THE MEDIATING EFFECT OF SELF-EFFICACY ON THE RELATIONSHIP BETWEEN TRANSFORMATIONAL LEADERSHIP, EMOTIONAL INTELLIGENCE, MINDFULNESS ON CREATIVE PERFORMANCE

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ABSTRACT

The study has been conducted to investigate the impact of mediating effect of self-efficacy on the relationship between transformational leadership, mindfulness, emotional intelligence on creative performance in education sector of Karachi, Pakistan. Survey using structured questionnaire of 5-point Likert scale. Five independent variables including flexibility policies, role conflict, leave provisions, interpersonal relation at work and workload have been studied along with the dependent variable of creative performance out of the 5 variables, the finding examine that independent variables are positively effect on creative performance.
Keywords: Creative performance, education, theory of planned behavior

INTRODUCTION

Creative performance is one of the major challenges that organization faced in of human resource in 21st century, as global is changing rapidly and many firms were experiencing continuously pressure to established new ways of doing business which includes innovation changes to their current systems of and work (Bidisha Banerjee,Elisa Alén, 2017) it play an important role in enabling organizations to face present day business challenges. Innovation in behavior and creative performance has been significant in terms of both organizational and individuals levels. Education sector play a vital role in success prosperity of an individuals.

If any firm wants to excel in the world then it needs people whore are more than academically intelligent. Such companies require employees who are not only creative and smart but have cooperative, initiative, self-efficacy and resilience which are necessary for every field success of life. "Clarity" in thinking process and "composure" in chaotic situation is what

spate the weak and top performer in any organization. In the field of education, teaching profession considered as one of the demanding and any individual face numerous challenges with extensive controlling and workload unmanageable circumstances which may be bring disappointments sentiments. Emotionally intelligent teachers who have composure in thinking, put themselves in positive psyche state. However they are prone to know how evade useless feelings and use adaptable methods to eliminate dissatisfactions emotions.

Academic achievement is the main level measure of education attained, which meant to accomplished success objective curriculum and prosperity defined by society thus this sector has influence or associated with academic achievement (R. Ademola Olatoye,M.I. Yakasi , 2010). Employee creativity is a vital role for effectiveness and motivation that most of the authors focus on its antecedents. Although creativity is the capability which is necessary for

creative expression. Creative expression can de define in term of other form of behaviors that influenced by individuals judgment about his ability to generate useful and new ideas of creative products, moreover these self-judgements indicate the effectiveness of the self-creativity (Noor Talal Albdour,Mohamed Alshraideh, 2020).

Whereas EI (emotional intelligence) is the ability that in enable to monitor his/her feelings, emotions to discriminate among then & this information to guide one's actions and thinking. It has become a key component in which organization seeks to cultivate at work (Jason Hughes, 2005) reveals that capacity of individuals were understand and related to others emotions and handle them in productive manner that may increase significant member interactions (Abraham Carmeli, James Kaufman, 2014). Emotional Intelligence (EI) is a positive predictor of work performance outcomes such as voluntary tasks, and creative performance). It has emerged as an effective job-related attitudes like organizational citizenship behavior (OCB), job satisfaction, and deviant workplace behavior. It is further reflected other outcomes such as innovation, performance service recovery, profitability and creative.

Emotional intelligent in organization culture deeply emphasis association empathy, social responsibility. All these attributes make emotionally intelligent leaders to become loyal, optimistic, and more committed to their organization in order to achieve effective success (Zeyad Faisal Al-Azzam, 2015). The transformational leadership concept has been introduced by (James,MacGregor, Burns , 1978) is descriptive research on political leaders, this term is now used in phycology organization as well. It demonstrates that is the process of in which leaders and followers were help each other's to advance to a superior level of motivation and morale.

(Ambreen Grewal Virk, 2016) Study determine that "Self-Efficacy" were significantly predicted by the EI components. Self-efficacy refers the judgements capabilities to execute and organize a course of required actions to attain the designated type of performance (Rotimi A. Animasahun , 2008).The cognitive creative processes in the production of ideas or solutions are the endeavor to find more issues and generate ideas. Thus, individuals with superior level of creative self-efficacy perform specific tasks successfully and confidentially to

attain common goals in the face of challenges (Yanhong Chen, 2017).Different researchers studied emotional intelligence and self-efficacy as enormous intellectual elements in the conduct of distinct workers in organizations. In fact the establishment of EI (Emotional Intelligence) is generally new as it has received extraordinary consideration from corporate masters.

