杭州电子科技大学

分布式领导与团队创造力的关系研究

费小燕

企业管理

朱妙芬　教授

年　月

费小燕

朱妙芬

年　月

Dissertation Submitted to Hangzhou Dianzi University

for the Degree of Master

Research on the relationship between distributed leadership and team creativity

Candidate: Fei Xiao Yan

Supervisor: Prof. Zhu Miao Feng

December, 2015

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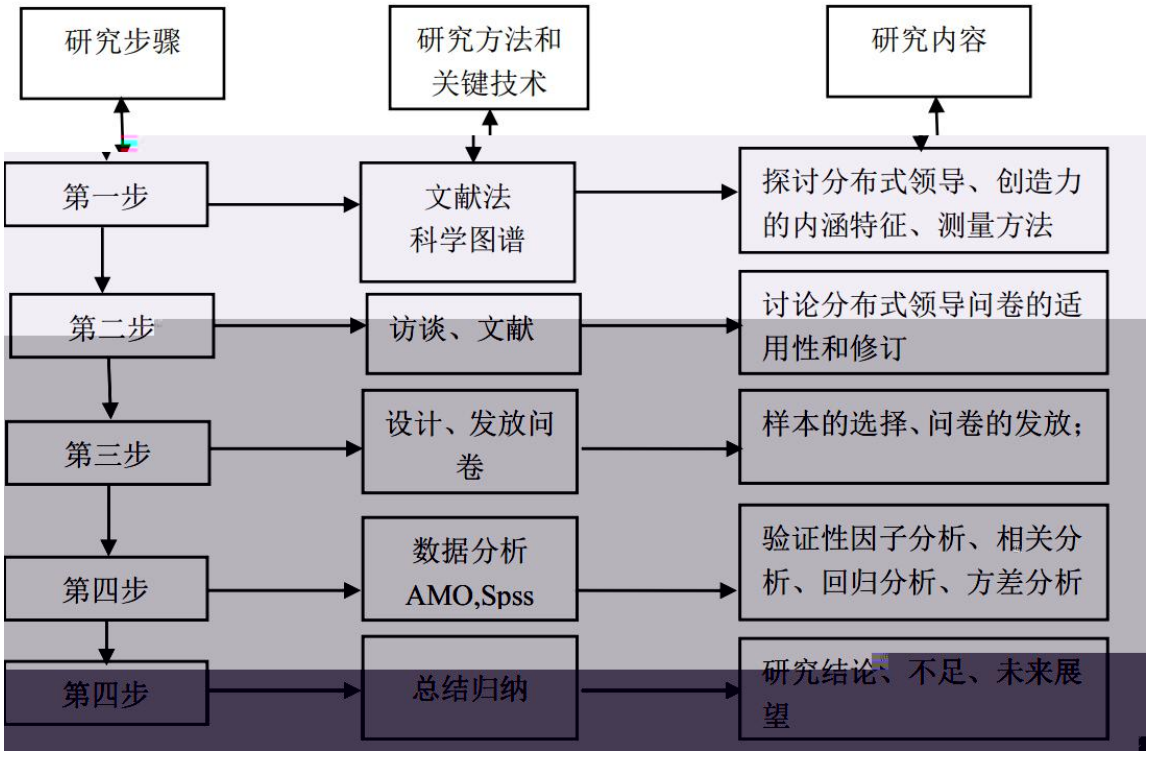
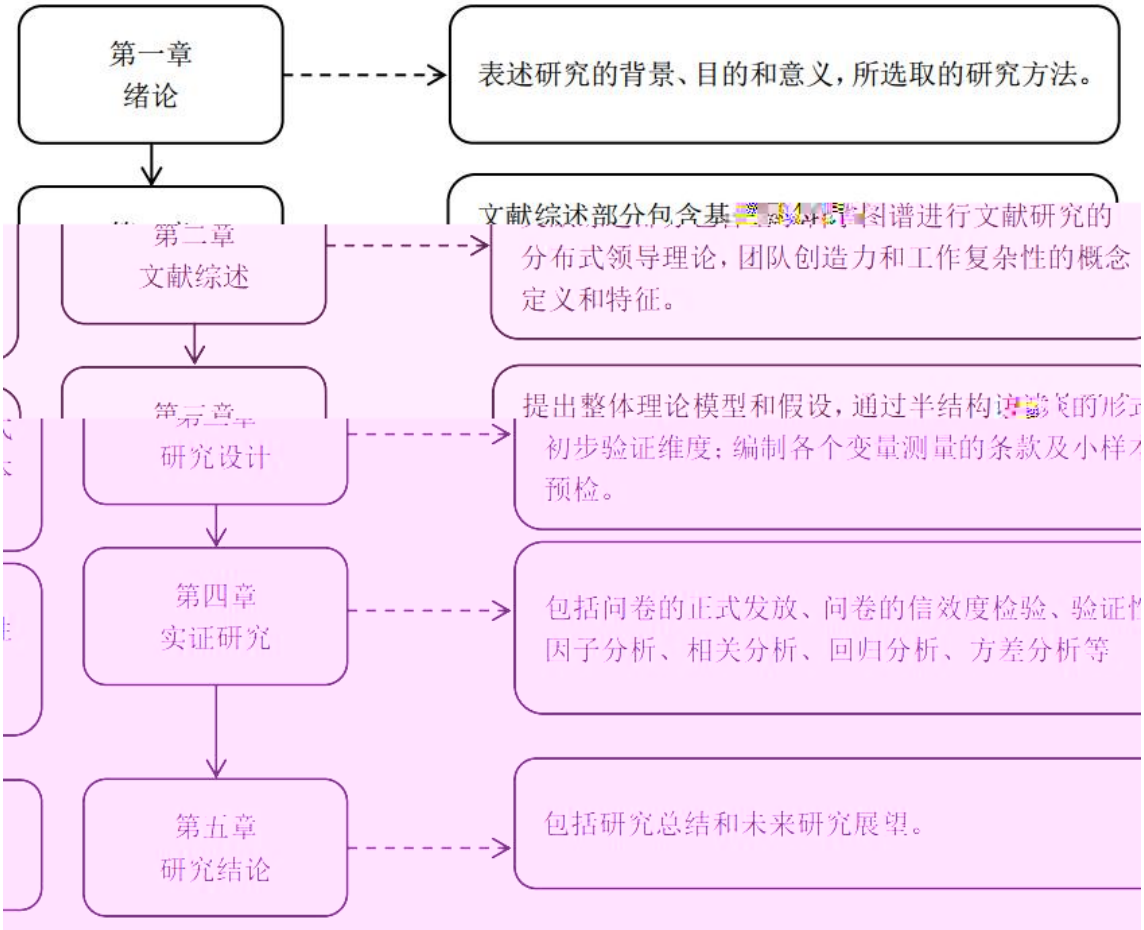

