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能力演化与科技创业企业成长 ——光洋科技公司案例分析

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Capability evolution and development of S&T start-up enterprises:A case study Guangyang Corporation

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摘要 本文通过对光洋科技公司成长历程的案例研究,探讨了科技创业企业在不连续技术变化环境中动态能力形成、成长和演化的内在机理。研究发现,以创新成长为目的的动态能力的形成是一个复杂的过程,仅有创业的成功和企业家远见不足以支撑企业的可持续性成长。创新领先战略、创新源发现机制以及包括技术能力在内的组织能力的协同演化是科技创业企业实现成长的有效路径。

关键词: [能力演化](#) [案例研究](#) [创业企业](#) [成长](#)

Abstract: Through the case study involving the development history of Guangyang Corporation, the technology capability growth and the organization capability evolution of S&T start-up enterprises are explored against the background of discontinuous technology change. It is found that the formation of dynamic capability with innovation development as its goal is a complexed process; success of start-up and the foresight of entrepreneurs are not enough to support the sustainable growth of enterprise. The innovation leading strategy, discovery mechanism of innovation source, and the co-evolution of organization capability composing of technology capability are the effective paths to achieve high performance growth for S&T start-up enterprises.

Keywords: [capability evolution](#) [case study](#) [start-up enterprise](#) [development](#)

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