Research on Hot Topics and Frontier of Chinese Entrepreneur team: Bibliometric Analysis Based on CiteSpace

Yun Wang*, Bixiang Zhu

School of Economics & Management, Nanjing University of Science & Technology, Nanjing, China

*Corresponding author: yunyun131412@163.com

Abstract. Compared with individual entrepreneurship, entrepreneurial teams have more advantages in entrepreneurial activities. More and more scholars pay attention to team entrepreneurship and do a lot of research on it.his paper retrievedbrelevant literatures of domestic entrepreneurial team studies from January 1, 2001 to December 31, 2020.It can be seen from the existing literature that new ventures and entrepreneurial performance, previous experience and heterogeneity of entrepreneurial teams are the hot spots of current research.In this paper, the development context and theoretical evolution of domestic entrepreneurial team research are comprehensively and systematically analyzed by visual knowledge graph, and the rational composition of entrepreneurial team and the behavioral integration of entrepreneurial team are the future research directions.

Keywords: entrepreneur team; entrepreneur performance; entrepreneur team heterogeneity; entrepreneur team governance.

1. Introduction

Since the 18th National Congress of the Communist Party of China (CPC), with the continuous promotion of comprehensively deepening reform and the release of a series of policy dividends, China's domestic entrepreneurial activities are booming, giving birth to a large number of new industries and new models. The economic form promoted by a new round of entrepreneurial wave has become the new kinetic energy of China's economic development under the new normal. However, we should also be soberly aware that while the scale and quantity of entrepreneurial activities continue to grow, the quality and efficiency of entrepreneurship are not satisfactory. Compared with mature enterprises that have stepped into the track of stable development, the growth performance of new enterprises is often not optimistic due to their inherent shortcomings in market, brand, management and core technology [1].According to the Global Entrepreneurship Monitor (GEM)2017/2018 China Report released by Tsinghua University in 2018, the high rate of business failure has led to a 41% increase in the fear of business failure among Chinese entrepreneurs, while the proportion of entrepreneurs who believe they have the ability to start a business has dropped to 28%.The problems of low quality and low growth performance in entrepreneurial practice have aroused great attention in academic circles, especially in the context that entrepreneurial activities have become the new driving force of economic growth in China. It is particularly important to explore the connotation, measurement methods, influencing factors and corresponding mechanisms of entrepreneurial performance from different perspectives.

Domestic scholars have conducted in-depth literature review research on entrepreneurial teams from different perspectives and adopting different methods, but it is still insufficient. First, so far, although some scholars have been exploring the relationship between entrepreneurial team members constitute the heterogeneity and entrepreneurial performance study add more intermediate variable or adjust variables, through the establishment of a more complete team to understand the nature of the entrepreneurial team, business model is still a lot of research attention is the external factors and macro factors team entrepreneurship, Including the variability of entrepreneurial environment, innovation level of entrepreneurial industry, cultural characteristics and differences of team, etc. [2]. Or focus on the characteristics of certain members of the team, such as entrepreneurial leadership. From the current domestic studies, there are few studies that have really entered the micro level of entrepreneurial team and revealed the relationship between team composition and entrepreneurial performance by analyzing entrepreneurial team behavior [3].Secondly, although relevant researches have attempted to understand team entrepreneurship from multiple perspectives, their analytical perspectives are static and one-sided, failing to systematically grasp the essential characteristics of team entrepreneurship. So, in order to better develop team entrepreneurship research, it is necessary to build up to system description team entrepreneurship theory framework, and on this basis, actively expand under the condition of different social situation team entrepreneurship case studies and empirical research, and constantly revised and perfect theoretical system and rich empirical research conclusions and results.

Both theory and practice show that team entrepreneurship is the most important form of entrepreneurship at present. Compared with individual entrepreneurship, team entrepreneurship has advantages in resource integration and business opportunity development, but due to the diversity of internal members, it is difficult to give full play to the synergistic effect of 1+1>2, namely entrepreneurial ability, as individual entrepreneurs do. Domestic research on entrepreneurial team mainly focuses on the relationship between entrepreneurial team members (trust or conflict), team heterogeneity and team cognition. Entrepreneurial ability has always been regarded as the key to entrepreneurial success. For entrepreneurial teams, entrepreneurial ability is reflected in the complementarity and coordination of heterogeneous human capital of each member, which is reflected in the heterogeneous structure of entrepreneurial teams [4].