研究步骤
研究方法和关键技术
研究内容
第一步
文献法
科学图谱
探讨分布式领导、创造力的内涵特征、测量方法
第二步
访谈、文献
讨论分布式领导问卷的适用性和修订
第三步
设计、发放问卷
样本的选择、问卷的发放；
第四步
数据分析
AMO,Spss
验证性因子分析、相关分析、回归分析、方差分析
第四步
总结归纳
研究结论、不足、未来展望

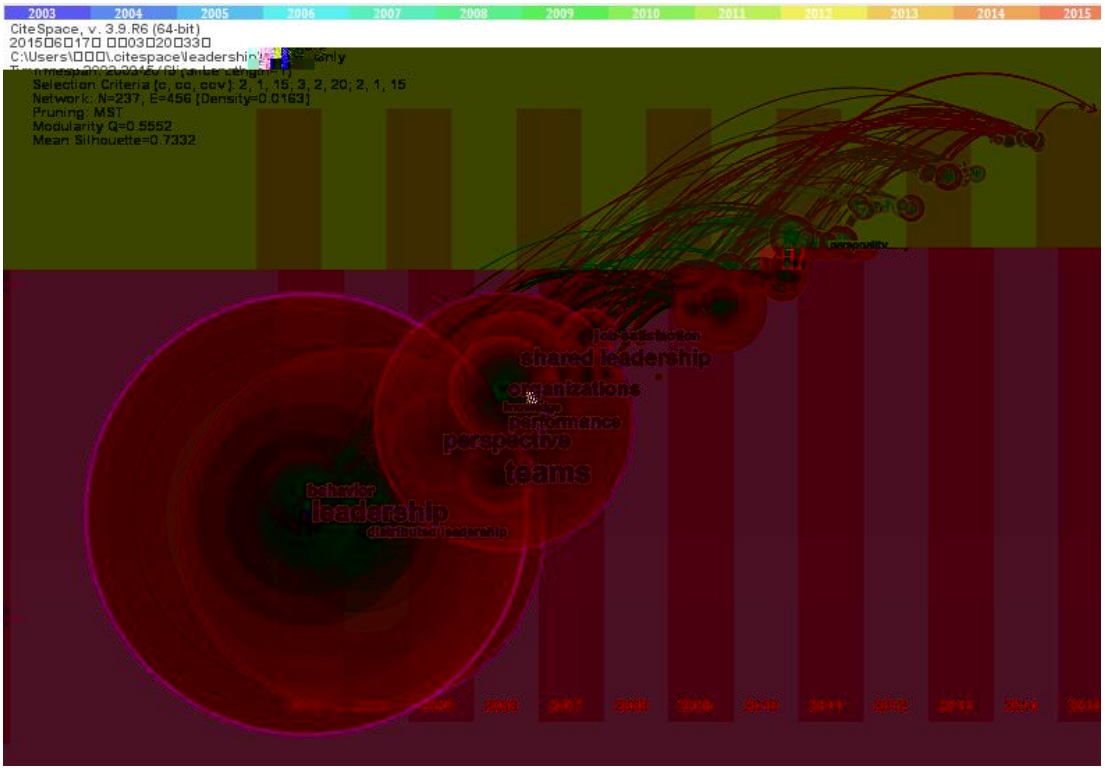

第一章
绪论
表述研究的背景、目的和意义，所选取的研究方法。
第二章
文献综述
分布式领导理论，团队创造力和工作复杂性的概念
定义和特征。
研究设计
初步验证维度；编制各个变量测量的条款及小样
预检。
第四章
实证研究
因子分析、相关分析、回归分析、方差分析等
第五章
研究结论
包括研究总结和未来研究展望。

