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组织氛围感知对员工创新行为的影响—基于知识共享意愿的中介效应

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The impact of organizational climate perception on employees innovation behavior: Based on the medium role of knowledge sharing intention

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摘要 本研究组织氛围感知对员工创新行为的影响,引入了知识共享意愿作为中介变量,通过对459份问卷进行实证研究发现,友好关系感知、创新氛围感知对员工创新行为有正向影响,公平氛围感知对员工创新行为没有显著影响;知识共享意愿在创新氛围感知与员工创新行为关系中起部分中介作用,知识共享意愿在友好关系氛围感知与员工创新行为关系中起部分中介作用。本文对研究结论进行了分析和讨论。

关键词: 组织氛围感知 知识共享意愿 员工创新行为 中介效应

Abstract: During the period of stiff competition, the innovation becomes the key factor for the organization to keep competitive advantage. Based on literatures review, the relationship between organizational climate perception and employee innovation behavior is explored. The empirical analysis based on 459 questionnaires results shows that there are a positively correlation relationship between friendly relationship climate, innovation climate, and employee innovation behavior; however, the correlation relationship between fairness climate perception and employee innovation behavior does not exists. Knowledge sharing intention partially mediates the relationship between innovation climate perception and employee innovation behavior. An important theoretical value and practical meaning is provided for the organization to encourage employee innovation.

Keywords: organizational climate perception knowledge sharing intention employee innovation behavior medium role

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