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知识位势、隐性知识分享与科研团队激励

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Knowledge perspective, potential knowledge sharing, and incentive mechanism in the basic research units

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摘要 结合高校基层科研团队独特的行为与需求特征,在考虑团队科研人员知识位势的基础上,通过分析科研人员在隐性知识分享中的博弈行为和隐性知识流动路径,探讨了隐性知识分享分类激励机制设计原则和框架,提出高校基层科研团队隐性知识分享分类激励的设计策略和建议。在考虑了科研团队人员的不同知识位势后,能够更具针对性的制定激励方案,提高隐性知识的显现可能性,达到组织与个体的双赢局面。

关键词: 知识位势 隐性知识 科研团队 激励机制

Abstract: Combining with the unique behaviors and demands characteristics of university basic research units and considering their knowledge perspective, the game model, the circulation pathway, and the principle and frame of potential knowledge sharing are studied, then the mode of potential knowledge sharing incentive mechanism in university research units is put forward. When these factors are all considered, it is able to design the motivation mechanism with more personality, and to improve the possibility of potential knowledge manifestation, and to ensure successful cooperative research and mutual benefits.

Keywords: knowledge perspective potential knowledge research group incentive mechanism

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