

论文 变革型领导与团队交互记忆系统:团队信任和团队反思的中介作用

[全文pdf下载](2189KB)

摘要:

具有不同知识和专长的团队成员之间的合作与协调对团队绩效非常重要。作为团队处理和组织知识的一种方式,交互记忆系统能够整合成员的分布式专长以解决团队知识协作问题,从而使团队有效运行。虽然国内外不乏对团队交互记忆系统影响因素的研究,但关于变革型领导对团队交互记忆系统的影响是现有研究欠缺的。变革型领导不仅影响团队成员的交流和互动,而且影响团队知识的获取与共享,对团队认知结构的建立和运用起着引导作用。240位企业员工的实证研究发现,变革型领导对团队交互记忆系统的专长、可信和协调维度具有显著的正向影响,团队信任和团队反思对变革型领导与团队交互记忆系统各维度的关系具有完全中介作用。

关键词: 变革型领导 团队交互记忆系统 团队信任 团队反思

Transformational Leadership and Team Transactive Memory System: Mediating Roles of Team Trust and Team Reflexivity

Abstract:

Teamwork and coordination among team members with different knowledge and expertise are of vital importance to team performance. As teams process and organize knowledge, the transactive memory system combines members' distributed expertise in an attempt to solve the problem of knowledge coordination in teams, thereby allowing the teams concerned to perform effectively. Although several studies have been conducted concerning the factors influencing the team's transactive memory system, little research has been reported on the effect of transformational leadership on the team's transactive memory system. Transformational leadership influences not only the communication and interactions among team members, but also the acquisition and sharing of team knowledge, which plays a key role in shaping and utilizing the team's cognitive structures. Results from a study of 240 company employees indicated that transformational leadership positively affected three dimensions of the team's transactive memory system (i.e. specialization, credibility and coordination). Moreover, the relationships were fully mediated by team trust and team reflexivity. Implications for research on the team's transactive memory system and means to develop a mature team transactive memory system by transformational leadership were also discussed.

Keywords: transformational leadership; team transactive memory system; team trust; team reflexivity

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:

本刊中的类似文章

1. 褚超孚. 基于变革型领导理论的科研团队绩效影响机制模型 [J]. 浙江大学学报(人文社会科学版), 2010, 40(3):

扩展功能

本文信息

- ▶ Supporting info
- ▶ PDF(2189KB)
- ▶ [HTML全文]
- ▶ 参考文献

服务与反馈

- ▶ 把本文推荐给朋友
- ▶ 加入我的书架
- ▶ 加入引用管理器
- ▶ 引用本文
- ▶ Email Alert
- ▶ 文章反馈
- ▶ 浏览反馈信息

本文关键词相关文章

- ▶ 变革型领导
- ▶ 团队交互记忆系统
- ▶ 团队信任
- ▶ 团队反思

本文作者相关文章

2. 王端旭 武朝艳.变革型领导与团队交互记忆系统: 团队信任和团队反思的中介作用[J]. 浙江大学学报(人文社会科学版), 0,(): 1-10
 3. 褚超孚.基于变革型领导理论的科研团队绩效影响机制模型[J]. 浙江大学学报(人文社会科学版), 0,(): 1-6
-