

创造性组织情境的动机机制研究

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A Study on the Motivational Mechanism of Creative Situation

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摘要 本研究以有机辩证元理论为基础框架,采用实证研究的方法,系统分析与探讨了创造性组织情境与员工的创造性绩效之间的关系.结果表明有机辩证元理论所提出的需要、动机对环境与个体行为产生中介作用的观点在创造性活动领域中具有真实性;领导支持与资源充沛是我国企业创造性组织情境中主要发生作用的成分;自主与胜任需要的满足是创造性活动的核心内容;工作愉悦是创造性绩效产生的最直接原因,追求挑战是重要的间接性原因.

关键词: [创造性组织情境](#) [内部动机](#) [心理需要](#) [创造性绩效](#) [中介](#)

Abstract: Based on organismic dialectical metatheory and empirical research approach, this study explores the relationship between creative situation and creative behavior systematically. The main findings are as follows: the opinion is true which is proposed by organismic dialectical metatheory that the needs and the motivation mediate the situation and the behavior; the supports from leaders and richness of the resources are primary components in creative situation; the satisfaction of self-determination and competence is the core of creative activity; enjoyment is the direct cause for creative behavior, and pursuit for challenge is the most important indirect cause.

收稿日期: 2005-12-08;

引用本文:

张剑, 郭德俊. 创造性组织情境的动机机制研究[J] 中国管理科学, 2006, V(4): 141-148

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