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合作目标促进科研团队创造力的机理研究

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The promoting mechanism of cooperative goal for the creativity of research team

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摘要 基于激发型信息处理的视角,探讨了合作目标互依性、知识共享和团队反思与科研团队创造力之间的关系,构建了相应的概念模型。运用结构方程模型和225个有效科研团队样本对所提出的假设进行检验。实证研究结果表明,合作目标互依性对科研团队创造力有积极影响;知识共享与团队反思在合作目标互依性与科研团队创造力之间具有完全中介效应,而知识共享对团队反思有正向促进作用。研究结果打开了合作目标影响科研团队创造力的信息处理黑箱,扩展了激发型信息处理视角在团队创造力研究领域中的应用。

关键词: [合作目标互依性](#) [团队创造力](#) [知识共享](#) [团队反思](#) [激发型信息处理视角](#)

Abstract: From a motivated information processing perspective, knowledge sharing as social processing of information and team reflection as cognitive processing of information in the creative process of research team are put forward. A framework that consists of cooperative goal interdependence, knowledge sharing, team reflection, and team creativity is established to describe the effect of cooperative goal interdependence on the creativity of research team. The structural equation modeling is used to analyze the survey data of 225 effective research teams, some conclusions are drawn as follows: Firstly, cooperative goal interdependence has a positive effect on the creativity of research team. Secondly, knowledge sharing and team reflection are found to play a complete mediative role on the relationship between cooperative goal interdependence and team creativity. Thirdly, knowledge sharing has a positive effect on team reflection. These findings make the contribution for opening the black box involving information processing mechanism through which cooperative goal affects the creativity of research team and have extended the applications of motivated information processing perspective to the field of team creativity.

Keywords: [cooperative goal interdependence](#) [team creativity](#) [knowledge sharing](#) [team reflection](#) [motivated information processing perspective](#)

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