Background of Research

Education play a key role is the prosperity and success of individuals. In formal education sector academic achievement is the major measure of the level of education is attained to accomplished curriculum success objective and prosperity defined by the society. Todays, competition, fast communication and development in technology become one of the major interrogation for organizations. These challenges have emplace substantial pressure on firms in order to strengthen their efficiency and effectiveness one of the main factors that will aid organizations bearing these pressures is having innovative abilities (Saud Alarifi, 2014). Additionally, employees with creative performance in task with improve the existing products/services by creativity and add weight to the capability of organization (Reem S. Al-Mansoori,Muammer Koç, 2019).

The term creativity has been explored extensively and means to enhance it have been looked into (Oldham, 2011) creativity contribute relevant useful and new production ideas to processes and services at workplace. Employee's ability to think out of the box can create a competitive advantage for the firm and deal better with the fast changing and complex challenges of the modern world environment (Xiaobo Xu, Wenling Liu, 2019). Creativity is associated with the degree in which workers are engaged in novel endeavors. Both intelligence and creativity are considered as mental abilities that can be measured as performance test.

Teams with superior emotional intelligent leaders are encouraged in ways that boost workers creative skills (Arménio Rego and Filipa Sous , 2007) whereas leadership is the procedure in which one of the group member (leader) influences other members towards fulfilment of common goals. (Hifsa Ashraf, 2013) Has also been positive factor for individuals, because

of its feeding mechanism that leads to innovation (Gulruh Gurbuz, H.Sinem Ergun, 2016)

In the education field, teachers become one of the most demanding individuals that faces numerous extensive workload challenges and controlling of unmanageable surroundings which results sentiments disappointments. Teachers with EI, tend to have more clarity and composure thinking, put themselves in a significant state of psyche. They are lying to know how escape useless feelings and use versatile approaches to eliminate emotions of disappointments (Fauzia Malik , 2014).

Emotional Intelligence (EI) consist of skills in which person possess for adaptively, perceiving regulations their own emotions and those of others, EI is defined as a cognitive ability that are generally associated with intelligence since it has four different skills such as perception of emotions, facilitation of emotions, management and understanding emotions (Rosa María del Pino,María del Carmen , 2019).In organizational settings self-efficacy, EI and creativity have been investigated extensively in combination with many other variables.

For instance, self-efficacy, in relation to workplace can be defined as "ones conviction about his/her abilities to organize the cognitive resources, motivation and courses of action needed to successfully execute a specific task within a given context (Saadia Khalid,Saadia Khalid, 2014) (Chung-Lin Tsai,Yi-Chou Wang, 2011) noted that achievement in mission one must make improved use numerous kinds of skills and belief possess of self-efficacy. It is because the attainment often results from continuous trails. Especially in a changeable, unpredictable and ambiguous environment, self-doubters are apt to suffer setbacks and get up, whereas self-confident people are more likely to keep it and succeed.

Human Resources has crucial role in potential developed and improved as its end to concentrate and build resources towards equal triumph of persons and organizations brought by the individuals to the organizations. Most of the researchers find out impact of other variables such as conflict, leadership, commitment, culture and value, satisfaction, education and total quality management. Specifically, researchers asserts that employee's emotional intelligence can predict work outcomes related to job performance. Many study shows that

creative is significant aspects of business organizations.

Despite the technology advancement and educational reforms, the educational institute face issues related to education system. These challenges are mainly concerned with poor academic performance, demand and expectations of parents, declining education quality, non-serious student's attitude and heavy workload on teachers. Social pressure on teachers would result in emotional disturbance and challenge. Consequently, creativity in work gain importance of both academic and practitioners as it has gain popularity in the areas of organizational psychology and behavior (Md. Hassan Jafri, 2020). These skills of teaching entails the best way content suited for learners consequently motivating the learner to accomplished (Augustine Kang , 2017).Organizations are more focused on concerning employee creativity for career development betterment and innovation. The leaders in today era are facing challenges of indulging the employee's creative work performance activities (Muhammad Ibrahim Abdullah,Muddassar Sarfraz , 2017) scrutinized optimistic relationship among employee creative performance and determine two learning-related situational and personal variables. These variables were learning orientation, and transformational leadership which has collaborative effect on creative performance through self-efficacy.