Based on the research literature of entrepreneurial teams collected by CNKI database as the sample source, this study uses bibliometric analysis method and CiteSpace software to conduct knowledge graph analysis on the literature of domestic entrepreneurial teams, and strives to explore the research status of entrepreneurial teams under The Chinese context and discourse system to clarify research hotspots and development trends Grasping the research frontier in the future, it is expected to provide beneficial exploration for further promoting the theoretical research and practical development of innovation and entrepreneurship with Chinese characteristics in the new era.

2. The basic funamental of BP neural network

2.1 Method

The bibliometric analysis method is a mathematical statistical analysis method which takes the external characteristics of the literature as the research object and discusses the development status and research hotspots of the discipline according to the law of literature growth and decline. In order to visually analyze the development and evolution, research frontiers and future research directions of domestic entrepreneurial team research, this paper uses CiteSpace to visually analyze relevant literatures.

2.2 Data collection and collation

In order to ensure that the literature samples selected for this study are representative, the coverage of various alternative literature databases is considered comprehensively Utilization rate and recognition, the CNKI database was selected as the case source database, and in order to ensure that the selected literature could truly reflect the high level of domestic entrepreneurial team research, the data source of the literature was further focused on CSSCI source papers included by CNKI CSCD source papers, select advanced search, select the search time range of 2001 and 2020, set the search format as: determine the keyword as entrepreneurial team, and match the accurate search mode.

In order to better present domestic hot issues related to entrepreneurial team research through keywords, a series of keywords were normalized as follows: (1) Eliminating invalid keywords. Keywords irrelevant to the research theme, such as inspiration, development, influence and model, were removed from the literature. Through the interpretation of the literature involving these keywords, it was found that these keywords were not very relevant to the research of entrepreneurial team, so they were removed. (2) Merging similar keywords. There are some similar keywords in the literature, such as corporate social capital -- social capital. By combining these keywords, the frontier hot spots of entrepreneurship research can be captured more accurately. (3) Refining the high frequency keywords. In the process of literature analysis, the direction of some high-frequency keywords is not clear. For example, it is not clear whether the subject of "entrepreneurship" is farmers, college students or small and medium-sized enterprises. These fuzzy high-frequency keywords need to be directed to the specific and explicit connotation, through the comparison of these fuzzy keywords and the content of the article, to determine their specific direction.

After preliminary screening, the retrieval results were manually sorted out, and the relevant literature inconsistent with the theme in the paper call for duplicate literature conference were removed. Finally, 155 valid journal papers were obtained as the main research information sources.

3. Descriptive statistics of domestic entrepreneurial team literature

3.1 Time distribution

Figure 1 shows the changes of the amount of research literature related to Chinese entrepreneurial teams in CNKI over time. Through literature statistical analysis, it is found that from 2000 to 2020, the research on entrepreneurial teams in China gradually heated up in 2008, and formed two peaks in 2014 and 2020, with the number of literatures reaching 15 respectively, showing an obvious growth trend as a whole. It can be seen that entrepreneurial teams have received extensive attention from Chinese researchers.