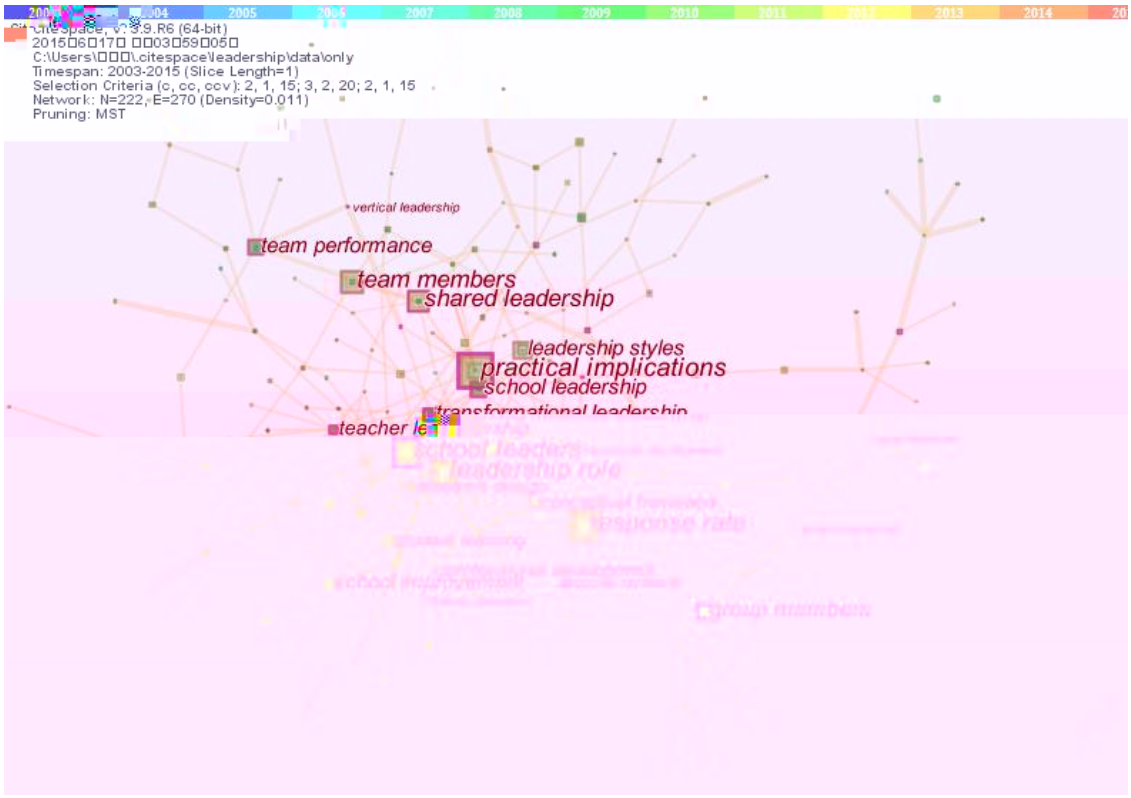
2 1 1 1

2 1 1 2

2 1 1 3

1


2003
2004
2005
2006
2007
2008
2009
2010
2011
2012
2013
2014
2015
CiteSpace, v. 3.9.R6 (64-bit)
Selection Criteria [c, cc, ccv]: 2, 1, 15; 3, 2, 20; 2, 1, 15
Network: N=237, E=456 [Density=0.0163]
Pruning: MST
Modularity Q=0.5552
Mean Silhouette=0.7332
shared leadership
organizations
performance
perspective
teams
leadership