LITERATURE REVIEW

The central factor of theory of planned behavior (TPB) is the intention of individual to perform a given behavior. Intentions are capture assumed motivational factors that influence a behavior, how they are hard willing to try or how much effort they are planning to exert in order to perform the behavior. If the individual decided to perform or not to perform the behavior. While some behaviors may in fact meet the requirements quite well the performance of most of the individual depends on some degree such as non-motivational factors as requisite availability opportunities and sources (i.e. money, skills, time cooperation of other).

Framework
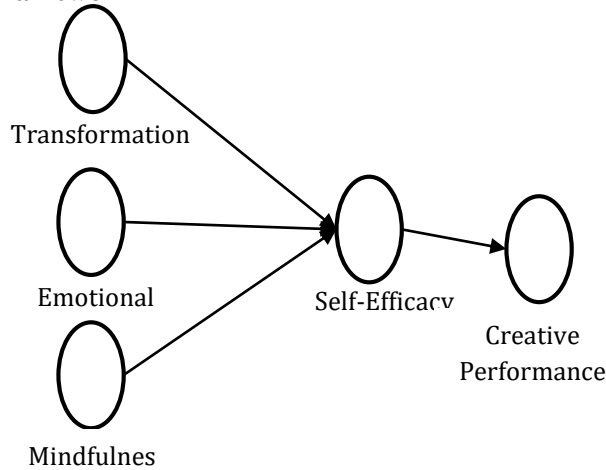
Hypothesis Development

Transformational Leadership and Self-Efficacy

Transformational leadership stimulates individuals to exchange and generate ideas and goals within the organization. Transformational leadership has posted a positive sign of self-efficacy and performance as it give directions, providing opportunities and highlighting performing tasks importance (Simon C.H. Chan, 2020). Self-efficacy refers to belief of people capability to mobilize the behavioral and cognitive needed resources to exercise control over environmental events. In the reorganizational context, self-efficacy is an employee's perception regarding their capabilities to perform well. For instance (Isabel M Martínez,Laura Lorente, 2011), found transformational leadership has positive impact on self-efficacy in hospital sector of Spain. (James Gerard Caillier , 2014) Study revealed that transformational leadership will enhanced self-efficacy of the employees of both public and private sector, which results in higher commitment and performance. (Swati John, 2017) Recommended effective transformational leadership and self-efficacy is one of the important factor. The author found strong link between these two. Past study (Rajib Lochan Dhar, 2015) found that employee creative self-efficacy has a significant effect on the individual's creative behaviors. Furthermore, (Jumira Warlizasusi,Neti Karnati, 2017) study demonstrates transformational leaders enable their followers self-efficacy, giving the group a can do it spirit. (Barika,Anis Eliyana , 2020), also suggested that transformational leadership is an important determinant of self-efficacy in followers.

H1: Transformational Leadership is positively associated with Self-Efficacy.

Mindfulness and Self-Efficacy

(Ingvild Cavallini,Ricardo G Lugo , 2019), research suggested that mindfulness and self-efficacy paly an optimistic role in both coping with pain, stress and positive promotion effect increased life with satisfaction and self-esteem. Mindfulness is associated with self-efficacy with the ability to cope better with pain. However the effectiveness of mindfulness in improving self-efficacy is not fully developed (Nasser Fallah , 2017). Mindfulness can effectively improve all kinds of negative emotions consequently self-efficacy has been proven as a good for management abilities and self-control (Yanhui,Hongchen , 2019). Employees with high sense of belief self-efficacy are more likely to have higher commitment and performance level towards goals (Yu-Hsien Lin, 2014). While self-efficacy determine how individual think, feel behave and motivate themselves. Various studies found that mindfulness and self-efficacy are positively effects each other (Audrey de Jong, 2013).

H2: There is a positive relationship between mindfulness and self-efficacy

Emotional Intelligence and Self-Efficacy

It has been reported in past studies that there are significantly correlation between complete level of self-efficacy job and emotional intelligence among England teachers, although this association has been independently impact on other variables such as age, teaching experience (Zahra Abdolvahabi , 2012). (Aisha Zubair,Saadia Khalid , 2014), study indicate an optimistic and significant impact on EI employees and self-efficacy. Along with EI five dimensions sympathy, self-regulation, self-motivation and social skills are positively related to employees and teachers SE. (Reza Amirian,Azam Behshad, 2016) .Found positive connection between EI and self-efficacy of teachers. One would surmise that an individual with low level of EI and low self-efficacy will probable struggle in maintaining order in his/her daily tasks. (Moafian & Ghanizadeh, 2012) Concluded that there is significant correlation between emotional intelligence and self-efficacy.

