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### 企业资源、动态能力对创新作用的实证研究

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### The relationship between enterprise resource, dynamic capabilities, and innovation

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**摘要** 以动态能力理论为出发点,理论研究企业资源、动态能力对创新的作用,并建立三者关系的结构方程模型。以福建电子信息企业为研究对象,利用调查问卷收集数据,并进行实证检验。结果显示,资源对动态能力有积极影响,动态能力对创新有积极影响,特别的,资源对创新没有直接作用,必须通过动态能力对创新起作用。文章的结论为:在超竞争环境下,仅仅拥有丰富的资源禀赋是不够的,企业必须拥有动态能力,不断更新和重构资源和能力,才能获得动态和持续的创新。

**关键词:** [超竞争环境](#) [资源](#) [动态能力](#) [创新](#)

**Abstract:** The relationship between dynamic capabilities and innovation is a black box. Drawing from both the resource-based view and the dynamic capability perspective, the different roles played by a firm's resource stock and dynamic capabilities in the process of firm innovation are theoretically explored and empirically examined. The electronic information enterprises in Fujian Province are taken as research targets. Samples are collected by using questionnaire as a data collection tool. After the empirical study on these samples by using factor analysis, structural equation model, etc, the results indicate that the resource directly affect dynamic capabilities and dynamic capabilities directly affect innovation. Additionally, it is also found that the relationship between resource stock and innovation is mediated by dynamic capabilities. That is, merely possessing well-endowed resource is not sufficient for innovation in the hypercompetitive environment. The dynamic capability to renew and reconfigured its resources and capabilities and align them with the changing environment is of vital importance to the firm dynamically and constantly innovations.

**Keywords:** [hypercompetitive environment](#) [resource](#) [dynamic capability](#) [innovation](#)

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