2003
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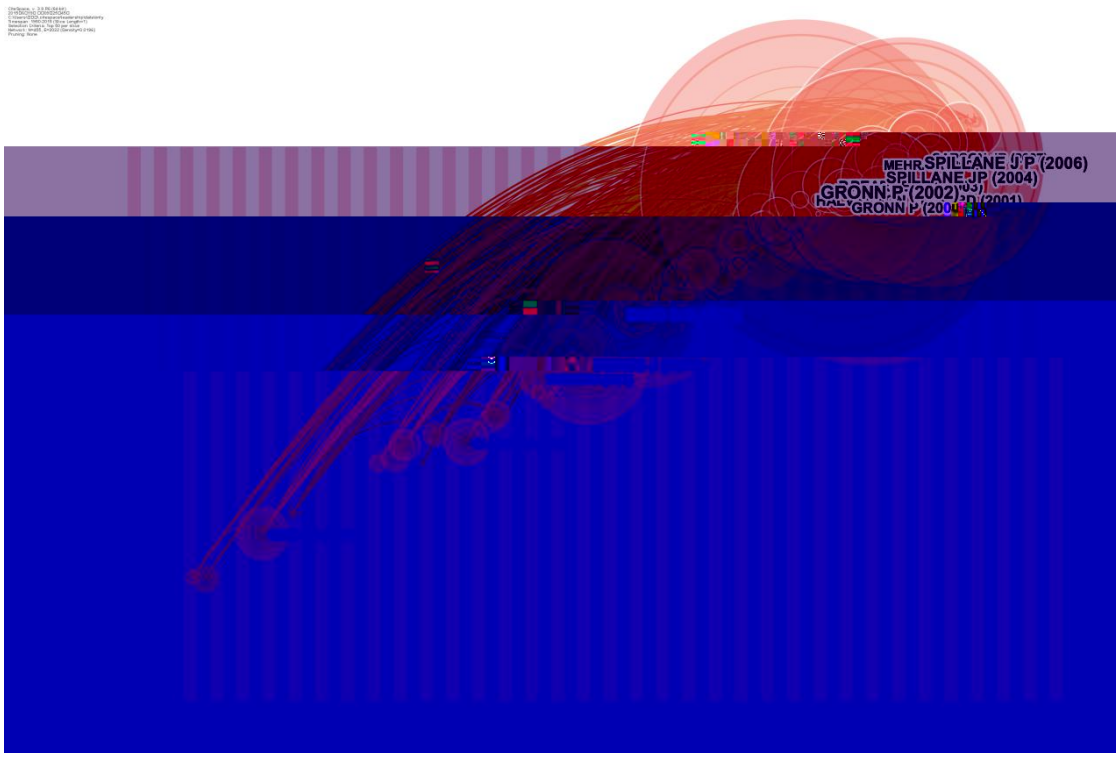
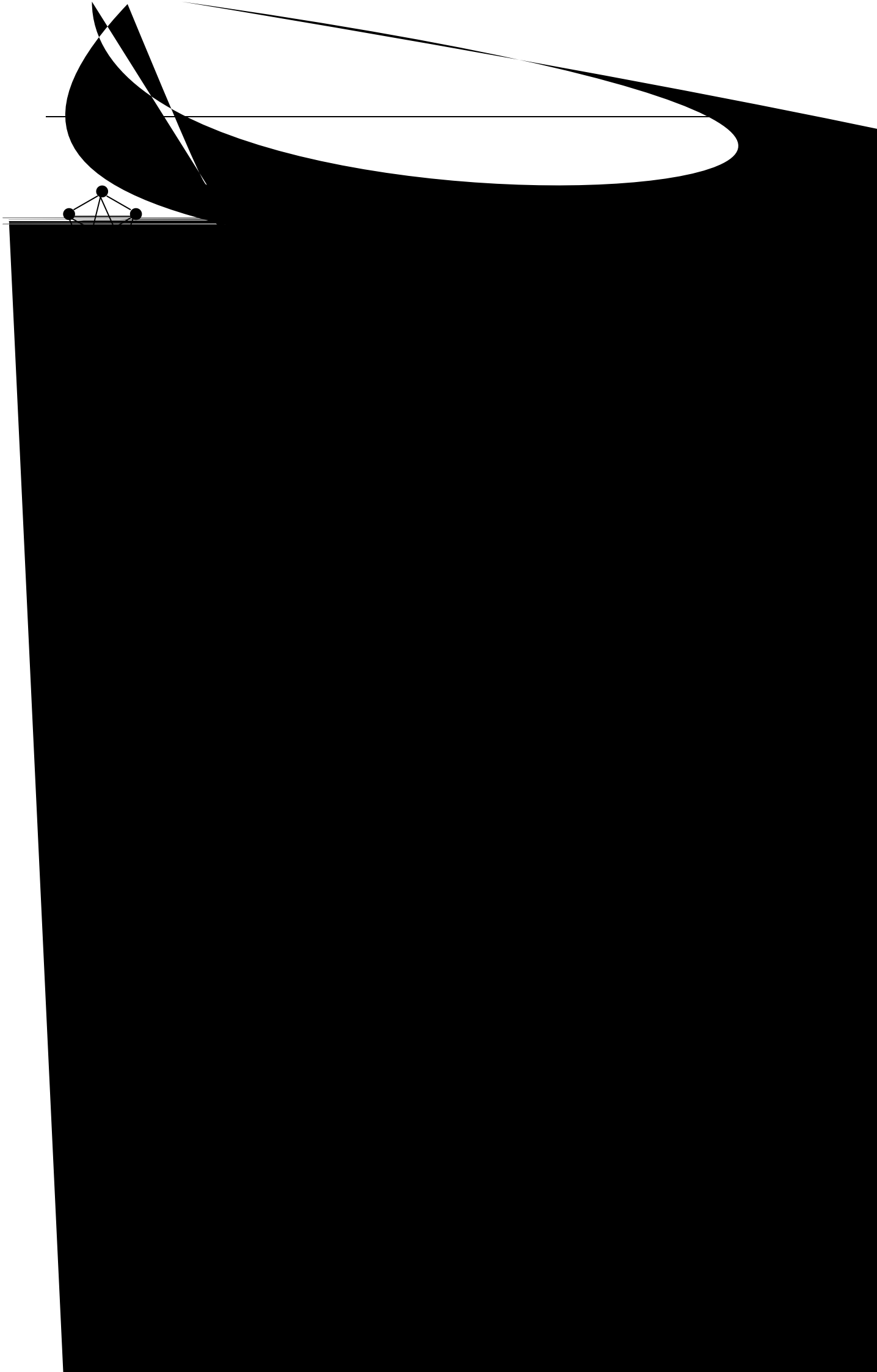
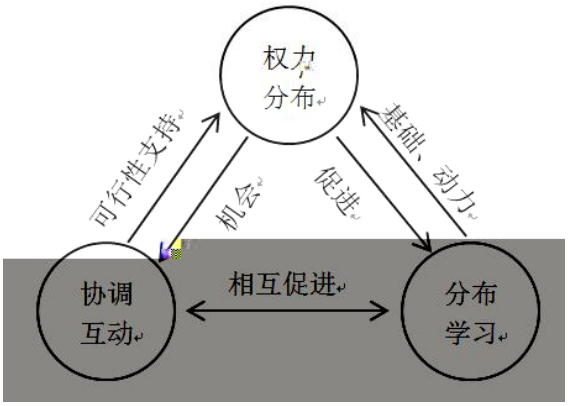
2014
CiteSpace, v. 3.9.R6 (64-bit)
2015□6□17□ □□03□59□05□
C:\Users\□□□\.citespace\leadership\data\only
Timespan: 2003-2015 (Slice Length=1)
Selection Criteria (c, cc, ccv): 2, 1, 15; 3, 2, 20; 2, 1, 15
Network: N=222, E=270 (Density=0.011)
Pruning: MST
vertical leadership
team performance
team members
shared leadership
leadership styles
practical implications
school leadership
transformational leadership
teacher le
school leaders
leadership role
response rate
group members

