

管理学在中国

传统文化基因与中国本土管理研究的对接：现有研究策略与未来探索思路

刘人怀,姚作为

1.暨南大学战略管理研究中心; 2.广东行政学院管理学部

摘要:

中华传统文化的独特基因是由核心框架及其应用概念构成的复杂层次结构。为借助独特基因来构建中国本土管理科学,学术界运用了文化核心植入式与文化情境嵌入式2种策略。前者将传统文化的特有基因当作本土管理学的内核植入到现有的西方管理学理论之中,在汲取前人文化精髓的同时,忽略了其与当前管理实践之间的不匹配。后者将文化视为中国本土管理研究中的环境变量,在借鉴西方管理理论与方法的同时,忽视了文化的内生角色。未来应采取将文化当作内生变量的研究策略,秉持辩证的认识论与本体论,逐步实现对传统文化独特基因的现代化解读,择取独特的研究视角,并根据问题来有效选择研究方法,由此扎实推进中国本土管理科学的健康发展。

关键词: 中国本土管理研究 传统文化基因 文化内生性 情境化嵌入 内核植入

The Jointing between the Traditional Culture Genes and Chinese Indigenous Management Research: Present Researching Tactics and Future Ways

LIU Renhuai,YAO Zuowei

1.Jinan University, Guangzhou, China; 2. Guangdong Institute of Public Administration, Guangzhou, China

Abstract:

The distinctive genes of Chinese traditional culture form a complicated multi layers system including many core constructs and their applying concepts. To build Chinese indigenous management science based on traditional distinctive genes, academia uses the culture core engrafted tactic and the culture context embeddedness tactic. The former engrafts Chinese cultural genes as the core of indigenous management theory into present western management theory, with which the genes' mismatch is neglected. The latter considers traditional culture as the environment variable in Chinese indigenous management research and has the aid of theory and methods of western management, but overlooks the endogenous role of traditional culture. In future, the tactic regarding the culture as the endogenic variable will be chosen to advance the development of Chinese indigenous management by making the dialectical epistemology and ontology, realizing gradually modern interpretation of Chinese traditional genes, applying special perspectives and selecting research methods according to practical questions.

Keywords: Chinese indigenous management research traditional culture genes culture endophytism context embeddedness core engrafted

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通讯作者: 刘人怀(1940~),男,四川成都人。暨南大学(广州市510632)战略管理研究中心教授、博士生导师;中国工程院院士,中国工程院工程管理学部副主任。研究方向为管理科学、板壳结构分析与应用。

作者简介:

作者Email: lrh@jnu.edu.cn

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