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## Employee-organization exchange and employee creativity: self-determination theory perspective

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### Keywords

Employee- organization exchange, leader-member exchange, need satisfaction, employee creativity

### Abstract

*The study examined the process through which employee-organization exchange (EOX) affected employee creativity. Using three-phrase multilevel data from multiple sources collected from 384 employees working with 64 supervisors at multiple firms in China, we found that (1) need satisfaction mediated the relationship between EOX and employee creativity, (2) LMX moderated the indirect effect of EOX on creativity via need satisfaction such that the indirect effect was stronger for employees with higher LMX. The study provides insight on the EOX construct and mechanism linking EOX-creativity relationship.*

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