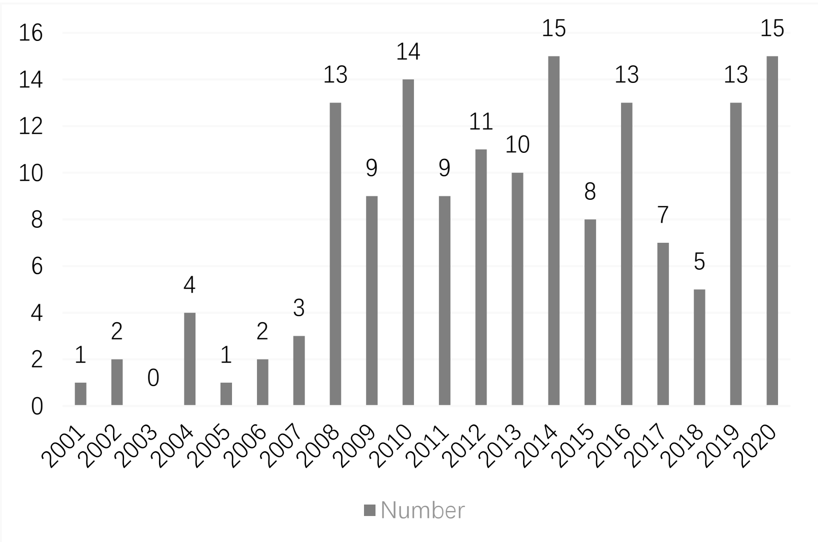

Figure 1. The annual amount of the research on entrepreneurial teams in CNKI

3.2 Analysis of high-yield institutions and high-frequency authors

The top ten institutions in terms of research publications of domestic entrepreneurial teams were counted by Excel (Table 1), and the institutions of higher learning with more publications were Wuhan University of Technology, Jilin University, Nankai University and Nanjing University. From the perspective of secondary institutions, many colleges and universities have some research on entrepreneurial team issues, mainly concentrated in the school of management, business school, School of Labor and Human Resources and school of Technology innovation research, which shows that different colleges pay extensive attention to this topic.

Table 1. Top 10 institutions in terms of the amount of the research on entrepreneurial teams

Numble	Name of issuing Institution	Number of post
1	Wuhan University of Technology: school of management	9
2	Jilin University: school of management	7
3	Nankai University: School of Business	6
4	Nanjing University: School of Business	3
5	Kunming University of Science and Technology: School of Management and Economics	3
6	Huazhong University of Science and Technology: school of management	3
7	Sun Yat-sen University: school of management	3
8	Anhui University of Finance and Economics: school of management	3
9	Renmin University of China: School of Psychology, School of labor and personnel	2
10	Tsinghua University: School of Economics and Management, Technology Innovation Research Center	2

Statistical analysis of the core authors in a certain field can reveal the representative scholars in this field, and then through the follow-up study of these scholars, we can have a deeper understanding of the major practical problems and cutting-edge methods in this field.

Table 2. Top 10 scholars terms of the amount of the research on entrepreneurial teams

Numble	Author	Number of Published Papers	Numble	Author	Number of Published Papers
1	Zhongwei Chen	14	6	Li Tian	4
2	Kefan Xie	9	7	Wei Zhang	4
3	Gang Chen	6	8	Chuhong Zeng	4
4	Renhong Zhu	5	9	Baoshan Ge	4
5	Wei Guo	5	10	Hong Lu	3

Among domestic scholars studying entrepreneurial performance, Zhongwei Chen ranks the first in terms of publications, and his research mainly involves the life cycle of new ventures, resource integration, entrepreneurial process, entrepreneurial learning and conflict management of entrepreneurial teams [5]-[6].Secondly, Kefan Xie published 9 articles on the topic of risk decision-making of entrepreneurial teams, mainly focusing on an organism with internal causal relationship such as team structure, risk allocation and benefit allocation, systematically studying the process mode of decision-making of entrepreneurial teams and the internal influence mechanism of decision performance [7].Gang Chen has published 6 papers, mainly from the perspective of risk perception of entrepreneurial team, to study the impact of risk perception of entrepreneurial team on entrepreneurial decision-making [2].

4. Research hotspots and evolution of domestic entrepreneurial teams

4.1 Keyword word frequency analysis

Keywords are a high summary of the content of the article, and the hot issues of entrepreneurial performance can be analyzed through the word frequency distribution of keywords, in which frequency and centrality are two key indicators to measure the importance of keywords. Run CiteSpace software, select "Keyword" for network Nodes, and set appropriate thresholds. There are 347 Nodes, 732 Links, and the network Density is 0. 0122.These keywords basically cover the focus and emphases of domestic entrepreneurial team research, and represent the hot spot in the field of entrepreneurial team research.

