



Workplace-Fun Satisfaction by Fostering Creativity in the Workplace: An Analytical Study of the Opinions of a Sample of Employees in Private Banks in the Middle Euphrates Region

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Article Info

ISSN (online): 2583-6641

Volume: 05

Issue: 01

January–February 2026

Received: 17-11-2025

Accepted: 15-12-2025

Published: 12-01-2026

Page No: 61-68

Abstract

This research goals to identify the person of workplace creativity readiness, finished its dimensions (flexibility, continuity, solution focus, risk-taking, and integration), in Workplace-Fun satisfaction, as unrushed by its dimensions (recreational activities, enjoyable environment, and socialization enjoyment). The education fixated on a sample of 186 employees working in private banks in the Internal Euphrates region. A descriptive-analytical slant was used, employing an opinion poll for data collection. The fundamental research interrogation stayed: "What role does workroom creativity readiness performance in Workplace-Fun consummation in private banks in the Internal Euphrates region?" Numerical methods were castoff to analyze the data by SPSS and AMOS v28 software. The outcomes revealed a constructive connection between workroom ingenuity readiness and job satisfaction; higher levels of support for creativity and reception of new ideas led to improved feelings of satisfaction and happiness among employees in sequestered banks.

Keywords: Employee satisfaction, workplace creativity, private banks.

Introduction

Employee consummation in the workplace is a foundation for raising job consummation levels, enhancing efficiency, and strengthening organizational obligation (Plester & Hutchison, 2016). With the speedy transformations around in the banking sector, remote banks in the Middle Euphrates county are increasingly in requirement of human resources through a positive attitude, a appetite for work, and the ability to acclimate and originate in the face of opposition and technological variation (Jing *et al.*, 2021) ^[21,22,23]. In this framework, workroom creativity readiness develops as a pivotal factor that can subsidize to Workplace-Fun satisfaction by provided that an milieu that encourages the peer group of new ideas, consents for experimentation and scholarship, and supports unconventionality and assurance (Soundarapandiyan *et al.*, 2018) ^[36]. This training surveys a sample of workers in private rows in the Middle Euphrates section about the nature of the rapport amongst creativity enthusiasm and employee approval, to reveal the close of convenience of the elements of imagination and the amount to which these fundamentals are reflected in emotional state of enjoyment and assignation at work. It also try to find to provide scientific grades that can contribute to the advance of administrative procedures that support inspiration, thereby enhancing the eminence of working life and raising the productivity of established performance in the backing sector.

Scientific Methodology

First: The Research Problem

The problem spoken in this study shoots from the mounting opinion of declining employee consummation and work tenet in several private groups, despite efforts to progress their classifications and gas station. A key interrogation arises: To what extent can workroom creativity eagerness underwrite to civilizing employee approval? While relevant studies signpost that providing a sympathetic work location for new designs and empowering workforces can enhance job approval and enjoyment, the amount to which this is reached in private banks in the Medium Euphrates county remains uncertain. Therefore, the study's problem lies in the existing knowledge and practical gap related to the weak definition of the relationship between organizational creativity readiness (culture, leadership, resources, support) and employee satisfaction in this sector. The study aims to diagnose the

availability of the components of creative readiness, measure their potential impact on improving employee satisfaction, and identify obstacles that may limit this impact, thereby enabling the development of practical recommendations for the banks concerned.

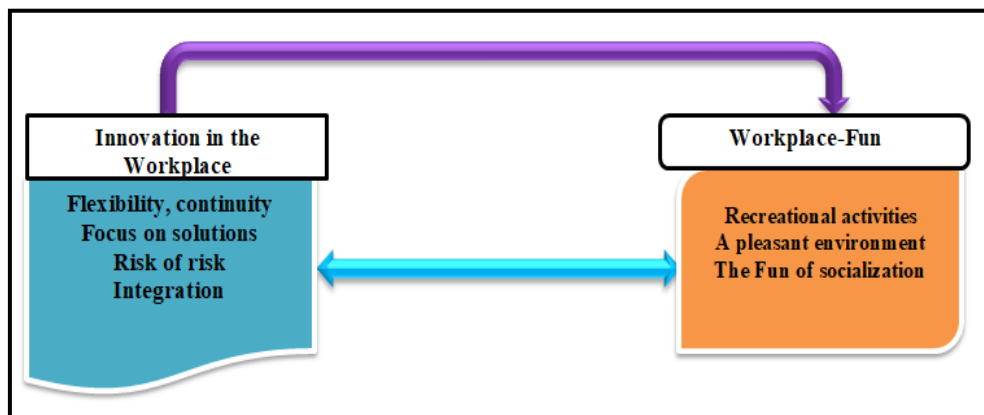
Second: The Importance of the Research

The importance of this research lies in the following:

1. The scarcity of studies that highlight creativity in the workplace within private banks in general, which would enable bank management to develop appropriate strategies for improving service delivery compared to competitors.
2. The use and selection of measures that have been used in various global contexts to study the study variables (employee satisfaction and workplace creativity), and their application within the Iraqi context.
3. The potential to utilize the results of this study to improve the reality of Iraqi private banks in general, and the Middle Euphrates region in particular.

Third: Research Objectives

This type of objective focuses on what Iraqi private banks can achieve within the framework of the current study variables (employees and workplace creativity), as follows:



Fifth: The research community and sample

The study community consists of employees of private banks in the Middle Euphrates region. A sample of employees from the above banks was selected to test the study hypotheses and achieve its objectives. (186) questionnaire forms were distributed to the employees.

Theoretical Framework

First: The Concept of Workplace Fun

The topic of workplace fun has garnered significant attention in recent years at both the industrial and academic levels. Fun principally reflects enjoyable goings-on within the workroom, resulting from announcement and collaboration among contemporaries. The term "workplace fun" appeared in 1982 when Deal and Kennedy emphasized the person of play, comedy, and fun in unindustrialized legislative culture (Warren and Fineman, 2007) [41]. Pryor *et al.* (2010) [33] well-defined fun as the enjoyment experienced while take part in various employee happenings indoors the organization. Bolton and Houlihan (2009) [7] directed that a fun drudgery milieu with a assortment of enjoyable activities certainly

1-To build a knowledge framework for the philosophy of the study topics (employees and workplace creativity) and their sub-dimensions by tracing the intellectual paths of the literature, grounding the knowledge it contains, and then providing a conceptual foundation that describes the interpretive trends of these topics.

2-Selecting appropriate measurement models for the main study variables after reviewing, analyzing, and interpreting the models presented by authors and researchers for each variable.

3. Establishing a logical relationship between the main and sub-variables of the study. This is achieved by scrutinizing and examining the accumulated knowledge related to the variables and extracting the intellectual and conceptual framework that supports and reinforces this relationship logically.

Fourth: The Hypothetical Plan And The Development Of Hypotheses

Main hypothesis 1: There is a statistically significant correlation between workplace creativity readiness and employee satisfaction in private banks.

Main hypothesis 2: There is a statistically significant effect of workplace creativity readiness on employee satisfaction in private banks.

impacts the attitude and production of individuals and assemblies, escalations their well-being, and increases interaction among personnel. Plester and Hutchison (2016) describe fun as an operative situation that encourages and provisions a variety of pleasurable actions. Aspects of fun include recreational activities, socializing with colleagues, manager support for fun, personal freedoms, and enjoyable job responsibilities. Ford *et al.* (2003) [16] noted that some activities are directly related to employees, such as award ceremonies and sales competitions, while others appear to be related to employees indirectly, such as anniversary celebrations and attendance contests, or are only slightly related to employees, such as birthday parties, cartoons, and musical performances (Lamm and Meeks, 2009; Han *et al.*, 2016) [26].

This suggests that an organization can incorporate some fun elements into the employee environment in any way possible to make any job enjoyable (Tews *et al.*, 2014) [37]. According to Tang *et al.* (1789), Workplace-Fun can take many forms, including organizationally sponsored activities, employee-initiated activities (both inside and outside the office), and

interpersonal activities between colleagues (both inside and outside the office) to foster relationships (Ugheoke *et al.*, 2022) ^[40].

