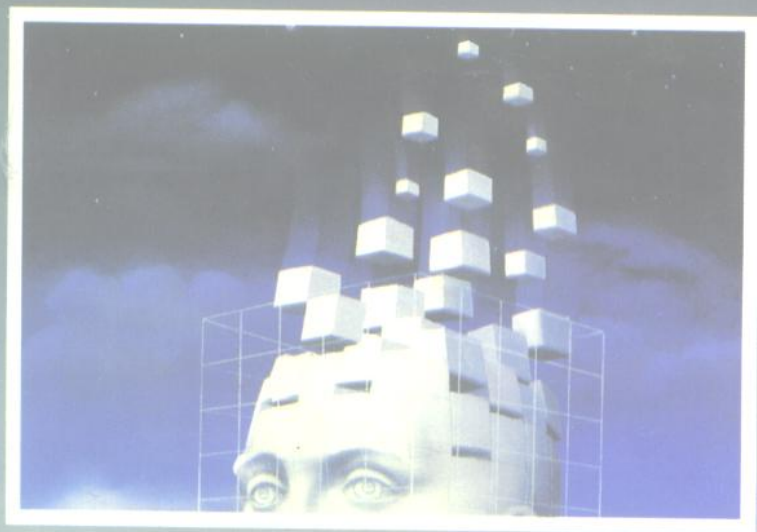


行为科学百科全书

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中国劳动出版社

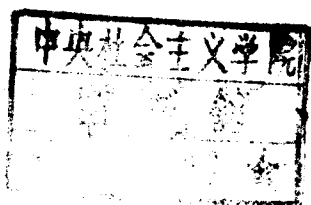
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200115874

中国劳动出版社

(京)新登字 114 号

行为科学百科全书

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责任编辑 李凌霄

中国劳动出版社出版

(北京市和平里中街 12 号)

北京地质印刷厂印刷

新华书店总店科技发行所发行

850×1168 毫米 大 32 开 33.25 印张 1219 千字

1992 年 1 月北京第 1 版 1992 年 1 月北京第 1 次印刷

印数: 5000 册

ISBN 7-5045-0727-X/Z · 008 定价: 27.70 元

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前 言

1 1949年，行为科学的名称第一次被提出。四十多年来，人类社会进步和科学技术发展要求也促进了这门科学长足发展。当今，在这一研究领域，传统学科分支衍生，新兴学科层出不穷。可以看到行为科学的出现，使得人们在认识自然的同时更清楚地认识自身，使得人们研究社会关系、研究自身有了更广阔的领域，使得许多学科有了新的结合和发展。她的崛起是社会发展的必然结果，是人们提高探索自身行为奥秘水平的显著标志。她已成为人类科学研究的重要组成部分。

2 80年代初，行为科学被介绍到中国。1985年在北京成立了中国行为科学学会。至1990年10月全国已有二十个省市及行业成立了行为科学研究组织，会员近八千人。十余年来，中国行为科学界研究人士和广大实际工作者，以马克思主义为指导，为四化建设、改革开放服务，努力创建具有中国特色的行为科学。①最初是调查分析影响职工积极性的各种因素，并对个体行为的激励理论进行研究和实践。创造了精神的、感情的激励理论。目前中国的不同经济形式中职工积极性存在着一定差别，这一社会现象促使人们从深层次上探索积极性的形成基础及运行机制。积极性是利益满足及心理满足两者结合的结果。这两个满足涉及到从投入到产出、分配的经营管理过程及反馈后个人的认知过程，包括了许多环节和多方面的工作，对此，有必要进行广泛深入的研究。②对人的本质的研究是行为科学的重要内容。中国的现实迫切需要我们关注改革开放中人们身上发生的变化：思想观念的变化、行为方式的变化、人际关系的变化等等。近来有人提出了从公有制基础上的商品经济的经济属性来认识中国人的现实本性及其变化。尽管现在从事这方面研究的人还不多，但毕竟已经有了一个开始。③对领导的研究是另一个热点课题。改革开放对各类各级领导人的素质、行为、作风提出了新的更高的要求，领导行为的研究取得了可喜的成效，并且出版了多种

领导学方面的专著和报刊。④十几年来,中国宏观及微观都不断地进行着组织调整和变革。这里孕育这一个重要的题目:组织及其变革中的非理性因素及非理性行为问题。在体制改革、领导制度变革、组织机构调整的同时,人们日益关注文化问题,突出表现为近年来企业文化研究成果增多的势头。弄清楚文化问题,理论上可以丰富组织行为,实践上可以使改革比较顺利有效。⑤许多同志对行为科学与思想政治工作及思想政治工作学的关系进行了探讨研究。由于改革引起的社会及人群关系的变化,一些学者和实际工作者还对非正式群体、人际关系进行了考察分析。另外,为了配合用人制度的改革,一些院校的学者在中国实践经验基础上,研究和应用了人员功能测评的理论和技法。上述这些研究,今后还将进行下去。目前,行为科学在中国发展的一个重要趋势,即不仅注重企业管理领域的行为研究,而且正在跨向其他与人的各种行为有关的领域研究,诸如法学、医学、体育、军队、劳改等。这些领域的实际工作需要行为科学。这还只是刚刚起步,但是前景必将绚丽多彩。总之,中国的行为科学正朝着“以我为主,博采众长,融会贯通,自成一家”的方向发展。