Table 3. Summary of high-frequency Keywords in entrepreneurial team research (2001-2020, frequency > 3)

Numble	Keywords	Frequency	Centrality
1	entrepreneur team	108	1.11
2	entrepreneur performance	16	0.03
3	heterogeneity	7	0.01
4	team performance	6	0.01
5	entrepreneurship	6	0
6	new venture	5	0.05
7	Entrepreneurial team Entrepreneurship	4	0
8	previous experience	4	0.02
9	ransactive memory system	4	0

By analyzing the basic information of the top 9 high-frequency keywords in entrepreneurial team research, it can be found that Chinese entrepreneurial team research mainly focuses on revealing the influence of the formation and composition of entrepreneurial team and the heterogeneity of entrepreneurial team on entrepreneurial performance [8].Entrepreneurship in the keyword entrepreneurial team is the subject of the entrepreneurial team, which is the behavior of collective innovation, cognition sharing, collaboration and enterprising, and risk sharing formed by the whole team [9].According to literature analysis, existing studies on team entrepreneurship mainly focus on the discussion of the concept of team entrepreneurship, the impact of team natural characteristics on team entrepreneurship and the impact of team entrepreneurship on enterprises.

The intermediate centrality refers to the ability of a node to connect to other nodes. The higher the value is, the higher the probability that the connection path between nodes passes through this point, which can be considered as an important node in the whole relationship network. Usually in co-occurrence networks, keywords with high centrality are likely to predict the future development trend. The research shows that, except for the entrepreneurial team, the centrality of new venture and entrepreneurial performance is the highest, which is 0.05 and 0.03 respectively, indicating that new venture and entrepreneurial performance are likely to be the focus of research, followed by previous experience (0.02), heterogeneity (0.01) and team performance (0.01) (see Table 3).

4.2 Keywords co-occurrence analysis

Run CiteSpace software, select "keywords" for the network node, and set "Timezone" to generate the Timezone atlas of keywords in the research field of the entrepreneurial team. Through the longitudinal analysis of the keyword time zone atlas, entrepreneurial team research can be roughly divided into three stages. According to the clustering of keywords in the sample, it can be divided into 44 categories, and the Q value is 0.697, greater than the critical value 0.3, indicating that the clustering is reasonable.

4.2.1 The first stage (2001-2008): research on entrepreneurial team formation

Keywords in this period mainly include new ventures and so on, which lays a solid theoretical foundation for the research of domestic entrepreneurial teams in the future. As a unique form of team, entrepreneurial team has its own complete life cycle, which is often matched with the life cycle of new ventures. It can be roughly divided into formation stage, development stage and disintegration stage. At any stage, there is always the question of team members coming in and going out and changing. The existence of this phenomenon will make quite a number of new ventures in the development of uncertainty: some enterprises are more dynamic because of the effective change of entrepreneurial team members, while others will be affected by this and not recover. The change of entrepreneurial team members is crucial to the survival and development of new ventures, and sufficient attention must be paid to facilitate a more comprehensive and profound understanding of the dynamic development of entrepreneurial teams and the growth of new ventures [10].

Through keyword frequency analysis and literature review, it can be found that the research on entrepreneurial teams in China mainly focuses on resource seeking after 2000, and the representative specific theories include human capital theory, social capital theory and resource dependence theory. The theory of human capital explains most about the change of entrepreneurial team members. According to this theory, human capital is an important factor for new ventures to achieve good performance, and the most important heterogeneous human capital is generally concentrated in entrepreneurs or entrepreneurial teams. Entrepreneurial teams can make use of their members' human capital to obtain social capital, financial capital and other forms of capital [11].

4.2.2 The second stage (2009-2014): research on entrepreneurial team heterogeneity

In this stage, nodes are dense and the links between keywords are close. The main keywords include entrepreneurial performance, heterogeneity, entrepreneurship and team performance. From the perspective of social cognition theory, scholars regard entrepreneur characteristics as an important explanatory variable to analyze entrepreneurial performance and believe that entrepreneurial subjects can achieve dynamic balance among opportunities, resources and organizations through learning. Research on pre-variables of entrepreneurial performance has always been a research focus in this field, and the discussion of influencing factors of entrepreneurial performance from different theoretical perspectives is helpful to find some internal mechanisms of the formation of entrepreneurial performance [12].Relevant domestic researches mainly systematically study the factors affecting entrepreneurial performance from the perspectives of social cognition, entrepreneurial ecology and strategic management. The social cognition theory regards the entrepreneurial team as the research object and holds that the key factor for the survival and further growth of the entrepreneurial enterprise lies in the entrepreneurial motivation and behavior of the entrepreneurial team. Meanwhile, as a learning theory, social cognition theory emphasizes that entrepreneurial subjects can master knowledge and cultivate entrepreneurial ability through learning, so as to improve entrepreneurial performance [13]. Due to the different types of entrepreneurial enterprises, and the impact of various dimensions of entrepreneurial environment on entrepreneurial performance in different situations also presents different results. Therefore, more and more scholars begin to explore the relationship between environment and entrepreneurial performance from a more diversified dimension, especially those phenomena that may have abnormal relationship. Research on entrepreneurial performance from the perspective of strategic management theory mainly focuses on the analysis of entrepreneurs' identification and exploitation of opportunities from the environment, emphasizing the impact of entrepreneurial strategic choice on entrepreneurial performance. Entrepreneurs can achieve entrepreneurial success by choosing strategies that match the entrepreneurial environment and opportunities [14].