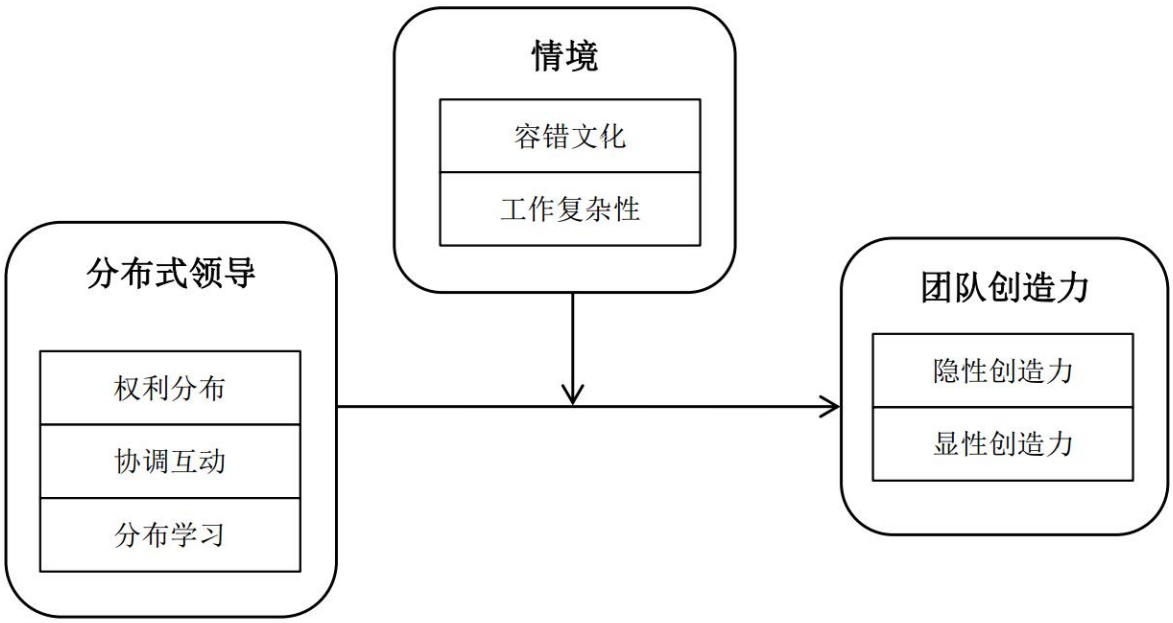
3


MEHR
SPILLANE J P (2006)
SPILLANE JP (2004)
GRONN P (2002)
GRONN P (2001)




权力
分布
可行性支持
机会
促进
基础、动力
协调
互动
相互促进
分布
学习

2 4 1 2


情境
容错文化
工作复杂性
分布式领导
权利分布
协调互动
分布学习
团队创造力
隐性创造力
显性创造力

H2:

H3:

3 1 2 1

3 1 2 2

3 3 5 1

3 3 5 2

3 3 5 3

1

	0.766		
	0.741		
	0.709		
	0.692		
	0.59		
	0.532		
	0.523		
		0.847	
		0.765	
		0.663	
		0.659	
		0.601	
			0.811
			0.765

2

		.561
		.816
		.868
		.717
		.580
	.725	
	.820	
	.822	
	.853	
	.805	

		.801
		.885
		.725
	.729	
	.824	
	.828	
	.857	
	.808	

3

	( )