(Kurt Spencer Ream , 2010), found that individuals exhibited superior emotional intelligence had high self-efficacy. Numerous studies demonstrates that self-efficacy positively effects individuals creativity, similarly EI at workplace plays an significant role in enhancing self-efficacy of employees (Donta S. Harper, 2019).Individuals who have high level of self-efficacy tend to be confident in their abilities to succeed at challenging tasks, as they are experiencing themselves and by observing others to achieve common goals. In meta- analysis examined the connection among individual difference and self-efficacy (Indunil Senarath-Dassenayake, 2018).

H3: There is a positive relationship between emotional intelligence and self-efficacy

Creative Performance and Self-Efficacy
Workers creative is recognized as one of the critical part of an organization's innovation ability (Pamela Tierney,Steven M. Farmer, 2011), define self-view that one has the ability to produce creative outcomes. Past research suggested that self-efficacy serves as significant mediator among a variety of contextual and individual factors & employee creative performance (T. E. C. van der,S. Brockhus , 2014) illustrates that increase in self-efficacy and performance are evidenced as employees move from higher to lower identity states, social influences and job requirements. However, the studies vary reported strength of the association. Positive and significant impact on self-efficacy on employee's creative performance has been found in many studies (Khalid and Aisha, 2014). However, (Gist & Mitchell, 2002) posited that there is a moderate relationship between self-efficacy and creativity. Subsequently, self-efficacy can play an important role in order to determine a person's performance and creativity (Martin Meinel, Timm F. Warner , 2018).Self-efficacy provides intensity, direction and engagement persistence in creative endeavors (Bandura, 1997), thereby enhancing creative performance. Finally, it also provide individuals belief that they have the ability to collect applicable information and they will be more willing to invest cognitive resources in establishing unique solutions and ideas (Amanda Christensen-Salem,Mayowa T. Babalola & Kowoon Kim , 2020). Consistent, we hypothesize the following

H4: Creative performance positively relates to self-efficacy

Self-Efficacy, Emotional Intelligence and Creative Performance
Emotional intelligence has directly linked with employee creativity (Rauf I Azam , 2018), found that emotional intelligence (EI) as a key success factor that directly contributed more than intelligent quotient (IQ) & managerial intelligence in employee creativity. Moreover, emotional intelligence also positively contributed towards overall performance of organization and business success (Guastello,Zabelina, 2014) explored EI, creativity of employees and self-efficacy is the combination of organizational setting with other constructs. It is noted that EI and are relatively related to self-efficacy. (Huaruo Chen , 2020) Study found the self-efficacy has a mediating role in the relationship among sustainability, indicating emotions has an imperative value in emotional intelligence. Generally, EI is an effective predictor related to self-efficacy. (Ambreen Grewal, 2016) Assessed the association between EI (Emotional Intelligence) and SE (Self-efficacy) between Iranian EFL teachers. Their study findings demonstrates that they are positively correlated between emotional intelligence (EI) and Self-efficacy (SE). It is merge as an individual organizational interprets certainties by the recognize ability thoughts, feelings and self-awareness through behaviors, controls and regulations (Moira Kostić, 2019). The findings of the study done by (Laleh Jamshidi, 2015) implied that there was an optimistic significant relationship between EI & SE. The correlation and regression analysis in (Elaheh Barari, 2015) showed that emotional intelligence has a positive connection with occupational self-efficacy.

H5: Self-efficacy mediates the relationship of emotional intelligence and creative performance.

Self-Efficacy, Transformational Leadership and Creative Performance
Past study has revealed transformational leadership to be essential for creative performance transformational leaders constitute a supportive climate for creativity (Nils Henker, 2014). Although authors also determine mediators among TL (Transformational Leadership) and creative