A considerable amount of research has focused on team heterogeneity, whether it is the work team or the senior management team. The research on entrepreneurial team heterogeneity is based on these studies. There are different views on team heterogeneity. These views can be divided into two completely different categories: first, team heterogeneity is beneficial to the success and development of the team, and thus to the performance of the enterprise [15]. For example, Yang Jun et al. (2011) conducted an empirical study on the heterogeneity of entrepreneurial team experience and innovation strategy decision-making in new technology enterprises. They believe that the heterogeneity of entrepreneurial team's previous experience will affect the strategic innovation of new technology firms, and whether this force can be exerted depends on its matching with the process of team conflict. Second, heterogeneity of entrepreneurial team will bring bad results. Heterogeneity leads to great differences among team members, which is not conducive to communication and communication among team members. Heterogeneity also leads to conflicts within the team, which reduces team effectiveness and affects the final entrepreneurial performance [16].

Zhongwei Chen et al. (2008) first proposed the concept of entrepreneurship in entrepreneurial teams, and refined the essential characteristics of entrepreneurship in entrepreneurial teams into four dimensions: collective innovation, shared cognition, shared risks and collaborative progress. Entrepreneurial team Entrepreneurship is a dynamic concept, which goes with the growth of enterprises. An individual who is entrepreneurial at one stage may not be entrepreneurial at the next; Only when an enterprise possesses the core elements of entrepreneurship at each stage of its development can it always maintain its competitive advantage in the fierce market competition [17]. In general, the research on entrepreneurship has made some achievements, and a systematic theory has been formed in the interpretation of the definition and dimensions of entrepreneurship. However, the research on entrepreneurship of entrepreneurial teams is still worth exploring.

4.2.3 The third stage (2015- present): research on entrepreneurial team governance

At this stage, the influencing factors of entrepreneurial team governance on entrepreneurial performance are mainly studied, and researches focusing on relationship conflict behavior integration psychological ownership interactive memory system are also increasing [18], which may become the research direction and frontier in the future.

When discussing the corporate governance of team entrepreneurship, there are two competitive theoretical perspectives, namely principal-agent and human capital incentive. With general senior management team belongs to the nature of the cooperation of funds, and as a professional manager agent only compared to shareholders to carry out business activities, entrepreneurial teams have the real "human resources a combined" nature, and as a whole, is both the operator and owners, shareholders, directors and senior management roles at a suit, the power of the new ventures is unique. Therefore, from the perspective of governance purposes, new ventures must solve two problems simultaneously: one is the principal-agent problem. Although team members are business owners, in the case of information asymmetry, their residual claims and control rights do not always match their entrepreneurial purpose and ability. Therefore, a proper formal contract mechanism must be adopted to monitor and motivate all members so that they can effectively carry out teamwork and produce overall benefits. Second, human capital incentive problem. The entrepreneurial team, brought together by economic and social exchanges, is an organic collection of human capital and emotion, and team members cannot be "parachuted" or replaced like senior executives. In the case of differences and differences among team members, how to maintain a good emotional and cognitive relationship, give full and effective play to each other's advantages on the basis of complementary cooperation, and form team effect is bound to be another core issue faced by entrepreneurial team governance. Team entrepreneurship is essentially a team production activity. Members of an entrepreneurial team usually have different backgrounds, experiences, preferences and behavior patterns (heterogeneity), and cooperation motivations may also be different. In the process of entrepreneurship, it is easy to have such opportunistic behaviors as lazy or "free-riding" and team coordination problems. If an appropriate governance model can be adopted according to the heterogeneity of the entrepreneurial team, and the incentive and constraint functions can be brought into play, opportunistic behaviors and coordination problems in team cooperation can be reduced and entrepreneurial performance can be improved.

