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创业团队异质性与团队效能的关系研究

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Study on relationship between the entrepreneurial team heterogeneity and the team effectiveness

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摘要 高科技创业面临着来自外部环境的不确定性,已有研究并没有对"什么样的创业团队更可能获得好的效能"问题给予合理解释。本文使用量化和质性相结合的研究手段,考察了创业团队异质性与团队效能的相关关系,并进行了路径分析。利用806个样本的实证数据,并结合案例分析的研究发现,创业团队异质性对团队效能的影响作用显著。异质性只是团队结构的一种静态描述,一旦创业团队形成,认同突显的长时段的一般人口统计学属性、教育背景等结构因素将固定,业已形成创业团队则说明对团队认同的承诺已达到一定程度,进而在创业过程中能够激活短时段的创业经验、认知、工作价值观等情境因素发挥作用,从而间接的对创业团队效能产生正向影响。

关键词: [创业团队](#) [异质性](#) [团队效能](#) [路径分析](#)

Abstract: Many factors in the external environment cause uncertainty for high-tech entrepreneurships. Existing research does not give a reasonable explanation on "what kind of entrepreneurial teams are more likely to be effective". This paper studies relationship between entrepreneurial teams heterogeneity and team effectiveness through quantitative and qualitative research method and does some path analyses. Researches are conducted to the empirical data of 806 samples by using the case study method and the results reveal that the entrepreneurial team heterogeneity effects team efficiency distinctly. Heterogeneity is only one kind of static expression and once an entrepreneurial team is formed, such elements as the general demographic attributes and the education background which social

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identities are shown longer period are settled. If an entrepreneurial team has already been formed, it means commitment of social identities of the team is above a certain level, and then during the process of entrepreneurship, the short-term effects of entrepreneurship experience, social identities, work values will be activated to affect indirectly and positively the efficiency of the entrepreneurial team.

Keywords: [entrepreneurial team](#) [heterogeneity](#) [team effectiveness](#) [mediating variable](#) [path analysis](#)

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