

团队两种多样性、互动行为与学习能力关系的研究

赵慧群, 陈国权

清华大学经济管理学院, 北京100084

A Study on the Relationship among Team Diversity, Interaction Behavior and Team Learning Capability

ZHAO Hui-qun, CHEN Guo-quan

The School of Economics and Management, Tsinghua University, Beijing 100084, China

- [摘要](#)
- [参考文献](#)
- [相关文章](#)

Download: [PDF \(0KB\)](#) [HTML \(1KB\)](#) Export: [BibTeX](#) or [EndNote \(RIS\)](#) [Supporting Info](#)

摘要 团队学习的研究重点已由基本问题界定(定义、类型等)扩展到对其机理(前因、后果关系等)的详尽探讨,但团队多样性与团队学习关系的研究尚显不足。本文定义了团队目标偏好多样性与知识经验多样性两个概念,之后详细探讨两种多样性如何影响团队学习能力。实证研究结果显示:团队目标偏好多样性越高,团队学习能力越弱;团队知识经验多样性越高,团队学习能力越强;两种导向的互动行为是调节多样性与团队学习能力关系的重要变量,当事实导向互动行为与情感导向互动行为比较多时,目标偏好多样性对团队学习能力的负向影响作用减弱,知识经验多样性对团队学习能力的正向影响作用增强;两种多样性通过团队学习能力的中介作用而间接影响团队绩效。

关键词: [目标偏好多样性](#) [知识经验多样性](#) [团队学习能力](#) [事实导向互动行为](#) [情感导向互动行为](#)

Abstract: The emphasis of research on team learning has been shifted from basic problems (e. g. definition and typology) to the exploration of its inner mechanisms (e. g. the causal relationships). Yet, there are still not a significant numbers of studies on the relationship between team diversity and team learning. We define the concepts of team goal preference diversity and knowledge and experience diversity, and then discuss in detail how the two types of diversity affect team learning capability. Our result shows: Teams with higher goal preference diversity tend to have lower learning capability; The higher team knowledge and experience diversity will lead to higher team learning capability; The interactions of the two orientations are important moderating variables between the two types of diversity and team learn capability, that is, when the two types of interactions are frequent, the negative effect of team goal preference diversity on team learning capability are weakened, and the positive effect of knowledge and experience diversity on team learning capability are strengthened; The effect of knowledge and experience diversity and team performance are mediated by team learning capability.

收稿日期: 2009-08-31;

基金资助:

国家杰出青年基金项目(70625003); 国家自然科学基金重大项目(70890081); 国家自然科学基金资助项目(70572005, 70272007, 70321001, 70972024); 教育部人文社会科学重点研究基地基金重大项目(06JJD630013); 教育部博士点基金资助(20090002110037)

作者简介: 赵慧群(1977-), 女(汉族), 山西人, 清华大学经济管理学院博士后, 研究方向: 组织行为、组织学习、团队学习等。

引用本文:

赵慧群, 陈国权. 团队两种多样性、互动行为与学习能力关系的研究[J]. 中国管理科学, 2010, V18(2): 181-192

Service

- [把本文推荐给朋友](#)
- [加入我的书架](#)
- [加入引用管理器](#)
- [Email Alert](#)
- [RSS](#)

作者相关文章

- [赵慧群](#)
- [陈国权](#)