performance (Tong Yang,Yashuo Chen, 2018) for instance transformational leadership is positively related to creative performance. (Gerard Caillier, 2014) Found that transformational leadership improved the self-efficacy of employees in the every sector. Self-Efficacy proved as one of the powerful motivational predicator of well-being & future collective process it is also found to have an optimistic relatedness with transformational leadership (Shung Jae Shin , 2003) Transformational leadership develop employee confidence in their abilities that help them to move forward. Creativity shows positive effect on performance of the employee (Tahir Masood, 2011). (Felfe,Haider, 2014) Assert that TL (Transformational leadership) is assumed to enhance workers creativity. Results determine that transformational leadership tend to led towards superior creativity level however meta-analysis study results on the relationship between creativity and transformational leadership are the opposite (Dong I. Jung , 2010). Finally (Daniel Herrmann, 2012) found a positive association among transformational leadership and creativity in performance. Transformational leadership & creativity is relatively closely to each other those leaders inspire others following them to be more creative (Müge Leyla Yıldız, 2014). Specifically (Shung Jae, Jing Zhou , 2003) encourages transformational leaders to think creative.
H6: Self-efficacy mediates the relationship of transformational leadership and creative performance.

Self-Efficacy, Mindfulness and Creative Performance
Self-efficacy is expected influencer of creative performance as it reflect an sustaining force, internal that propels individual preserve in the challenge face native to creative work it provides the intensity, direction engagement persistence in creative endeavors (Fred O. Walumbwa, Corwin I-Chieh, 2020). (Matthijs Baas,Ten Velden, 2014) Suggests a positive relationship between mindfulness skills and creativity, workers with superior level of mindfulness can reduce self-doubt automatically & regulate their cognitive responses to abusive supervision. Whereas employees with low level of mindfulness are more likely to experience decreased self-efficacy during their job (Xiaoming Zheng ,

2017). Recently (TubaBüyükbeşe, 2013) found that self-efficacy is positively related to creative performance. (Eva Hoff,Jennifer Haase , 2018) Showed that employees with high self-efficacy will proactively intention creative solutions in their work. SE (self-efficacy) pay a key role in the creative performance realization (Myun Joong, 2013). Prior studies indicates that enhancement of mindfulness is primary associated with a variety of well-being factors to reduce anxiety, depression, pain & stress (Rebecca Caldwell , 2004). (Mandy Harrison,Karen , 2010) Explain self-efficacy jointly influence creative performance and positively and negatively effects employees when individuals experienced positive affect is low self-efficacy will play particular significant role in determining creative performance.
H7: Self-efficacy mediates the relationship of transformational leadership and creative performance.

RESEARCH METHODOLOGY
This section covers methodology of this specific research. It highlights the structured conceptual framework which shows the relationship between independent, mediating and dependent variables. Although, transformational leadership, emotional intelligence and mindfulness using as independent derivatives, mediating variable is self-efficacy whereas creative performance used as dependent construct to study this research. Moreover, we discussed research philosophy, research design, strategy comes under the umbrella of research onion. Further, selected population is also defined in this chapter along with the sample size which is calculated through the RAO Soft calculator to get our responses from the target audience. However, we also explain data collection, measurement of variables, statistical techniques and the analysis of statistics i.e to check robustness and diagnostics in which we have Reliability test, descriptive analysis, Pearson Correlation Analysis and Multiple Regression Analysis which helps us to find out results output.

Conceptual Framework
It exhibits the association between independent, mediating, moderating and dependent variables to find out through the output of results. In this study, we select different variables such as transformational

leadership, mindfulness, emotional intelligence, and self-efficacy and creative performance.

Transformational Leadership

Emotional Intelligence

Mindfulness

Self-Efficacy

Creative Performance
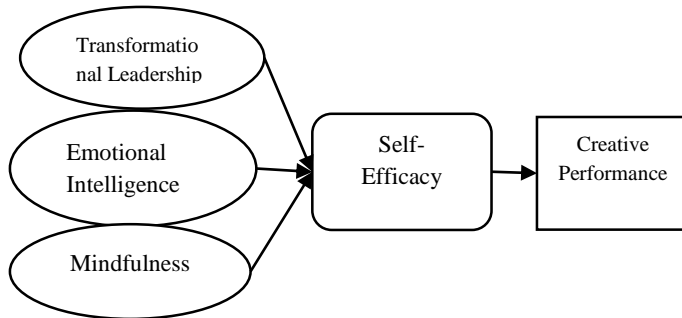
Research Philosophy

It is defined as to gather and analyzed the data and it has four different types such as positivism, Realism, Pragmatism and Interpretivisim (Williams and Yang , 2016). Further, this research is based on existing theories and to test the hypothesis authors put their efforts to conclude their study is known as positivism approach which is specifically used for independent, dependent and mediating variables for this specific paper. Although, other types have different perspectives according to their researches.

