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### 研发团队知识交流网络结构的实证研究

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### The structure of knowledge exchange network in R&D teams

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**摘要** 在对中航集团某企业3个产品研发团队的知识交流活动进行调研的基础上,本研究从社会关系的视角,分析了研发团队知识交流活动具有的非正式性和交流对象选择的偏好性,并结合相关研究将选择偏好归纳为四类。本文对调研网络和英国帝国化工集团研发交流网络的结构分析表明,研发团队知识交流网络具有明显的小世界特性,同时发现了国内外研发人员在知识交流行为上的差异。本文的研究能够为学者们运用小世界理论研究知识交流提供理论和实践依据,希望为知识交流微观过程的研究以及团队知识交流管理实践提供参考。

**关键词:** [研发团队](#) [知识交流](#) [小世界网络](#) [社会网络分析](#)

**Abstract:** Based on the empirical research on the knowledge exchange activities in three product R&D teams within a company belonging to China Aviation Group, the informality and the preference for partner selection in knowledge exchange activities of R&D teams are analyzed from the perspective of social relationship. Moreover, the preferences for partner selection are summarized into four categories with relevant research. From the structural analysis on research network and the R&D exchange network of Imperial Chemical Industries, UK, the small-world characteristics of knowledge exchange network as well as the difference in communication behavior between foreign and domestic R&D members are found. Research results could provide a theoretical and practical basis for applying small-world theory to the study of knowledge exchange. It might give references for the study on the knowledge exchange micro-process in R&D teams as well as knowledge management practice in enterprises.

**Keywords:** [R&D team](#) [knowledge exchange](#) [small-world network](#) [social network analysis](#)

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