

变化环境下组织中多层次学习及整体协调优化的仿真研究

陈国权, 赵晨

清华大学经济管理学院, 北京 100084

A Simulation Study on Multi-level Learning in Organization and Its Overall Coordinating Optimization under Changing Environment

CHEN Guo-quan, ZHAO Chen

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 本文以个人学习的多层次来源为视角,基于agent计算机仿真模型对组织中多层次学习之间的协调优化机制进行探索,研究当组织处于不同变化速度的环境中时,组织应如何将有限的资源在个人学习、团队学习以及组织学习间分配,以形成最优的学习策略,从而提高整体组织学习效率,最终更好地适应环境的变化。结果表明:在环境变化快时,加强个人向个人学习和个人向团队学习、减弱个人向组织学习有助于提高整体组织学习效率;在环境变化中等时,适度个人向个人学习、减弱个人向团队学习和个人向组织学习有助于提高整体组织学习效率;在环境变化慢时,加强个人向个人学习和个人向组织学习、减弱个人向团队学习有助于提高整体组织学习效率。

关键词: 个人学习 多层次学习 变化环境 协调优化 计算机模拟仿真

Abstract: From the view of individual learning, this study explores the overall coordinating optimization mechanism of multi-level organizational learning by agent-based simulation. It shows the best strategy to allocate limited resources between individual learning, team learning, and organizational learning so as to improve organizational learning efficiency and adapt to the changing environment well. We find that enhancing individual learning from individual and team, while weakening individual learning from organization can help to enhance organizational learning efficiency under high-level changing environment. In middle-level changing environment, moderate level of individual learning from individual, and weakening individual learning from team and organization can help to enhance overall organizational learning efficiency. Under low-level changing environment, enhancing individual learning from individual and organization, while weakening individual learning from team, can help to promote overall organizational learning efficiency.

收稿日期: 2010-07-24;

基金资助:

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

作者简介: 陈国权(1967-), 男(汉族), 湖南人, 清华大学经济管理学院教授, 博士生导师, 研究方向: 组织与行为管理、组织学习与学习型组织、领导与团队等。

引用本文:

陈国权, 赵晨. 变化环境下组织中多层次学习及整体协调优化的仿真研究[J]. 中国管理科学, 2011, V19(2): 183-192

没有本文参考文献

[1] 陈国权. 复杂变化环境下人的学习能力: 概念、模型、测量及影响[J]. 中国管理科学, 2008, 16(1): 147-157

[2] 陈国权. 人的知识来源模型以及获取和传递知识过程的管理[J]. 中国管理科学, 2003, (6): 86-94

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

- 陈国权
- 赵晨

Copyright 2010 by 中国管理科学