

## 相对绩效评估与综合绩效评估的激励效率比较分析

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# Comparative Studies on the Efficiency of Relative Performance Evaluation and Joint Performance Evaluation

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**摘要** 绩效评估及其激励效率是团队激励中的重要问题。本文比较分析了相对绩效评估机制和综合绩效评估机制的激励效率,并将其应用于虚拟研发组织的绩效评价中。通过单期和多期团队激励模型的比较研究,本文得到的基本结论为:单期下相对绩效评估占优,而多期下综合绩效评估更具有激励效率;综合绩效评估具有自我执行、防范共谋及促进团队合作的特性。在此基础上,构建了虚拟研发组织绩效评价的基本框架。

**关键词:** [相对绩效评估](#) [综合绩效评估](#) [虚拟研发组织](#)

**Abstract:** Performance evaluation is one of the key issues of team incentives. This paper compares the incentive efficiency of relative performance evaluation and joint performance evaluation, and applies the results to the design of performance evaluation in virtual R&D organization. The main findings of this paper are as follows: relative performance evaluation is more efficient in the situation of one period; whereas joint performance evaluation is more advantageous in the situation of multi-period. Meanwhile, joint performance evaluation might be self-enforcing, and could prevent collusion and enhance cooperating. This paper proposes a framework for evaluating performance of virtual R&D organization (VRO) based on these basic results.

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