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Jl. Semolowaru 84 Surabaya, 60118 Telp. (031) 5925970, 5924452, Fax. (031) 5938935

website: <http://unitomo.ac.id> Email : [lemlit@unitomo.ac.id](mailto:lemlit@unitomo.ac.id)

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The Influence of Academic Climate and Individual Creativity on Lecturer Competence in Private University at Surabaya Indonesia Meithiana Indrasari<sup>1</sup>, Peter Newcombe<sup>2</sup>, Anis Eliyana<sup>3</sup> & Eddy Yunus<sup>4</sup> <sup>1</sup> Economic and Business Faculty University of Dr Soetomo (UNITOMO) Surabaya, Indonesia <sup>2</sup> Associate Professor, School of Psychology University of Queensland, QLD 4072, Australia <sup>3</sup> Economic and Business Faculty, Airlangga University Surabaya, Indonesia <sup>4</sup> Economic and Business Faculty, University of Narotama Surabaya, Indonesia Correspondence: Meithiana Indrasari, Economic and Business Faculty, University of Dr Soetomo (UNITOMO) Surabaya, Indonesia.

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<http://dx.doi.org/10.5539/ijbm.v10n8p127> Abstract This research aimed investigated the effect of simultaneous or partial academic climate and creativity lecturer on lecturer competence. Through purposive sampling, 72 tenured faculty who teach management studies courses responded to questions concerning academic climate (relationship, control capabilities and physical environment) and creativity (fluency, flexibility, originality, elaboration and redefinition) and competence (pedagogy, personal, professional, social).

, and The results of the regression analysis support all aspects of academic climate and all aspects of creativity lecturer as predictors of competence of lecturers. It can be concluded that the academic climate and creativity affect the competence of lecturers. The results will be discussed in relation to finding improvements in lecturer competence through attention to the academic climate of the institution and the creativity of the lecturer. Keywords: academic climate, individual creativity, competence of lecturer 1.