Research Approach

It's focused on deductive approach because this study is quantitative in nature and it is based on pre-existing theories and hypothesis. More, deductive approach is defined as to check the relationship between independent, mediating and dependent variables and to conclude the findings author used pre-test hypothesis in different manner (Miao and Wang , 2018).

Research Design

Quantitative research design is used in this study because we adapt the structured questionnaire from the past study with different variables. It is explained as to study the relationship between variables according to the aligned research questions and objectives (Evans,McFarland and Dietz, 2014). However, focus on obtaining market research with the help of open ended communication and online survey is a method of qualitative approach and it is done through interviews or case study based research used for particular groups. On the other hand, quantitative approach is basically based on close

ended questionnaire which is used in this particular research.

Research Strategy

It has four categories such as Case Study, Interviews which relates to the qualitative and Surveys known as Quantitative methods through the structured questionnaire (Teeuw and Schwarzer , 2015). However, this paper focused on Quantitative method because we gather or collect the data from our target respondents through the survey to find out the relationship between all derivatives.

Data and Sampling Framework
Population

The population of this research is to select Education Sector in which we target Private Schools of Karachi. Our target audiences are teachers of primary level from different schools. In addition, it is defined as elements of individuals or groups and scholars or authors make inferences from it and from this we get our sample size.

Sample Size

Further, for comprising the selected five variables we suggested 100 as a sample size but choosing a large sample size is more suitable (Powpaka , 2017), so we choose 120 sample size containing five derivatives. And the sample size is extracted from total population which is also a foremost part of any research.

Sources of Data

In this paper, we used secondary sources of data to collect or gather the responses through the online survey and questionnaire is based on two sections such as demographic and other one depend on variables questions and it is known as secondary sources but primary sources based on to conduct interviews.

Sampling Technique

According to the sample size of the population, convenience sampling technique is specifically selected in this research. It is a subtype of non-probability to recruits the respondents or participants to fill the online survey (Zhou and George, 2015).

Transformational Leadership

As per (Khan , 2016), transformational leadership consist on 5 items that are based on the five Likert scale such as Strongly Agree to Strongly Disagree. The Cronbach Alpha is (.94).

Emotional Intelligence

It has the alpha value of α .87 and the items of emotional intelligence based on Strongly Agree to Strongly Disagree along with five questions.

Mindfulness

According to (Jerusalem and Schwarzer, 2016), the items based on five Likert scale and consists of five questions. The alpha value is .78.

Self-Efficacy

Self –Efficacy has a five questions and it was measured through Strongly Agree to Strongly Disagree (Shin and Zhou , 2019). The value of (α .95) as per past study.

Creative Performance

According to (Malik, 2019), creative performance has an items of five questions and based on five Likert scale such as Strongly Agree to Disagree. The alpha value is (.85).

Statistical Analysis

To test the hypothesis results according to the output we need to check reliability, descriptive statistics, Pearson Correlation and Multiple regression analysis used as statistical analysis of this research. Moreover, to check that how much variables are reliable through the robustness and descriptive statistics shows how variables significant. Further, to check the relationship between derivatives through the correlation analysis and the significant values we get from the regression

DATA ANALYSIS
Introduction

The previous section outlined the methodology of research that explain the data collection in the study. This chapter addresses the findings and results. In addition this chapter collates the results captured from survey questionnaire in order to conduct detail analysis to examine the impact of transformational leadership(TL), Emotional Intelligence(EI) and Mindfulness that the independent variables of this study, while creative performance is the dependent variable with self-efficacy as mediator variable. Furthermore, this chapter also present descriptive statistics, correlation and other figures for Quantitive data that was investigated. Along with respondents profile. The data **Profile of Respondents**

Gender					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Female	170	39.7	39.7	39.7
	Total	170	100.0	100.0	100.0

This study is based on educational industry of Karachi, education promote in the notion as it reduce the illiteracy rate and ultimately biggest curses on any nation and significantly impact towards the development of the country. The data of this study was gathered from government female teachers 5-point likert scale were used in this research it include all female teachers, from 18-55 age and their income distribution are 25-45,000 and include their education level such as intermediate and masters.

The above table demonstrates gender wise distribution the sample size of this study is 170, of the selected colleges located in Karachi, the cumulative percentage is 39.7%.

