

1.

Tomas 1926

Lewin 1935

field theory

1952 Lewin

Lewin

20 60

^[1] 20 70

Schneider 1975

^[2] Jones 1979

[3]

20 90

West Farr 1989

^[4] west

Anderson 1996

^[5]

2.

20 80

Rousseau 1988

[6]

Schneider 1990

[1] Litwin, G., String, R., *Motivation and organizational climate*, Boston:Harvard Business School Press, 1968, pp.124–156.

[2] Schneider, B., Organizational climates: an essay , *Journal of Applied Psychology*, 1975, 28 4 , pp.447–479.

[3] Jones, A.P., James, L.R., Psychological climate:dimensions and relationship of individual and aggregated work environment perceptions , *Organization Behavior and Human performance*, 1979, 23 2 , pp.201–250.

[4] West, M.A., Farr, J., Innovation at work: psychological perspectives , *Social Behavior*, 1989, 4 1 , pp.15–30.

[5] West, M.A., Anderson, N.R., Innovation in top management teams , *Journal of applied psychology*, 1996, 81 6 , pp.680–693.

[6] Rousseau, D.M., The construction of climate in organizational research International review of industrial and organizational psychology, 1988, 31 2 , pp.139–158.

[1]

3.

90

[2]

1999

Amabile 1996

[3] Isaksen

[4]

1

KEYS WEI

1

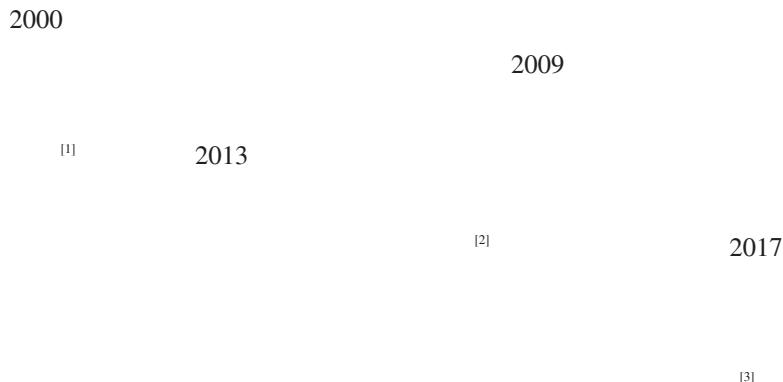
Siegel&Kaemmerer 1978	Siegel (SSSI) Siegel Scale of Support of Innovation	
Ekvall (1983)	CCQ) Creative Climate Questionnaire	
Amabile (1989)	(WEI) Work Environment Inventory	
Amabile (1996)	KEYS) Assessing the Climate for Creativity	
Anderson & West (1998)	TCI) Team Climate Inventory	
Isaksen (1999)	SOQ Situational Outlook Questionnaire	

[1] Schneider,B., *Organizational climate and culture*, San Francisco:Jossey-Bass Press,1990, p.136.

[2] 2008 2

[3] Amabile,T.M.,Conti,R.,Coon,H.,Lazenby,J.,Herron,M., Assessing the work environment for creativity , *Academy of Management Journal*,1996,39(5), pp.1154-1184.

[4] Isaksen,S.G.,Lauer,K.J.,Ekvall,G., Situational Outlook Questionnaire: a measure of the climate for creativity and change , *Psychological Reports*,1999,85 2 , pp.665-674.



1.

[4]

[5] Amabile

[6]

[1]	KEYS	2009	4
[2]		2013	8
[3]			
2017	5		
[4]	Amabile,T.M.,Conti,R.,Coon,H.,Lazenby,J.,Herron,M., Assessing the work environment for creativity , <i>Academy of Management Journal</i> ,1996,39 5 , pp.1154–1184.		
[5]	Ryan,R.M.,Deci,E.L., Self- determination theory and the facilitation of intrinsic motivation,social development, and well-being , <i>American Psychologist</i> , 2000,55 3 , pp.68–78.		
[6]	Silvia,P., Interest:the curious emotion , <i>Current Directions in Psychological Science</i> , 2008,17 1 , pp.57–60.		

[1]

[2]

Amabile 1997

[3]

[4]

1

2.

Shalley

2004

Grant&Berry 2011

[5]

Litchfield 2008

[6]

[7] Batson 1987

[8] Grant 2007

[1] Amabile, T.M., Barsade, S.G., Mueller, J.S., Staw, B.M., Affect and creativity at work , *Administrative Science Quarterly*, 2005, 50 3 , pp.367–403.

[2] Amabile, T. M., Conti, R., Coon, H., Lazenby, J., Herron, M., Assessing the work environment for creativity , *Academy of Management Journal*, 1996, 39(5), pp.1154–1184.

[3] Amabile, T.M., Motivating Creativity in Organizations , *California Management Review* 1997, 40 1 , pp.42–53.

[4] Deci, E.L., Ryan, R.M., The what and why of goal pursuits: Human needs and self-determination of behavior , *Psychological Inquiry*, 2000, 11 4 , pp.227–268.

[5][7] Grant, A.M., Berry, J.W., The necessity of others is the mother of invention: Intrinsic and prosocial motivations, perspective taking, and creativity , *Academy of Management*, 2011, 54 2

^[1] Gebauer 2008

pressure-
based

pleasure-based

→

→

[1]

3

1

