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组织中的明星研究回顾与展望

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摘 要: 组织的生存和发展被认为与其所拥有的人力资本息息相关。然而在组织中, 员工的能力和贡献并不是正态分布的, 往往存在少数优秀的员工, 其工作水平远高于其他员工, 他们在组织中像明星一样耀眼, 对组织绩效有至关重要甚至决定性的影响, 是组织人力资本最重要的组成部分。学术界专门针对这些组织高端人才的研究才刚刚起步, 本文对相关文献进行了回顾, 分析了明星员工自身的特点和属性, 论述了明星员工在组织中的影响作用, 探讨了组织对明星员工的管理问题, 并对未来研究方向进行了展望。

关键词: 明星员工; 高绩效个体; 组织高端人才

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一、引 言

Coff Kryscynski

2011

“ ” Pfeffer 2001 2000
Fast Company *The Great Talent Caper* “
”

2005

“ 300
” Facebook CEO “
100 ”

Call 2015

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二、明星员工的内涵

Kelly Caplan 1993
O'Boyle 2014

Aguinis

Oettl 2012

Call 2015

1

3

Beck 1
2013

表1 明星员工的定义

Kelly Caplan 1993		
Groysberg 2008		
Oettl 2012		
Aguinis O'Boyle 2014		
Grigorious Rothaermel 2014		
Call 2015		

Aguinis O'Boyle 2014

Borman Motowidlo 1993

Beck 2013

CEO

/
2010

/

Maltarich

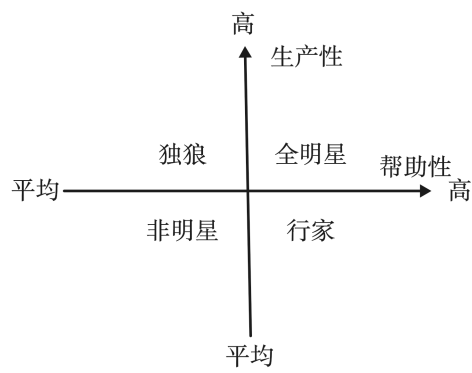
Merton 1968

Granovetter 1973

Grigorious Rothaermel 2014

Oettl 2012

1



Oettl 2012

图1 明星员工的分类

Oldroyd Morris 2012

三、明星员工对组织的影响

O'Boyle Aguinis 2012

CEO

Groysberg 2011

“ Burke 2007 20 ”

Lockwood Kunda 1997

2014

Grigorious Rothaermel

Azoulay 2010

5%—8%

Overbeck 2005

Lockwood Kunda 1997

Kim Glomb 2014

Lam 2011

/

2014

Tushman 1977

Grigorious Rothaermel

/

Aguinis O’Boyle 2014

21

30%

50%

—— “ ”

“ ”

Groysberg 2008

Groysberg Lee

2009

Groysberg 2008 Groysberg Lee 2009

四、明星员工的管理

“ ”

Call 2015
ability motivation
opportunity

Bunderson 2003

“ ”

/

“ ”

Buunk 2005

Cialdini 1976

Call 2015

Oldroyd Morris 2012

“ ”

“ ”

Nyberg 2010

3 12 545

Oldham Cummings

1996

DeShon 2004

Dahlin 2005

“ ”

Tierney Farmer 2004

Groysberg 2008

“ ”

五、结论与未来研究展望

Groysberg 2008 Oettl 2012 3%

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(112)

The Application of Big Data in Labor Market Research and Prospects

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Abstract: The internet has provided a novel data collecting tool for labor economics research. Because of the key advantages of internet-sourced labor market data like dynamic and timeliness it can be used to answer questions which are difficult to study with traditional data. Based on a literature review this paper discusses the origin process connotation and application of the internet-sourced labor market data. Then it summarizes methods for data collecting measuring indicators and potential problems as well as the corresponding solutions. At last it gives prospects for using big data to study national labor market for the purpose of promoting the application of big data in domestic labor economics research.

Key words big data labor market internet-sourced labor market data searching and matching

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(95)

Star Employees in Organizations A Literature Review and Prospects

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Abstract The survival and development of organizations are closely related to human capital owned by organizations themselves. However the distribution of employees' ability and performance is not normal. Instead there are usually a few excellent employees whose performance is much higher than other employees they shine as bright as stars in organizations have crucial even decisive effects on organization performance and are the important part of organizational human capital. The research of organization high-end talents in the academia has just started. This paper reviews related literature of star employees in organizations analyzes the characteristics and attributes of star employees elaborates the role of star employees in organizations discusses the management of star employees and makes prospects for future research.

Key words star employee high performer organizational high-end talent