Tews *et al.* (2015) ^[38] focused on specific features of the work environment that are likely to contribute to an individual's internalized state of enjoyment. They acknowledged three key facets of Workplace-Fun: a pleasing atmosphere (the presence of enjoyable elements within the organization), an individual's enjoyment-oriented slant, and a sense of comicality that encompasses agreeable recreational events, theater, social and personal activities, and a constructive insouciance in the direction of humor (Tsaour *et al.*, 2019) ^[39].

These facets relate principally to the existence of enjoyable elements indoors the association. Jing *et al.* (2021) ^[21,22,23], citing Meyer (1999), division work-related gratification into perceptible and intangible systems. Perceptible enjoyment raises to genuine recreational happenings provided by the association, such as allowing workforces to exercise at work. Insubstantial enjoyment, on the other indicator, refers to the positive and sympathetic work location fostered by the association.

Chan (2010) ^[10] designates enjoyment as a category of cheerleader that, when qualified, increases assurance, concert, and enthusiasm, while tumbling complaints and tediousness in the workshop. Soundarapandiyam *et al.* (2018) ^[36] add that construction the workplace pleasing does not mean disrespectful executive rules and control. Organizations would take work-related gratification completely and make it an conventional policy indoors their organizational background, given its benefits on equally a personal and executive level. Since a few proceedings of enjoyment can intensification production, it is the officialdom's duty to reassure each employee to employ a few proceedings doing something exceptional to them to break the stiffness (Mak, 2016 Chan & Chan) ^[11].

Second: The Importance of Workplace-Fun

Enjoyment at exertion is a crucial feature in incapacitating the hitches and anxieties accompanying with regular exertion life. Enjoyment emanates with joy and gladness, and it is whispered that contented workers are industrious workers. Workforces must be industrious in their workplaces, and gratification at work makes them industrious (Fluegge-Woolf, 2014) ^[15]. A culture of gratification at work strongly encourages those indoors an association, as it places greater prominence on legislative socialization, merriment, and personal independences. By focusing on the characteristics of gratification at work, officialdoms can influence the principles and principles of their legislative culture (Baltz, 2018) ^[3]. A joyful work atmosphere is far more gratifying than a outmoded one, as it is one of the aspects that discriminates superior routine from others (Everett, 2011) ^[13]. Mousa (2021) ^[29] accentuates that if an association wants to afford excellent patron service, it must offer the matching generous of attention and obligation to its workforces. You cannot assume employees to afford service with a smirk if you don't elasticity them approximately to smile approximately.

By combining enjoyment into supplementary characteristics of the association, such as socialization and particular independences, and thereby inducing social norms, officialdoms can develop cultures that are definite as enjoyment philosophies (Jing *et al.*, 2021) ^[21,22,23]. Satisfaction can help produce a more pleasing and relaxed

work atmosphere for employees, through a confident and enjoyable workplace—which contains any entertaining or fun activity—being central for organizational triumph (Yang & Chen, 2023) ^[42].

Third: Dimensions of Workplace-Fun

The dimensions of work enjoyment (fun activities, fun environment, and socialization enjoyment) mentioned by Jing & Niyomsilp (2021) ^[21,22,23] will be relied upon as follows:

1. Fun Activities

Fun activities encompass a variety of social activities practiced by the organization to promote enjoyment among employees, such as social events, team-building activities, and public celebrations of personal achievements and milestones (Tews *et al.*, 2014) ^[37]

2. Fun Environment

The fun environment represents the shared perceptions of employees regarding the practices, procedures, and types of behaviors that are rewarded and supported in a given environment. It results from an agreement among members of the organization regarding specific elements of the organization and also reflects the norms, attitudes, and values that prevail within the organization (Yurtkoru, 2021; Sekarawisut, Becker, and Tews, 2016) ^[6]. According to the social information processing theory presented by Salancik and Pfeffer (1978), employees adapt their attitudes, beliefs, and behaviors based on their interpretation of the immediate social context. Thus, when those around them engage in enjoyable activities, they use this information to infer how they should behave in the same context. Climates develop from social interactions at work that lead to shared meaning (Sandel, 2015)

3. Fun-Socializing:

Fun-socializing is a key factor in most employees' work experiences. Individuals in every type of organization have colleagues who are partners in social interactions and tasks. These colleagues are a group of individuals at the same level of the organizational hierarchy who interact routinely—that is, work side-by-side on a daily basis—and who can support their colleagues (Tews *et al.*, 2014; Abidi, 2020:28) ^[1]. Socialization is a sign of enjoyable interaction with colleagues, and celebration reflects formal recreational activities (Sekarawisut & Yurtkoru, 2021) ^[35].

