

文章摘要

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组织惯性的形成及其对我国民营企业转型的影响

The SFormationSofSOrganizationSInertiaSandSitsSEffectStotheSTransitionSofSPrivateSEnterprisesSinS0

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中文摘要:

惯性问题在企业组织运行过程中是切实存在的,惯性的存在严重束缚了企业的创新和变革。本文从“生态演化”和“认知惯性”两个方面分析了组织惯性的形成原因,剖析了我国特殊情境因素——传统文化以及企业成长历史对惯性形成的影响。基于惯性因素探讨了我国民营企业在在转型期出现的两个突出问题——权力交接中的“接班问题”和中新管理方法及技术的“不匹配”。探寻现象背后的原因,力求解决问题的钥匙。通过惯性分析,为民营企业提高创新能力指明了方向。最后,对克服组织惯性提出相关对策。

英文摘要:

The problem of inertia really exists in the operation of the organization, and the existence of inertia severely constrains the company's innovation and change. This paper analyzes the formative reasons of the organization inertia from perspective of "ecology evolution" and "cognition inertia". This paper further analyzes the special situational factors in our country, the traditional culture and the history of the organization development, taking the inertia. Based on this, using the factors of inertia, we discuss the two prominent problems which occurred in the transition of private enterprises in our country: the succession in the transition and the "mismatching" of new management method and technology in the management innovation. Finding the phenomenon means founding the key to resolve the problem. From the analysis of inertia, this paper indicates the direction to improve the innovation ability of the organizations. At last, we put forward some prospects for the methods to overcome the organization inertia.

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