Transactive memory system is not only an important mechanism to integrate team knowledge, but also a division of labor system to coordinate team members' cognition [19].From the perspective of knowledge management, entrepreneurship is a value creation activity in which entrepreneurs or entrepreneurial teams gather and apply professional knowledge to identify and utilize market opportunities. The quality level of knowledge differentiation, integration and application in entrepreneurial teams directly affects entrepreneurial activities and the development of new ventures. As the sum of knowledge stock owned by entrepreneurial team members and collective consciousness of knowledge field, transactive memory system plays an important role in promoting new ventures to adapt to dynamic environment, realize product innovation, construct strategic alliance and expand market space. The interactive memory system of entrepreneurial team can be regarded as a collaborative system in which members of entrepreneurial team rely on each other and coordinate, encode, store, retrieve and exchange different but complementary knowledge together. It is a knowledge interactive mechanism for entrepreneurial team to identify and utilize entrepreneurial opportunities and ensure the survival and development of new ventures. A positive association between team leadership and transactive memory systems has been confirmed by recent research.

5. Conclusion

Entrepreneurship is still an inevitable economic phenomenon in modern commercial society. As China is in the transition stage, the theoretical accumulation and practical exploration of entrepreneurship are still in the initial stage. In the face of rapidly changing dynamic environment, research perspectives and methods on entrepreneurial teams are also changing rapidly. This study uses bibliometric analysis to analyze the knowledge graph of domestic entrepreneurial team literature, focuses on the research hot spots and theoretical framework of entrepreneurial team on the basis of literature analysis, and aims at the composition of entrepreneurial team and the impact of entrepreneurial team heterogeneity on entrepreneurial performance [20].

Entrepreneurial team has always been an important topic in entrepreneurship research. Related scholars have formed a scientific research cooperation circle with strong cooperative relationship on entrepreneurial team research, and published a different number of articles in core journals. Combined with keyword word frequency analysis and co-occurrence analysis, the current domestic research on entrepreneurial team focuses on the composition of entrepreneurial team, entrepreneurship, entrepreneurial team reorganization and the impact of entrepreneurial team on entrepreneurial performance [21].According to the keyword common time zone atlas analysis, the research hotspot of entrepreneurial team focuses on the impact of entrepreneurial team heterogeneity on entrepreneurial performance and entrepreneurial team governance.

According to the above bibliometric research results and the current research trend of entrepreneurial teams, excellent entrepreneurial teams are not only the most precious human resources of enterprises and the key to obtain sustainable competitive advantages, but also strategic resources of enterprises. The unique capabilities of entrepreneurial teams can provide core competencies for start-ups. Therefore, reasonable composition of entrepreneurial team is of great significance to the performance and growth of new ventures, and is an important research direction in the future.

The influence of shallow heterogeneity such as demographic characteristics on team performance will gradually weaken over time, while the influence of deep heterogeneity such as experience and values on team performance will continue to increase. Therefore, we should focus on the relationship between the deep-seated heterogeneity of experience and values and entrepreneurial performance. Future research should focus on the combination of entrepreneurial teams at the micro level and the external environment, the role of entrepreneurial teams and interdisciplinary interaction.

When establishing an entrepreneurial team, it is necessary to consciously maintain the diversification and complementarity of members' experience in knowledge and skills, professional functions and other aspects, so as to obtain human resources and social capital needed for growth. At the same time, it is necessary to adopt an appropriate governance mode in the process of team operation to restrict the resulting behavior inconsistency and even conflict, save the cost of communication and coordination, and improve the performance of entrepreneurial enterprises. Entrepreneurial team is a kind of team, and the team itself is characterized by complicated communication, complex and long-lasting decision-making process, interpersonal conflict, such as group loss, "dawdling", group thinking, risk transfer and other shortcomings pointed out by many studies. These shortcomings show that entrepreneurial teams also have certain limitations. Therefore, how to avoid the defects of entrepreneurial teams, that is, how to conduct behavioral integration of entrepreneurial teams, is also an important research field in the future.

