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团队创新氛围的研究述评

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Review on team innovation climate

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摘要 团队创新氛围的研究已经成为组织行为学中团队研究的重要课题之一,团队创新氛围是指工作团队成员对影响其创新能力发挥的工作环境和氛围的一种共同的社会知觉。本文在介绍了目前有关团队创新氛围的基本概念、测量工具之后,就该领域的研究现状、影响因素和作用机制进行了剖析,并通过借鉴I-M-O-I循环模型,提出构建团队创新氛围研究的基本理论构思,并对于未来研究中如何进一步加强对团队创新氛围的干预机制的探讨提出了几点建议。

关键词: [团队创新氛围](#) [I-M-O-I循环模型](#) [团队创新氛围量表](#) [干预机制](#)

Abstract: Team innovation climate is one of the important research topics involving team research on the organizational behavior. Team innovation climate is the common social perception of the work environment and climate that has influence on the people of the work team giving free rein to the innovative ability. Based on the relevant review on the studies and development involving basic conception, measurement tool, and influence factors, etc. of team innovation climate, by using the cycle model of (Input-Mediator-Output-Input) IMOI, the basic theory frame for the research on team innovation climate is constructed. The many prospects for the future research, such as the intervention mechanism of team innovation climate, are pointed out.

Keywords: [team innovation climate](#) [cycle model of IMOI](#) [assessing the climate for creativity](#) [intervention mechanism](#)

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