Age

	Frequency	Percent	Valid Percent	Cumulative Percent
18-25	**18**	**4.7**	**4.7**	**4.7**
26-35	20	38.1	38.1	42.8
Valid				
36-45	50	11.7	11.7	94.8
46-55	82	5.5	5.2	100.0
Total	170	100.0	100.0	

20 (38.1%) of the respondents were under the age bracket of 18 and 25, 18 (4.7%) were in between 36-45 (11.74%) were in between 46-55 (5.22%).

Convergent Validity

It provide the fact that scale should consistently reflect the construct it is measuring or it the measurement degree in which instruments produce equivalent results for repeated trails (Alexander S McKay, 2014) states reliability deals with the repeatability or consistency of a measure or an instrument. The value of highest Cronbach's Alpha

is 0.887 that indicating the reliability of data is 88.7% which is greater than the standardize 0.70. It require summarizing and ordering the data by means of tabulation representation of the whole or a sample of a population set, it is a broken down into measures of central tendency and variability measure.

Constructs	Cronbach Alpha	Mean	Std. Deviation	Composite Reliability	AVE
Creative Performance	0.887	3.95	0.935	0.922	0.747
Emotional Intelligence	0.835	3.61	1.322	0.889	0.669
Mindfulness	0.840	3.41	0.950	0.892	0.677
Self-Efficacy	0.712	3.64	0.862	0.874	0.776
Transformational Leadership	0.740	3.70	1.675	0.883	0.790

The above table suggest that creative performance has the highest α 0.835, with Std. = 0.935.On the other hand emotional intelligence Standard Deviation = 1.322) whereas the composite reliability of all variables ranged between 0.92200.883 (Fawad Habb Qazi, 2016). Thus the constructs have adequate internal consistency.

Discriminant Validity

It is the evidence that demonstrates the construct measure that are theoretically should not be highly related to each other, or in fact found highly correlated to each other. This is done through Smart Pls software that clearly indicates the dependent and independent values

Variables	Creative Performance	Emotional Intelligence	Mindfulness	Self-Efficacy	Transformational Leadership
Creative Performance	0.864				
Emotional Intelligence	0.862	0.818			
Mindfulness	0.937	0.890	0.823		
Self-Efficacy	0.841	0.860	0.851	0.881	
Transformational Leadership	0.617	0.709	0.647	0.597	0.889

**Correlation is significant at the 0.01 level (2-tailed).

A positive correlation at 0.05 level of significance between independent, dependent and mediating values is indicated by the above calculation. Emotional intelligence affects the creative performance as show above. Furthermore, the relation of emotional intelligence and other independent variables are also moderately positive.

Path Coefficients

	Beta Values	STDEV	T-Statistic	P Values	Results
HYPOTHESIS					
Emotional	0.519	0.197	2.635	0.009	Accepted

	Beta Values	STDEV	T-Statistic	P Values	Results
Intelligence-> Self-Efficacy (H1)					
Transformational Leadership-> Self-Efficacy (H2)	-0.039	0.071	0.552	0.000	Accepted
Mindfulness-> Self-Efficacy (H3)	0.414	0.192	2.158	0.031	Accepted
Self-Efficacy-> Creative Performance (H4)	0.841	0.042	19.942	0.000	Accepted
Emotional Intelligence -> Self-Efficacy-> Creative Performance (H5)	0.437	0.159	2.743	0.006	Accepted
Transformational Leadership-> Self-Efficacy-> Creative Performance (H6)	-0.033	0.554	0.554	0.000	Accepted
Mindfulness-> Self-Efficacy-> Creative Performance (H7)	0.307	0.167	2.086	0.037	Accepted

From our above model, table of path coefficient is summarized which can be interpreted step wise and indicate P-value and T-value significance level which are less than 0.01 while T-values are greater than 1.64 which means all the hypothesis are significantly related and accepted.
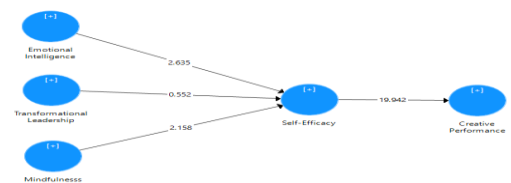
Structural Model
Figure 1
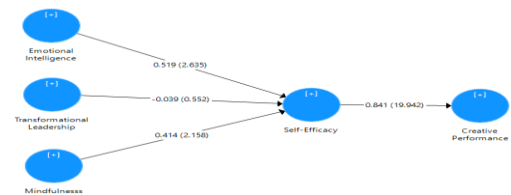
Measurement Model
Figure 2