WG WG

WG WG

$$WG = -\left(\frac{\overline{S_j}}{\sigma_{EU}}\right)$$

$$WG\ J = \frac{J\left[-\left(\frac{\overline{S_j}}{\sigma_{EU}} \right) \right]}{J\left[-\left(\frac{\overline{S_j}}{\sigma_{EU}} \right) \right] + \left(\frac{\overline{S_j}}{\sigma_{EU}} \right)}$$

$$\sigma_{EU} = \frac{A -}{\overline{S_i}}$$

J σ_{EU}

σ_{EU}

WG

WG

WG

WG

WG

$_{WG}$

$$ICC = \frac{MSB - MSW}{MSB + K - MSW}$$

$$ICC = \frac{MSB - MSW}{MSB}$$

WG

WG

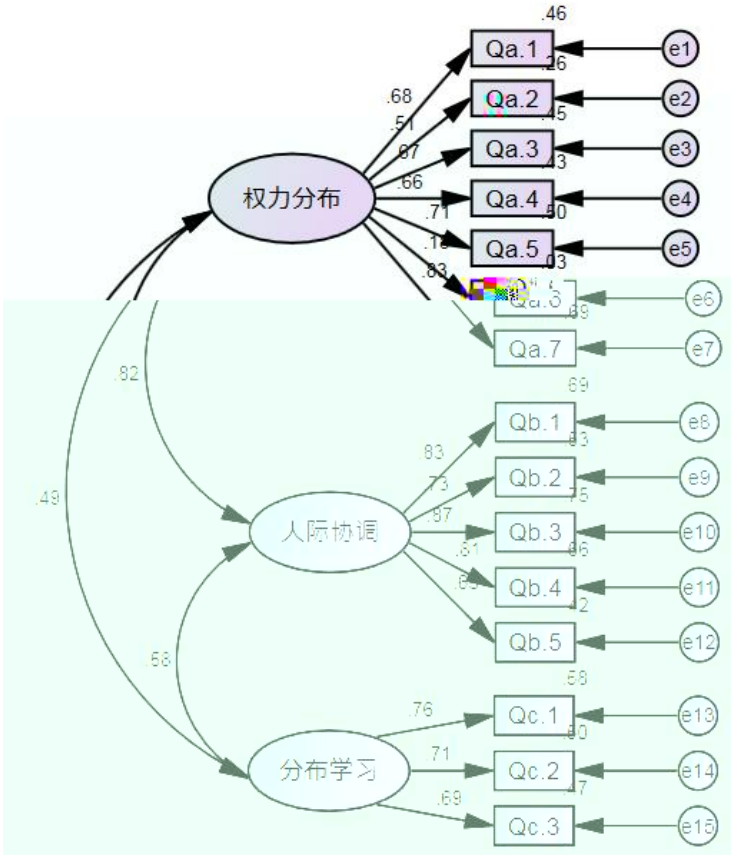
4 4 3 1

.761			
.552			
.746			
.703			
.523			
.600			
.718			
	.643		
	.861		
	.749		
	.596		
	.666		
		.808	
		.778	
		.720	

