study used mixed methods to collect and analyzed the data. Firstly, support for creativity, mood, and creativity questionnaires were analyzed quantitatively using SPSS and correlation analysis. Secondly, to seek thick information on the variables, in depth interviews were conducted and were analyzed qualitatively.

**Results:** The results indicated that work (supervisors/coworkers) and non-work (family/friends) supports made significant relations with creativity, and positive mood mediated these relations. The qualitative data showed that supports from significant individuals and mood contributed to respondents' creativity.

**Conclusion:** In general, the results of this study provide empirical evidence to investigate the support-creativity link and its mediator variable. Based on these results, it is hoped that the hospital will shape its vision by emphasizing supports for enhancing employees' creativity.

*Key words* : support, mood, creativity