

ed Works on Talents by Ye Zhonghai

叶忠海

人才思想史考略

*A Historical Review of The Conceptions of Talents*

人才文选



高等教育出版社  
Higher Education Press

叶忠海

中国哲学史论著选编

Chinese Philosophy: An Anthology of Essays

人才文选

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图书在版编目 (C I P) 数据

人才思想史考略 / 叶忠海. —北京: 高等教育出版社,  
2009. 12  
(叶忠海人才文选)  
ISBN 978-7-04-026882-9

I. 人… II. 叶… III. 人才学—思想史—研究—中国  
IV. C96-092

中国版本图书馆CIP数据核字 (2009) 第203576号

---

策划编辑 袁 冰

责任编辑 袁 冰

封面设计 于文燕

版式设计 宋新士

责任校对 金 辉

责任印刷 朱学忠

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出版发行 高等教育出版社

购书热线 010-58582141

社 址 北京市西城区德外大街4号

网 址 <http://www.hepsd.cn>

邮政编码 100120

<http://www.hep.com.cn>

总 机 010-58581000

印 刷 北京联兴盛业印刷股份有限公司

开 本 787×960 1/16

版 次 2009年12月第1版

本册印张 12

印 次 2009年12月第1次印刷

总 印 张 105.75

本册字数 210 000

总 定 价 190.00元 (全7册)

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本书如有缺页、倒页、脱页等质量问题, 请到所购图书销售部门联系调换。

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物料号 26882-006

# 总 序

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人才，是人类财富中最宝贵、最有决定意义的财富。人才问题，是关系到一个国家的盛衰和民族兴亡的关键问题。当今世界各国无不重视人才和人才问题的研究。

中华民族的文明史，也是一部人才史。中国人才学诞生于1979年，是我国改革开放的产物。改革开放的三十年，是我国社会深刻变革和空前发展的三十年，也是我国人才学诞生和发展的三十年。作为新兴学科的人才学，与其他新生事物的成长一样，经历了曲折的发展历程。尽管如此，人才学作为应时代呼唤而生的新兴学科，以其独有的学科特质满足社会的需要，具有强大的生命力，得到了迅速的发展。改革开放三十周年的今天，我国人才学研究取得了前所未有的开创性成就，人才学的独立性已被国家和社会认可（学科代码：630.5520），人才学科群已初步形成，开创了一条有中国特色的人才研究和学科建设之路。可以说，中国人才学已从幼嫩的小树苗茁壮成长为枝繁叶茂、果实累累的大树，生机勃勃地立于众多学科之林。

本人研究人才学已有三十个年头了。三十年前，作为华东师范大学的一名教师，是教育工作者的职责驱使我踏上研究人才之路，与人才学结下了不解之缘。三十年来，我先后作为中国人才研究会人才学教学研究分会的副理事长兼秘书长、理事长，中国人才研究会副会长兼人才学专业委员会理事长，在中国人才研究会领导下，为人才学科建设、成长和发展做了些力所能及的工作。这些年来，人才学始终引导我前进<sup>①</sup>，尽管遇到不少困难和挫折，我始终坚持人才学和人才资源开发研究，先后独著、主编或作为第一作者出版著作32部，其中人才著作16部；发表论文200余篇，其中人才研究论文约100篇。近二十年来，我作为课题组负责人先后承担国家级、省部级课题20项，其中人才课题10项。近十年来，我又先后获得全国、省级科研

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<sup>①</sup> 叶忠海. 人才学引导我前进. 中国人才, 1989 (5): 25-26.

成果奖一等奖2项、二等奖6项、三等奖9项；并于1993年开始享受国务院特殊津贴，2008年4月被中央人才工作协调小组聘为“国家人才队伍建设中长期规划纲要”编制工作的专家顾问组成员。

今年是新中国成立六十周年，也是人才学诞生三十周年。在这特别具有纪念意义的日子里，为了宣传中国人才学，展示人才学研究成果，向祖国六十周年大庆献礼，也为建设中国特色的人才学科体系贡献一份力量。作为一名长期从事人才研究的理论工作者，我认为有必要将自己三十年来的研究成果加以归总、整理，将研究成果汇编成人才论集，以《叶忠海人才文选》（以下简称《文选》）的形式，奉献给我国人才学界的研究者，广大组织人事工作者，以及广大致力于人才学研究的莘莘学子。

《文选》由《人才学基本原理研究》、《人才科学开发研究》、《专门人才研究》、《女性人才学概论》、《人才地理学概论》、《人才空间开发实证研究》、《人才思想史考略》等7卷构成，分别附有若干附件，总计170万字。《文选》时间跨度三十年，在选编过程中，本着尊重历史的原则，原有的文稿均未作修改，只是对其按专题加以重新归类和组合，以使《文选》具有系统性。因此，《文选》不可避免地会存在着较多的不足，包括数据的陈旧、方法的传统、观点的局限性等。保留这些不足，是为了能够真实地反映本人研究人才学和人才资源开发的轨迹、领域和特点，为人才学界的后人留点东西，以利于他们后来居上，欢迎同仁们和广大读者批评指正。

当前，我国正在实现全面建设小康社会的宏伟目标，正在实施人才强国战略，这为中国人才学提供了前所未有的发展机遇。我作为人才学界的一名老兵，衷心希望人才理论工作者和人才实践工作者携起手来，共同努力，在实施人才强国战略中创建和发展具有中国特色、民族风格的人才学派，为充实和丰富世界人力资源理论宝库贡献我们的一份力量！

叶忠海

2009.2

# General Preface

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Talent is the most precious and the most decisive wealth of mankind. Talent is also the key factor in a nation's rise and fall and even its survival. Today all countries in the world, especially those engaged in the modernization process, attach great importance to talents and the research of human resources.