Fourth: The Concept of Creativity in the Workplace

Freedom to express ideas and encourage new experiments are among the most important factors that foster creativity in the workplace. When employees touch that their notions are esteemed and booked into reflection (Kudesia, 2015) ^[25], this elevations their passion and inspiration. Leadership also theatres a vigorous role in shaping a exertion environment that provisions ingenuity (James *et al.*, 2021) ^[19]. Leaders obligation provide a benign situation that permits for trial and fault without fear of letdown. A assorted work milieu, which fetches together unlike experiences and experiences, is abundant ground for trading ideas and evolving new, avant-garde explanations (Nanda & Singh, 2009) ^[31]. In case flexible and open offices encourages operative association and breaks down outmoded barriers amongst different squads. Using advanced knowledge to facilitate work and

announcement also contributes to cultivating the work atmosphere and attractive creativity. Finally, advancing in developing members' helps and building a nation of continuous scholarship is a essential factor in creating a inspired work atmosphere that drives revolution forward (Barua *et al.*, 2025) ^[4]. When an member feels their voice is heard and their notions are valued, uniform if they are alternative, it sparks inspiration and adopts a culture of positive variation within the body (Lindberg, 2018) ^[27]. Furthermore, encouraging a culture of nonstop erudition and providing exercise opportunities increases employee effectiveness and schools them with new apparatuses for advance. The relationship amongst workplace inspiration and the work atmosphere is not merely one of inspiration, but a true corporation. The added supportive and cheering the environment, the more it is imitation in employee routine, leading to incomparable grades that position the association at the vanguard of the opposition (Mansour *et al.*, 2016) ^[28]. Inventiveness in the workroom is the capacity to think in novel and alternative ways to progress ideas, solve hitches, and improve developments or products in a system that subsidizes to reaching executive goals more capably and well (Anasori *et al.*, 2023) ^[2]. Ingenuity is about advancing available skills and properties in an advanced way to find resolutions or provide exclusive amenities and harvests that add cost to regulars and the party (Jeong, 2025) ^[20].

Fifth: The Importance of Creativity in the Workplace

Inspiration in the workroom is a fundamental section donating to the accomplishment and progress of officialdoms, as it is the principal driver of revolution and advance. When personnel are encouraged to ponder in new and avant-garde ways (Fetrati *et al.*, 2022) ^[14], it leads to advanced resolutions for the encounters and hitches that the association may aspect (Khaddam *et al.*, 2023) ^[24]. Ingenuity can help increase daily developments or develop products and amenities that better meet purchaser requests (Zhang *et al.*, 2023) ^[43]. Creativity produces a more self-motivated and positive labor atmosphere where workforces feel able to nonstop their concepts liberally (Cai *et al.*, 2024) ^[9]. This emotion enhancements their assurance and growths their construction to their workroom, which is echoed in their routine and productivity. When personnel feel treasured for their originality, it not only provokes them to subsidize more but likewise adopts a sense of constancy and going to the body (Bavik & Kuo, 2022) ^[5].

Imagination in the workroom is one of the important fundamentals that subsidize to the triumph and progress of officialdoms. Ingenuity also kinds companies more adjustable to rapid fluctuations in bazaars and knowledge (Dereso *et al.*, 2023) ^[12]. In a highly cheap world, establishments need to repetitively cause new ideas to continue their position. Thus, fostering inspiration helps achieve a inexpensive advantage, as officialdoms can proposition innovative harvests and services that separate them since their entrants (Braslauskas, 2021) ^[8]. Additionally, inspiration contributes to improved collaboration among employees. When personalities collaborate on mounting inspired ideas, they acquire how to work as a lineup and become supplementary capable of

cooperating effectively through one added. This alliance not only improves the work milieu but also subsidizes to achieving executive goals faster and more resourcefully (Huang *et al.*, 2022) ^[18].

