



科研管理 2012, Vol. Issue (6) :8-15 论文 DOI:

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基于多层次分析的知识型员工创新绩效研究——考虑个人与组织双层面因素的影响

万青, 陈万明, 胡恩华

南京航空航天大学经济与管理学院, 江苏 南京 210016

The innovative performance of knowledge workers based on the multi-level analysis—Taking the effects of both individual level and organizational level into account

Wan Qing, Chen Wanming, Hu Enhua

College of Economics and Management, Nanjing University of Aeronautics and Astronautics, Nanjing 210016 China

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摘要 基于创新管理相关理论,提出了知识型员工创新绩效概念模型。该模型涵盖了个人与组织两个层面。在个人层面,模型描述了创新意愿同创新绩效的正向关系,揭示了吸收能力的调节作用和知识扩散路径的中介作用;在组织层面,模型阐释了创新氛围的调节作用。随后,通过对调查数据的多元线性回归和多层线性分析,验证了依据概念模型提出的假设。研究还发现,在吸收能力的不同阶段,知识扩散路径对创新绩效的促进作用存有差异。因此,对知识扩散路径的选择要同员工的知识吸收能力相匹配。

关键词: [创新氛围](#) [创新意愿](#) [知识扩散路径](#) [多层线性分析](#)

Abstract: On the basis of innovation management theory, a conceptual model of knowledge workers' innovative performance is proposed. This model contains both individual level and organizational level. At the individual level, the model describes the positive relationship between innovative intention and innovative performance, and reveals the regulatory effect of knowledge absorptive capacity and the intermediary effect of knowledge diffusion paths. At the organizational level, the model focuses on the interpretation of the regulatory effects of innovative atmosphere. Then, upon the survey data, the methods of multiple linear regression and Hierarchical Linear Analysis (HLA) are employed to verify the hypotheses based on conceptual model. The research also indicates that in the different stages of absorptive capacity, the promotive effects on the innovative performance through knowledge diffusion paths are various. Therefore, the choices of the knowledge diffusion paths should be matched with the workers' knowledge absorptive capacity.

Keywords: [innovative atmosphere](#) [innovative intention](#) [knowledge diffusion path](#) [HLA](#)

Received 2010-11-02;

Fund: 江苏省高校哲学社会科学重大项目(基金号2010ZDXM014) (时间2010.9-2012.12); 航空科学基金项目(基金号2010ZG52069) (时间2010.10-2012.10); 重庆市自然科学基金

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