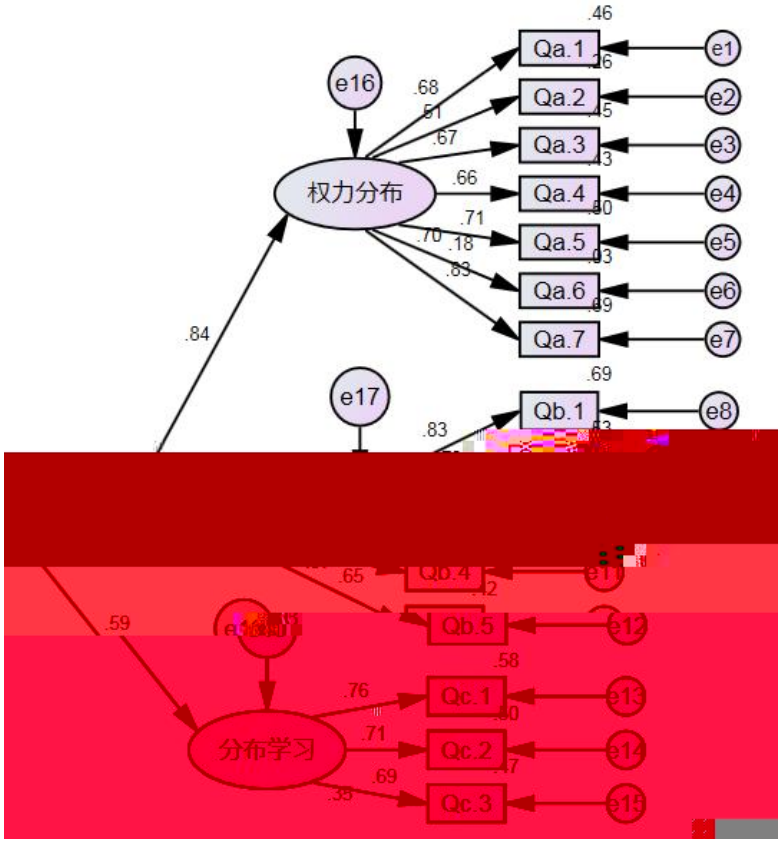
4 4 3 2

		.796	
		.887	
		.716	
	.720		
	.818		
	.830		
	.856		

.804



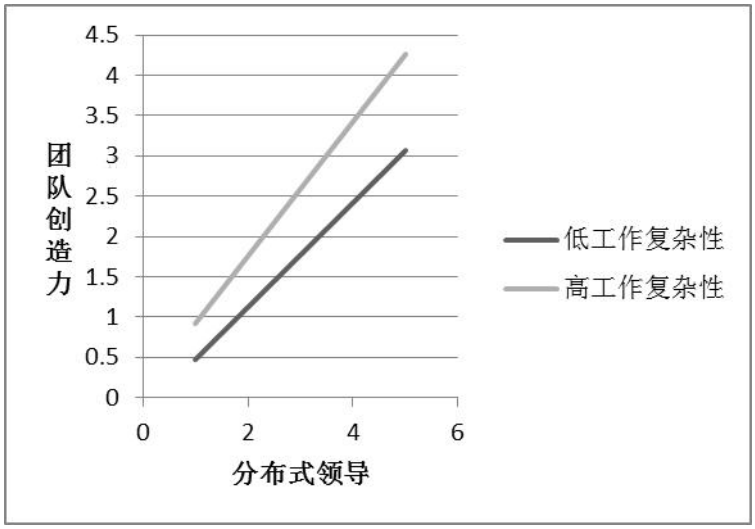
权力分布
人际协调
分布学习
Qa.1
Qa.2
Qa.3
Qa.4
Qa.5
Qa.7
Qb.1
Qb.2
Qb.3
Qb.4
Qb.5
Qc.1
Qc.2
Qc.3
e1
e2
e3
e4
e5
e6
e7
e8
e9
e10
e11
e12
e13
e14
e15
.46
.68
.51
.67
.66
.71
.83
.82
.49
.58
.83
.73
.87
.81
.76
.71
.69


.46
Qa.1
e1
e16
.68
Qa.2
e2
.67
Qa.3
e3
权力分布
.66
Qa.4
e4
.71
Qa.5
e5
.70
.18
.63
Qa.6
e6
Qa.7
e7
.84
e17
.69
Qb.1
e8
.83
.65
Qb.4
e11
.59
Qb.5
e12
.58
.76
Qc.1
e13
分布学习
.71
Qc.2
e14
.69
.35
Qc.3
e15

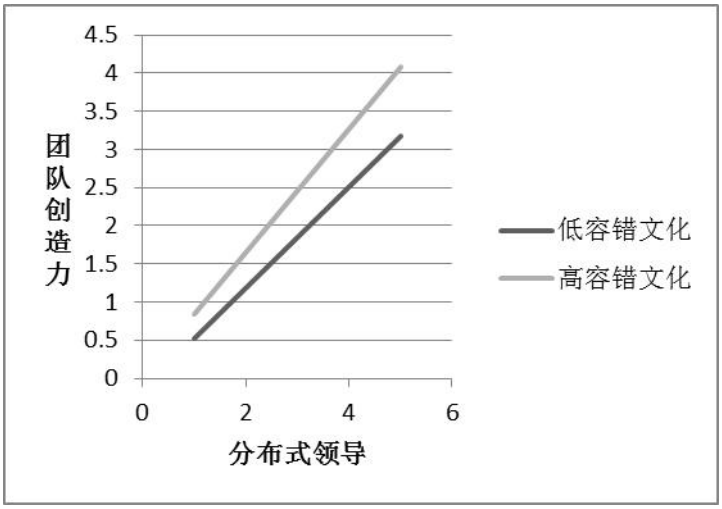
4 5 3 1

4 5 3 2

4 5 4 1



4 5 4 2


4.5
4
3.5
3
2.5
2
1.5
1
0.5
0
团队创造力
0
2
4
6
分布式领导
低容错文化
高容错文化

(1)

(2)

✓

		1	2	3	4	5