References

[1] Xiao Peng, Zhou Yang xinyue, Liu Jingdong, Li Lin. The relationship between social network, relationship quality and the growth of new venture firms [J]. Science & Technology Progress and Policy, 2018, 35 (18): 113 - 119.

[2] Chen Gang, Xie Kefan, Guo Wei. Decision rights distribution in venture team risk decision making [J]. Statistics & Decision, 2011 (5): 65 - 67.

[3] Shi Lei. On the selection mode and standard of diversification of entrepreneurial team composition [J]. Foreign Economics & Management,2008, 30 (4): 52 - 58.

[4] Zhao Wenhong, Xue Chaoyang. Research on the relationship between entrepreneurial team heterogeneity, cognitive legitimacy and resource acquisition [J]. Chinese Journal of Management, 2017, 14 (04): 537 - 544.

[5] Chen zhongwei, Hao Xiling, An empirical study on the relationship between entrepreneurial team entrepreneurship and firm performance [J]. Journal of Management Science, 2008, 21(1): 39 - 48.

[6] Chen Zhongwei. Dimensions of entrepreneurship in senior management team [J]. Chinese & Foreign Entrepreneurs, 2006 (1): 76 - 79.

[7] Xie Kefan, Chen Gang, LIU Hui. The reference point mechanism of venture team risk decision [J]. Systems Engineering-Theory & Practice, 2010, 30 (5): 874 - 880.

[8] Xie Yaping, Zhang Jinlian. The relationship between entrepreneurial team social capital and new venture performance[J]. Management Review, 2014, 26 (7): 104 – 114.

[9] Sun Wei, Zhang Yingchao, Shang Fuju, et al. The relationship between entrepreneurial team conflict management, team introspection and entrepreneurial performance [J]. Science of Science and Management of S.& T., 2014, 35 (06): 137 - 143.

[10] He Yuanqiong, Tian Zhilong. The relationship between organizational learning and firm performance: an empirical study from the perspective of adaptive capacity [J]. R&D Management, 2008 (01): 91 - 96.

[11] Wu Chengcheng, Liang Minghui. The role of entrepreneur social network and entrepreneurial learning on entrepreneurial performance [J]. Journal of Innovation and Entrepreneurship Education, 2018, 9 (04): 44 - 50.

[12] Zheng Hong, Xu Yong. The maintenance mechanism of entrepreneurial team trust and its impact on team performance [J]. Nankai Business Review, 2017, 20 (05): 29 - 40.

[13] Huang Haiyan, Qin Hongxia. Game analysis of knowledge transfer in entrepreneurial team [J]. Science and Technology Management Research, 2008, 12 (4): 76 - 83.

[14] Zhou Jinbo, Gu Cuifeng. Research on decision-making model of entrepreneurial team [J]. Research and development management, 2008, 20 (1): 64 - 71.

[15] Yang Jun, Tian Li, Zhang Yuli et al. Innovation versus imitation: the role of entrepreneurial team experience heterogeneity and conflict characteristics [J]. Management World, 2010 (3): 84 - 96.

[16] Yang Jun, XUE Hongzhi, Niu Fang. Previous work experience, entrepreneurial opportunity and new technology firm performance: an interactive effect model and its implications [J]. Chinese Journal of Management, 2011, 8 (01): 116 - 125.

[17] Chen zhongwei, Hao Xiling, entrepreneurial team entrepreneurship and its measurement [J]. Journal of Business Economics, 2008 (9): 23 - 28.

[18] Li Nan, Ge Baoshan. The Effect of entrepreneurial team cognitive diversity on team performance: a moderated dual-mediation model [J]. Business Management Journal, 2018, 40 (12): 123 - 137.

[19] Zhu Xiumei, Fei Yupeng. An empirical study on the relationship between relationship characteristics, resource acquisition and start-up performance [J]. Nankai Business Review, 2010, 13 (03): 125 - 135.

[20] Cheng Jiang. Review on the impact of entrepreneurial team heterogeneity on entrepreneurial performance [J]. Foreign Economics & Management, 2017, 39 (10): 3 - 17.

[21] Xia Han. The effect of entrepreneurial team heterogeneity on the performance of technology-based start-ups: a two-moderated model [J]. Science & Technology Progress and Policy, 2018, 35 (13): 145 - 152.