

題目	創業者能力特質及其核心團隊組成因素之研究－以研究機構離職創業為例
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摘要	<p>高科技產業具有產品生命週期短、環境不確定性高的特性，從而持續創新與快速反映之能力是高科技創業者成功的必要條件。從相關研究中亦可得知，創業績效主要受到創業主個人特質與環境的影響，然而對與創業者特質密切相關的創業團隊，大部分研究集中在探討團隊組成因素及其對創立企業類型的影響上，鮮少涉及二者之互動關係。因此本研究試圖以創業者之經歷與事業相似度，探討創業者之核心能耐與團隊組成因素之關聯性，同時探討所組成創業團隊的完整性對新創立公司競爭力之影響。</p> <p>本研究以具有中科院就職背景的創業者作為研究高科技創業歷程的研究標的，並以個案研究法，藉由深入訪談內容分析，形成以下研究命題，做為後續研究及創業者的參考：</p> <ol style="list-style-type: none"> 1. 事業相似性程度越高，創業者核心能耐偏向專業技術能力；事業相似性越低，創業者核心能耐則偏向管理技能或創新能力。 2. 事業相似性低創業者其個人網絡關係將較具廣度；事業相似性高創業者其個人網絡關係將較具深度。 3. 若創業者核心能耐傾向技術能力，則創業團隊將會形成「師徒式團隊」；反之，創業者核心能耐傾向管理技能或創新能力時，則創業團隊將會形成「專業團隊」或「任務型團隊」。 4. 若個人網絡關係傾向具深度，則創業團隊將會形成「師徒式團隊」；若個人網絡關係是具廣度的，其核心團隊將形成「專業團隊」。
關鍵字	創業團隊領導者、核心能耐、高科技創業、創業團隊
Title	The Relationship Between the Competence of Entrepreneur and Team-Up Factors of Start-Up Core Group Examples From Spin-Off Groups of Research Institutes
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Abstract	<p>Innovation competence and quick response capability become necessity of successful Hi-Tech start-ups due to the industrial nature such as short PLC and high environmental risk. Literature reviews also show that start-up performance depends mainly on the characteristics of Entrepreneurs and the environment. While start-up team as well as the Entrepreneur is a critical factor for start-ups, most researchers focus on the team-up factors and their influences on the start-up types. However, almost no research put effort on the interactions between the entrepreneur and his start-up team. Thus, this research tries to find out the correlation between core competence of entrepreneur and the team-up factors. In</p>

	<p>addition, functional completeness as an important aspect of start-up team also is discussed on its relationship with the competitive competence of the start-up.</p> <p>This research takes entrepreneurs with CSIST (Chung-Shan Institute of Science and Technology) background as research samples. Following prepositions are proposed as results of case study analysis:</p> <ol style="list-style-type: none"> 1.Core competence of the entrepreneur is related with his personal career. The higher career similarity between the start-up and former career will yield technology core competence, otherwise, the management or innovation competence. 2.Career similarity also related with entrepreneur’s personal networking. The higher similarity leads wider scope of relationship networking, on the other hand, depth of every relationship is increased. 3.Entrepreneur with technology core competence will lead “Mentoring” team, while others are “Professional” and “Task” teams. 4.Deep network relationship will form “Mentoring” team, while wide scope network becomes “Professional” teams.
<p>Key Words</p>	<p>the leaders of teams of start-up, core competence, hi-tech start-ups, teams of start-up, entrepreneur</p>