The history of Chinese civilization is also a history of talents. China started talent studies in 1979. It was a product of "China's reform and opening-up" policy. It was the reform and opening-up policy in China that had made talents studies possible. Three decades of reform and opening-up was not only a period of profound changes and unprecedented development, but also a period of birth and development of talents studies. As an emerging disciplinary field, talents studies, like the growth of other new things, experienced the twists and turns in its courses of development. As a new discipline, it was born complying with the calling of the times. Its unique characteristic met the needs of the society. It has a great vitality, and has achieved rapid development since then. At the thirtieth anniversary, we will celebrate those great achievements that have been made in talents studies. The independence of talents studies has been recognized by both the government and the society (subject code:630.5520). The discipline group of talents studies has taken shape, has created a new road of human resources research and has developed the field of study with Chinese characteristics. It can be said that talents studies have grown from a sapling into a vibrant tree full of fruits in the forest of various disciplines in China.

The development of talents studies has fully proved that the creation of a new discipline is often first proposed by those who hold insignificant positions in the society, most of whom are strong-minded young people with active and keen thoughts. After its birth,

the existence and value could only be decided by whether it can meet or satisfy social needs, not by whether it is supported by authoritative scholars or high-ranking officials. This is the reflection of Marxist theory on the development of learning branches, and an important rule in developing disciplines.

I have been working on talents studies for 30 years. Thirty years ago, when I was a member of East China Normal University, I started with talent studies from an educator's point of view and developed a predestined relationship with it. In the past thirty years, I have served as deputy executive chairman and secretary-general of the talents studies teaching and research branch of Chinese Talents Society, then, as executive chairman and later as deputy chairman of Chinese Talents Society and simultaneously executive chairman of Talents Studies Personnel Committee. Under the leadership of Chinese Talents Society, I have done my best in the building and promoting of talents studies. More importantly, talents studies have given me strength and courage to move forward to exert myself to become academically matured. Talents studies always lead me forward. During this period, regardless of the difficulties and frustrations, I always pursue the research of talents studies and human resources development.<sup>①</sup> I have written independently, edited and written as the first author 32 published books, 16 of which are on talents studies. Besides, I have published more than 200 thesis, of which about 100 are on talents studies. Over the past two decades, I have successively taken up 20 stated-level, ministry or provincial level research projects, 10 of which are on talent studies. Over the past 10 years, I have been awarded 2 first prizes, 6 second prizes, and 9 third prizes of national or provincial level scientific research awards. Since 1993, I have been enjoying the special allowance allotted by the State Council, and in April 2008 I was appointed by the Central Government Talents Resources Coordinating Group as a member of the advisory group for the compiling of "Framework of the State Medium-to-long Term Talent Pool Construction Plan".

This year is the sixtieth anniversary of the founding of The People's Republic of China, and also the thirtieth anniversary of the birth of talents studies. In this special commemorative days, in order to promote China's talents studies, present the achievement of talents studies in China, and contribute more to the building of talents studies as

<sup>①</sup> See Ye Zhonghai, Talent studies always leads me forward. *Chinese Talents*, 1989 (5) :25-26.



a discipline, I, as talents studies research veteran, have the responsibility to sum up the research achievement of talents studies, select research findings and publish them in a compiled set. The set will be named Talents Studies Selections by Ye Zhonghai (hereinafter referred to as Selections). These works shall be dedicated to scholars and organizations on talents studies, human resources practitioners, as well as a vast number of promising young talents.

Selections consists of 7 volumes: Research on Fundamental Principles of Talents Studies, Research on Scientific Development of Talents, Research on Special Talents, An introduction to Female Talents Studies, An Introduction to Talents Geography Studies, Empirical Researcher on Talents Spatial Development, A Historical Review of the Conceptions of Talents, together with a number of appendixes, the number of words totaling 1,700,000. Selections covers a time span of three decades. In the selecting process, I paid attention to authentic historical record and the original manuscript, and thus didn't make any changes. I only sorted out the original manuscripts according to the topic, so that Selections becomes systematic. Therefore, in today's Selections, there are inevitably some limitations, such as outdated data, conventional methods and the characteristics of my research on talents studies and talents resources development. I wish to leave something for the talents studies, which will be hopefully beneficial for the new comers to proceed. My dear colleagues and readers, please oblige me with your valuable comments.

At present, China is building a moderately prosperous society and is implementing the strategy of reinvigorating China through human resources development. This provides an unprecedented opportunity for the development of talents studies in China. As a veteran of talents studies, I sincerely hope that by implementing the strategy of reinvigorating China through human resources development, theorists and practical workers will join hands and work together to establish and develop talents science with Chinese characteristics and contribute our share to the enrichment of human resources theory of the world.

Ye Zhonghai

2009.2

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## 第一篇 中国人才思想史考略