Sixth: Dimensions of Creativity in the Workplace

The magnitudes of creativity in the workroom (flexibility, continuousness, solutions-oriented method, and risk-taking) declared by Mulaomerovic *et al.* (2019) ^[30] will be depend on upon as follows:

1. Flexibility: Flexibility is the capability to adapt to unpredicted variations and think of numerous solutions to difficulties. It is a important characteristic of workroom creativity for the reason that it helps personalities overcome encounters, no material how complex. A bendable member does not sojourn at one scheme of finalizing a task but seeks changes and new possibilities if they happenstance an impediment (Braslauskas, 2021) ^[8].

2. Continuity: Workplace imagination is not just a second or a single idea, but an unending method that requires stubbornness and perseverance. The characteristic of permanency means that the different or association does not stop at accomplishing a specific completion but continues to attempt to expand and advance ideas (Anasori *et al.*, 2023) ^[2].

3. Solution-Sensitivity: Well-designed inspiration relies on viewing complications as openings for origination. This varieties solution-focused a central characteristic. Workforces with this trait see complications as a accepted part of the profession and donate their efforts to outcome operative purposes rather than dwelling on the difficulties themselves (Mansour *et al.*, 2016) ^[28].

4. Risk-Taking: Risk-taking resources having the audacity to take new stepladders and experimentation with ground-breaking ideas, even with the opportunity of failure. Workforces with this characteristic are not terrified to propose alternative ideas or instrument new methods that could carry some hazard (Nanda & Singh, 2009) ^[31].

5. Integration: Incorporation means coalescing systematic and original intellectual to arrive at worthwhile concepts. This distinctive decides creative personalities who can renovate notional ideas into everyday solutions that complete the officialdom's goals. Inventive personnel not only existing pioneering ideas but also authorize that they convey into contour with the government's resources and proficiencies (Nanda & Singh, 2009) ^[31].

The Practical Aspect

First: Coding and Describing Research Variables

Coding and re-counting examination variables are essential steps in manipulative research scholarships, as they suggestively subsidize to organizing evidence and scrutinizing data resourcefully. Consequently, Table (1) presents the machine the research tracked for coding and unfolding the variables.

Table 1: Variable Coding

Variables	Dimensions	Paragraphs	symbol	
Workplace-Fun	Recreational Activities	6	ES	ERA
	Enjoyable Environment	4		EPE
	The Joy of Socialization	4		EJS
Creativity in the workplace	Flexibility	3	CW	CFL
	Consistency	3		CCO
	Focus on Solutions	5		CFS
	Risk-Sensitivity	3		CRT
	Integration	3		CIN

Second: Testing the Normality of the Measurement Instrument

The results in Table (2) show that the data used in analyzing the variables under study follow a normal distribution, indicating the possibility of generalizing the study's findings to the studied population. Furthermore, the null hypothesis,

stating that the data under study follow a normal distribution, can be accepted at a significance level greater than (0.05), while the alternative hypothesis, stating that the data do not follow a normal distribution, is rejected at a significance level less than (0.05).

Table 2 : Test of the normality of the measuring instrument

Standards		Workplace-Fun	Creativity in the workplace	
Sample size		186		
Poisson distribution	Mean	3.46	3.54	
	S.D	0.66	0.68	
)Kol-Smi(0.178	0.230	
)P.value(P > 0.05		

Third: Testing the Reliability of the Measurement Instrument

The results in Table (3) show that the items of the "Workplace-Fun" and "Creativity in the Workplace" variables have high reliability, with a Cronbach's alpha coefficient of (0.939). This coefficient was distributed as (0.929) for the Workplace-Fun variable and (0.930) for the

Creativity in the Workplace variable. Apropos the reliability of the changed dimensions of the variables, the morals ranged amongst (0.825) for the Pleasing Location breadth and (0.931) for the Resolutions Focus width, thus ensuring the permanence of the Cronbach's alpha amount conferring to accepted canons.

