

论文

组织氛围影响员工创造力的中介机制研究

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摘要:

员工创造力已经成为新经济条件下企业赢得竞争优势的决定性因素。虽然研究发现组织氛围对员工创造力具有影响作用,但是这种影响的中介机制并没有得到充分的诠释。激发员工创造力的关键是洞察员工参与创造性活动的心理状态,内部动机和心理投入分别描述了员工被工作本身所吸引以及完全专注于工作的内在状态,因此,两者构成组织氛围影响员工创造力的潜在中介机制。通过对181名来自浙江各地企业不同类型员工的问卷调查分析发现,支持性组织氛围与员工创造力存在显著正相关关系,内部动机和心理投入在两者之间发挥中介作用。为了提升员工创造力,企业应营造支持性组织氛围,并密切关注员工的内部动机和心理投入状况。

关键词: 员工创造力 组织氛围 内部动机 心理投入

A Study on the Mechanism of Organizational Climate Impacts on Employee Creativity

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Abstract:

Employee creativity has become one of the determinants that enhance the competitiveness of enterprises. Studies have found that the organizational climate is essential for employee creativity; however, the mechanism through which the organizational climate affects employee creativity is still not well understood. The key to stimulating creativity lies in understanding the mental states of those engaged in creative work. Therefore, intrinsic motivation and mental involvement are both potential mediators of the relationships between organizational climate and employee creativity. An analysis of data obtained from 181 employees in various enterprises of Zhejiang province indicates that a supportive organizational climate is positively associated with employee creativity. This relationship was shown to be mediated by intrinsic motivation and mental involvement. These findings suggest that organizations should pay great attention to the mental states of employees while developing a supportive organizational climate in order to promote employee creativity.

Keywords: employee creativity organizational climate intrinsic motivation mental involvement

收稿日期 修回日期 网络版发布日期

DOI:

基金项目:

通讯作者:

作者简介:

参考文献:

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