

Jobs are getting complex day by day, to meet these challenges employees need to be more dynamic and innovative in order to be persistent in fulfilling the demands of the customers and market. The objective of the study was to find out the impact of job complexity on employee creative performance and to check the moderating role of big five personality traits on the relationship between job complexities on employee creative performance.

The study was quantitative in nature. A structured questionnaire was used for collection of primary data. Constructs for all variables were adopted that had already been validated by previous literature. Data for this study was collected from the employees of developmental sectors that include International Rescue Committee (US based INGO), Save the Children Pakistan Program (US based INGO), Merlin (England based INGO). Sample data was collected with the help of simple random sampling method. Statistical techniques include Cronbach Alpha for reliability of data, descriptive Statistic, Pearson Correlation and Linear Regression Analysis was used to analyze the data.

The results of the research study indicated that Job Complexity tends to enhance employees Creative Performance. The result of the study also indicated that Personality traits when used as moderator Extroverts, Conscientiousness, Agreeable and Openness to Experience Lengthened the relationship between Job Complexity and Creative Performance whereas trait Neuroticism negatively moderated the projected relationship. At the end limitations of the study, recommendations for future research have also been discussed.