Table 3: Cronbach's Alpha Coefficients

Variables	Dimensions	Steadfastness		
Workplace-Fun	Recreational Activities	0.929	0.843	0.939
	Enjoyable Environment		0.825	
	The Joy of Socialization		0.919	
Creativity in the workplace	Flexibility	0.930	0.908	
	Consistency		0.926	
	Focus on Solutions		0.923	
	Risk-Sensitivity		0.931	
	Integration		0.915	

Fourth: Statistical Description of the Research

Table (4) expressions the surveyed taster's notice in the Workplace-Fun capricious, achieving a malicious of (4.46) and a standard unorthodoxy of (0.66). This interest stanchd from a focus on the Agreeable Environment (EPE) breadth, which achieved a uncaring of (3.48) and a standard unorthodoxy of (0.67). The Recreational Activities (ERA) dimension ranked last, accomplishing a mean of (3.45) and a ordinary unorthodoxy of (0.65). This markers that the surveyed sample establishes a strong curiosity in Workplace-Fun, with a exact emphasis on resolute work as a key division.

Table (4) shows the interest of the researched sample in the variable of creativity in the workplace, and this achieved an arithmetic mean of (3.54) and a standard deviation of (0.68). This interest came as a result of focusing on the solution focus dimension CFS, with an arithmetic mean of (3.58) and a standard deviation of (0.70). Meanwhile, the risk-taking dimension CRT came in last place, and this achieved an arithmetic mean of (3.52) and a standard deviation of (0.74). This means that the researched sample shows good interest in creativity in the workplace, with a special focus on the solution focus dimension as a main element.

Table 4: Statistical description of the research variables

Paragraph	Mean	S.D	Paragraph	Mean	S.D	Paragraph	Mean	S.D
ERA1	3.43	0.69	EJS3	3.41	0.89	CFS3	3.51	0.81
ERA2	3.45	0.70	EJS4	3.54	0.74	CFS4	3.55	0.84
ERA3	3.51	0.80	EJS	3.46	0.75	CFS5	3.60	0.74
ERA4	3.38	0.78	ES	3.46	0.66	CFS	3.58	0.70
ERA5	3.47	0.84	CFL1	3.66	0.75	CRT1	3.56	0.85
ERA6	3.45	0.72	CFL2	3.48	0.79	CRT2	3.50	0.91
ERA	3.45	0.65	CFL3	3.56	0.80	CRT3	3.49	0.73
EPE1	3.53	0.70	CFL	3.57	0.70	CRT	3.52	0.74
EPE2	3.53	0.70	CCO1	3.53	0.78	CIN1	3.62	0.83
EPE3	3.38	0.77	CCO2	3.51	0.83	CIN2	3.46	0.73
EPE4	3.50	0.88	CCO3	3.52	0.74	CIN3	3.55	0.84
EPE	3.48	0.67	CCO	3.52	0.71	CIN	3.54	0.71
EJS1	3.44	0.79	CFS1	3.68	0.75	CW	3.54	0.68
EJS2	3.45	0.90	CFS2	3.54	0.79			

Fifth: Testing the Research Hypotheses

H1: There is a significant correlation between Workplace-Fun and creativity in the workplace, from which the following hypotheses stem:

The results of Table (5) of the correlation matrix show a strong correlation between Workplace-Fun and creativity in the workplace, with a value of (0.974). This signposts that improving Workplace-Fun can subsidize to improving the usefulness of inventiveness in the workplace. Strong relationships are also found among the different magnitudes of the variables, through values extending from 0.875 for the

Agreeable Atmosphere (EPE) breadth and the Combination (CIN) breadth. This assessment signposts a high correlation, import there is a relationship amongst these two proportions. The highest relationship métier was documented between the Socialization Satisfaction (EJS) breadth and the Plasticity (CFL) height, realization 0.945. This value signposts a strong affiliation between these two magnitudes, proving that enhancing socialization satisfaction in the work atmosphere can boost employees' capacity to adapt to the exertion atmosphere, accordingly increasing their usefulness.