Hypothesis Testing

Research Questions	Hypothesis	Result
1	**Hypothesis 1:** Ho: Emotional Intelligence has no significance on Creative Performance H1: Emotional Intelligence has significance on Creative Performance	HO: Rejected H1: Accepted
2	**Hypothesis 2:** Ho Transformational Leadership has no significance on Creative Performance H2: Transformational Leadership has significance on creative Performance	HO: Rejected H1: Accepted
3	**Hypothesis 3:** Ho Mindfulness has no significance on Creative Performance H4: Mindfulness style has significance on creative Performance	HO: Rejected H1: Accepted
4	**Hypothesis 5:** Ho: Self-Efficacy no significance impact on creative Performance H5: Self-Efficacy has significance impact on and creative Performance	HO: Rejected H1: Accepted
5	**Hypothesis 5:** Ho: Self-Efficacy no significance impact on Emotional Intelligence and creative Performance H5: Self-Efficacy has significance impact on Emotional Intelligence and creative Performance	HO: Rejected H1: Accepted
6	**Hypothesis 6:** Ho: Self-Efficacy has no significance impact on Transformational Leadership and Creative Performance H6: Self-Efficacy has significance impact on Transformational Leadership and Creative Performance	HO: Rejected H1: Accepted
7	**Hypothesis 7:** Ho: Self-Efficacy has no significance impact on Mindfulness and Creative Performance H7: Self-Efficacy has significance impact on Mindfulness and Creative Performance	

CONCLUSION

This section covers the overall research in the heading of summary regarding research problem, study objectives, research questions and the foremost part is conceptual framework and we also discussed all results interpretations regarding all derivatives (independent, mediating and dependent) comes under the paradigm of conclusion which is partially based on results and whole study. Further, recommendations is explained based on past studies and this specific research with the help of authors or scholars. In addition, limitations of this paper will be defined on the basis of independent, mediating and dependent variables, research approach, population, sample size and statistical tools which were used in this paper. In the end, we conclude all headings in the chapter summary in very detail.

The foremost objective of this study is to find out "The Impact of Emotional Intelligence, Transformational Leadership, Mindfulness on Creative Performance with the Mediating Effect of Self Efficacy" along with a designed conceptual framework which is based on different independent, mediating, dependent and moderating constructs. In this paper, emotional intelligence, transformational leadership and mindfulness are independent whereas mediating variable is self-efficacy and on the other hand creative performance used as dependent variable. This paper is quantitative in nature because we adopt a structured questionnaire from base paper which is distributed among private universities. Moreover, a close ended questionnaire depends on two sections one is on demographic and another one is based on derivatives involved mediating, independent and dependent constructs. We target private universities of Karachi as our population and then we extract our sample size through Uma Sakran and we need 120 responses to fulfill our questionnaire & also our target audience are students who studied in universities. After the collection of responses we need to output of that particular answers & for that we used SmartPLS software to find out the reliability analysis, descriptive statistics, Pearson Correlation and multiple regression analysis. In addition, to check how much framework is reliable for this paper we need to check variables reliability, and to find out the strong relationships between constructs we have descriptive and correlation analysis. After that on the basis of significant values (P-Value) we results out our regression analysis and to explain further in a detail we also see path coefficient among derivatives. We get results according to each and every variable and then we write interpretations with the help of past papers or statistical values.

RECOMMENDATIONS

This paper relates to following recommendations which is based on different steps such as we select different variables i.e. emotional intelligence, mindfulness , transformational leadership, self-efficacy and creative performance either further

authors will be used different constructs along with same dependent variable. This study is quantitative in nature but in the future this research will be used both qualitative & quantitative depends on conducting interviews or surveys. Different population and sample size will be selected in different context for more research. Other software's will be used for more study i.e. SPSS, SmartPLS and more. Time horizon is the most significant part of every research for instance, this study have limited time to complete this research. In addition, different schools, colleges or universities will be selected for further study at different manner or at different time.

Limitations

Due to time horizon of this specific research, limitations are to select constructs and to fulfill objectives we choose private universities for target population and to measure sample size we used Uma Sakran strategies to extract it. However, more variables will be studied in different context along with population, sample size, different target audience, sampling technique and statistical tools will be investigate according to the study time. Theoretical review will be based on limited theories, which is based on pre-existing literature.

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