The Innovation Promoting Effect Research Prospect of Science and Technology Innovation Team Based On the Conflict

Tao WAN, Jie-hua ZHU* and Ying-ying ZHANG

Xi'an Technological University, 2Xuefu Road, Weiyang District, Xi'an, Shaanxi, China

*Corresponding author

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Abstract. Flexible use of conflict mechanism can improve team effectiveness; it becomes the important means of human resource management. But how to actively use the constructive conflict to improve innovation and strengthen the expected effect, it is the key that science and technology innovation team decides whether to use conflict mechanism and how to construct innovation management mechanism based on the conflict mechanism. On the basis of the insight into conflict mechanism inspiring team innovation, this research respectively studies the innovation promoting effect of conflict mechanism on science and technology innovation team and innovation management mechanism, studies how to promote team innovation and innovation capability evaluation based on the mechanism of conflict. Finally, based on the study results to propose substantive strategies and suggestions, the research results provide the theoretical basis and guidance to innovation management means in the team management practice; will also enrich the research methods and means of related issues in the field of team innovation management.

Introduction

The active use of constructive conflict has become an increasingly important tool for human resource management because it can greatly improve team efficiency. However, how to strengthen the expected role of the innovation team on the basis of improving the innovation ability and improving the innovation management mechanism is the key issue for the innovation team to decide whether to use the conflict mechanism and how to carry out the innovation management. According to modern organizational theory, no conflict or too few conflicts can lead to organizational stagnation and inefficient decision-making [1]. Beneficial conflicts have a strong influence on the team's motivation and results [2]. The purpose of team conflict management is to make the conflict play a positive and positive role [3]. It should include guiding team conflicts in a timely manner, keeping the team at the right level, and inspiring the innovative spirit of team members. It is based on the conflict mechanism and its leadership for effective conflict management, to stimulate constructive conflicts and improve the innovation ability of team members as an innovation-driven human resource management model.

Domestic and Foreign Research Status and Development Dynamic Analysis

The conflict mechanism of the science and technology innovation team's research on innovation ability and its team innovation management is the operating condition that the researchers can't reflect the conflict mechanism and the innovation management of the team in order to overcome the existing research. This condition is an attempt to improve the fundamental flaws in the innovation of the science and technology innovation team and the dynamic process of team innovation management. At present, there is no relevant literature. The promotion effect of team innovation management based on conflict mechanism has different degrees of research. The following is the analysis of the status quo and development of the promotion mechanism of teamwork innovation management.
The research content of this project is shown in figure 1. It studies the promoting effect of conflict mechanism on the innovation of scientific and technological innovation teams. It studies conflict mechanism by combining conflict differentiation and optimal state characteristics of team conflict from two perspectives of grounded theory and game theory, and further studies the promoting effect of conflict mechanism on the innovation of scientific and technological innovation teams.

The Conflict Mechanism Is Studied by Combining the Conflict Discrimination and the Best State Characteristics of Team Conflict

Analyze the Impact of Conflict on Team Innovation

Firstly, it analyzes the root causes of conflicts, the analysis of conflicts and the conflict nodes they contain, the number and distribution of conflicts, and the representations within and between teams, and the needs of technological innovation teams caused by conflicts. It also analyzes the conflict mechanism by the generation and duration of a single conflict and its intensity characteristics, the law of enhancement or attenuation, and the temporal and spatial distribution of multiple conflicts. Secondly, based on the analysis of the conflict mechanism, this paper proposes the measurement index of the impact of conflict on innovation, analyzes the nature of the indicator and gives the calculation method, so as to analyze how the conflict mechanism promotes the innovation performance of a single individual and between individuals, and how to promote the innovation performance of a single team and the overall organization. In this study, we designed the
measurement index of the impact of conflict mechanism on the innovation performance of science and technology innovation team, and gave its nature and algorithm.

The Optimal Conflict State Model Is Established Based on the Duality of Conflict

From the perspective of individual preferences of team members, it is possible to conflict with any time and place in the team, aiming at maintaining the best state of conflict as much as possible, from the perspective of the R&D process of the technology innovation team and the characteristics of the members of the S&T team. From the perspective of the life cycle of the technology innovation team, the conflict duality research is carried out, the conflict optimal state model is established, and then the various deformations of the model are studied. The effective solution method is designed and the constructive conflict selection strategy is given. From the perspective of the leadership of science and technology innovation team, combined with the individual behavioral preference of team members, based on the promotion effect of constructive conflict, the team innovation model under different circumstances was constructed, effective solutions were designed, and team innovation was promoted.

The Research Proposale and Technical Route

Choose 10-20 leading enterprises with strong science and technology innovation capabilities or science and technology innovation team of universities (such as China North Industries Group and
the Science and Technology Innovation Team of Xi'an Jiaotong University) to conduct research on their team leaders and personnel management departments. Using personal in-depth interviews and team focus interviews, two common qualitative research methods are used to analyze the status quo of innovation ability of scientific and technological innovation teams. In the face of conflicting attitudes, how to avoid destructive conflicts, whether to stimulate constructive conflicts, and constructive conflicts in-depth research on whether team innovation has a facilitating effect and what kind of promotion effect (need to construct theoretical problems and develop interview outlines). Then gain insight into building an efficient science and technology innovation team and tracking the data required for the research (data traceability for available data and data collection for missing data). Based on the above research results, research team members' innovative ability and explore the best technology innovation team building strategy.

We should apply the theoretical results to the actual situation; select the representative team to verify the promotion effect of the conflict and the effectiveness of the scientific and technological innovation team management mechanism. Select representative teams with strong scientific and technological innovation capabilities (universities, research institutes, military industrial enterprises, high-tech development zones), such as Xi'an Jiaotong University, AVIC, China Ordnance Corporation, Zhongguancun, Xi'an High-tech Development Zone, etc. And according to the different situations of different types of conflicts, the implementation results of the designed strategies are verified by actual measurement and simulation. The effectiveness can accelerate the innovation management of the technology innovation team of the evaluation strategy and the revision of the strategy. Finally, the operability of the science and technology innovation team based on the conflict mechanism is innovative, which greatly promotes the innovation effect of the technology innovation team.

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