Table 5: Correlation Matrix

	ERA	EPE	EJS	ES	CFL	CCO	CFS	CRT	CIN	CW
ERA	1									
EPE	.919**	1								
EJS	.940**	.939**	1							
ES	.974**	.974**	.983**	1						
CFL	.913**	.923**	.945**	.949**	1					
CCO	.919**	.918**	.943**	.949**	.924**	1				
CFS	.930**	.936**	.935**	.955**	.937**	.941**	1			
CRT	.914**	.920**	.944**	.948**	.932**	.931**	.922**	1		
CIN	.901**	.875**	.902**	.914**	.897**	.913**	.907**	.903**	1	
CW	.946**	.945**	.965**	.974**	.969**	.973**	.973**	.969**	.955**	1

H2: There is a significant effect of employee satisfaction on creativity in the workplace, leading to the following hypotheses:

The results in Table (6) show that employee satisfaction effectively contributes to enhancing creativity in the workplace. The grades direct that increasing member choice by one unit pointers to an advance of (0.984) in the beta assessment. The rapport also achieved a deterioration restriction percentage of (0.134) with a average error of (0.022), ensuing in a precarious value of (44.727). Consequently, this affiliation underwritten to explaining 0.949% of the workshop creativity fluctuating, indicating the reputation of employee pleasure in improving workplace

inventiveness within the association. Consequently, the impact of underling satisfaction on workshop inventiveness can be determined expending the following equivalence:

$$Y = a + \beta X$$

where:

Y = Dependent variable (employee satisfaction)

a = Regression parameter

β = Beta value

X = Workplace creativity

$$Y = 0.134 + 0.984 X$$

Assuming X = 1, the equation becomes:

$$Y = 0.134 + 0.984 * 1$$

$$Y = 0.134 + 0.984$$

$$Y = 1.118$$

Path	regression parameter a	β	standard error	C.R	F	R ²	P
Creativity in the workplace ---> Workplace-Fun	0.134	0.984	0.022	44.727	2011.231	0.949	0.001

Conclusions and Recommendations

First: Conclusions

1. The results specified a positive connection between creative enthusiasm and job satisfaction. The sophisticated the planes of support for inventiveness and acceptance of new concepts, the greater the moods of enjoyment and fulfillment among employees in sequestered banks.
2. The results signposted that a work atmosphere that encourages trialing reduces psychological stress and intensifications job enthusiasm, which certainly impacts the feeling of gratification during quotidian tasks.
3. The results signposted that permitting employees and including them in policymaking enhances the sense of realization and independence, which is one of the furthestmost imperative determinants of job happiness and engagement.
4. Leadership funding and a creative managerial culture are crucial factors in converting creative readiness into concrete behavior that leads to increased echelons of job happiness.
5. The results signposted that the availability of preparation and technological properties contributes to attractive employee efficiency and assurance in their creative facilities, thus growing their enjoyment of drudgery and reducing job tediousness.
6. Increased employee satisfaction is linked to better organizational outcomes, such as increased organizational commitment, improved quality of banking services, and reduced turnover among employees of private banks in the Middle Euphrates region.

Second: Recommendations

1. It is essential to temporary a culture of executive creativity by encouraging the group of new ideas and desisting from penalizing well-considered investigation, thereby collective employees' readiness for resourcefulness and origination.
2. It is needed to empower employees and encompass them in decision-making by entrusting authority and identifying creative efforts, thereby attractive their sense of liberation and enjoyment of their work.
3. It is obligatory to develop regular preparation plug-ins to cultivate creative thinking and problem-solving skills, linking these plug-ins to both tangible and insubstantial incentives to encourage useful application.
4. It is essential to progress the physical and psychosomatic work environment by reducing establishment, reorganization procedures, and only if open communication frequencies, thereby supporting a creative microclimate and collective job satisfaction.
5. It is important to implement fair and translucent incentive systems that undoubtedly reward creativity and triumph, and contribute to raising a spirit of positive antagonism and a sagacity of exploit among employees.
6. Working to promote headship that supports inventiveness by training backing leaders on mentoring and inspiration methods, and concerning their job calculation to their capacity to develop inventiveness and enjoyment of work between their lineups.

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How to Cite This Article

Ibrahim MW. Workplace-fun satisfaction by fostering creativity in the workplace: an analytical study of the opinions of a sample of employees in private banks in the Middle Euphrates region. *Int J Manag Organ Res.* 2026;5(1): 61-68.

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