3 在世界科学之林中,行为科学尚属年轻。当今国外尤其是西方行为科学研究呈现新的动向:①逐步改善组织行为学内研究不平衡的缺陷。这一缺陷表现在:在运用其基础学科上,心理学远超过社会学等其他学科;在诸层次均衡发展上,微观层次(即个体与群体)又远超于宏观(组织),而前者中个体则超于群体;个体行为中,激励的研究又超前于其他主题。尽管激励的研究尤其是综合模型的开发还欠理想,但是现在需要加强其他课题研究,在借鉴心理学以外相关学科方面潜力仍很大。目前西欧特别是英国在宏观组织行为方面的研究,是这种努力的代表之一。②在研究方法方面,纯思维性分析式的研究方法越来越难为行为学界所接受,而实证性研究方法本身的改进越来越受到关注。③在应用性方面,行为科学力图赶上社会实践的新发展。近两三年来,对高技术背景中行为特点,如微电子技术及信息科学对人的行为的影响的研究兴趣,开始高涨起来。随着经济全球化趋势的发展,国际经贸与管理活动(如跨国公

司、海外投资、合资企业等)中行为特点与规律的研究开始变热,并与对文化因素影响的研究兴趣结合,使跨文化的比较研究成为行为科学中一个引人注目的新焦点。④行为科学所涵盖的领域宽广而复杂,待探索的问题众多,各学科之间的合作开始增多,从而综合研究,诱发新的思维、理论和研究方法。

4 为总结国内外行为科学各学科的主要研究成果,弥补行为科学综合研究的不足,普及行为科学知识,促进行为科学的进一步发展,使她更好地为人类进步和文明服务,我们组织了理论界、教育界的研究、教学人员以及实际工作者共八十余人编纂了《行为科学百科全书》。这部大型工具书介绍了行为科学的各学科及其主要名词术语、学说学派、代表人物和著作,并且还介绍了一些与研究人的行为相关联的知识,内容丰富。它是读者了解古今中外人们对人类行为及其规律性研究的一本有价值的参考读物,具有知识性、科学性、实用性和史料性,可供各级管理者、组织政工人事干部、大专院校师生、科研机构研究人员以及广大行为科学爱好者了解、学习、研究、应用行为科学之用。在编著过程中,我们得到了中国行为科学学会、国际人力资源发展跨文化研究协会、中国企业管理现代化研究会、国际劳工组织北京局、《行为科学》杂志社、中国劳动出版社以及北京、浙江、江苏、陕西等地行为科学研究组织的大力支持,得到了许多老专家、学者的悉心指点,同时我们广泛参考了国内外有些作者的著作和文章,在此一并深表谢意。目前行为科学在中国尚处在完善发展阶段,行为科学的研究范围、知识体系尚待明确,这给我们的编著增加了困难,加之研究水平有限,使得本书必有不足,我们期待读者提出宝贵意见,并携起手来,为完善行为科学体系、探索人类行为奥秘,为中国行为科学的繁荣和对全人类的贡献共同努力。

作者

1990年11月

Preface

In 1949, the name of behavioral sciences was put forward for the first time. In last 40 years the requirement of development of human society and science and technology brought about a great progress of it. At the present time, in the field of behavioral sciences, traditional subjects derive branches and new subjects appear one after another. So the appearance of behavioral sciences makes people get to know themselves more clearly while they understand the nature, provides a vaster field in research of social relationships and makes new combination and development for many subjects. The abrupt rise of the behavioral sciences is the inevitable outcome of social development and remarkable sign of raising the level of people probing behavioral mysteries of their own. It has become an important part of human sciences research.

In 1978 behavioral sciences were introduced to China. The China Behavioral Sciences Institute was founded in Beijing in 1985. By the end of October, 1990 the research organization of behavioral sciences were set up in twenty provinces, cities and industries. The members of them were nearly 8000. In last ten odd years the research personage in behavioral sciences circle of China, workers who engaged its practical work, under the direction of Marxism, gave good services to the four modernizations, reform and opening and tried their best to found behavioral sciences of Chinese style. ① At the very beginning was to investigate and analyse all kinds of factors chilling the enthusiasm of staffs and workers, to study and to practice the encouragement theory of individual behavior. The encouragement theory of spirit and emotion were founded. At present the enthusiasm of staffs and workers in different economic form is different. Such kind of social phenomenon makes people study its forming foundation and work system. Enthusiasm is the result of combination of satisfaction in interest and psychology. The two aspects of satisfaction involve the management process from input to output, distribution and the individual process of cognition after feedback. They include many links and the work of many aspects. Therefore it is necessary to make widespread and profound research. ② The research of human essence is an important content of the behavioral sciences. The reality in China need us urgently to pay close attention to the changes on the people in reform and opening, the changes on their thought, sense, behavioral form and interpersonal relationship. In recent years someone advanced to understand the reality nature and

changes of Chinese people from economic attribute of commodity economy based on public ownership. Although there are few people engaging this research it is fairly a beginning. ③The research of leadership is another hot spot, the reform and opening raise new and higher demands on quality, behavior and style of work of all kinds of leaders at all levels. The research of leadership behavior has made gratifying progress and many kinds of works, newspapers and periodicals have been published. ④In last ten odd years macro and micro organization readjustment and changes had been going on in China. Here carried within themselves an important subject——organization and irrational factors in its changes and irrational behavior. While the system reform, leadership system changes and organization readjustment were going on people followed the cultural problems with increasing interest. The glaring expression is the impetus of increasing achievement of corporate cultural research in recent years. to clarify the cultural problems can enrich organization behavior in theory and make the reform more smoothly and effective in practice. ⑤Many comrades probed into the relation between the behavior sciences, ideological and political works and its research. Because the reform aroused changes of society and group relation, some scholars and practical workers also investigated and analysed the informal group and interpersonal relationship. To support the reform of personnel system some scholars in colleges and universities studied and practiced the theory and skills of personnel function test on the basis of practice and experience in China. All of the work above will go on in the future. At present an important trend of behavioral sciences development in China is not only paying great attention to the research of enterprise management behavior but also stepping into the research fields concerned with all kinds of behavior, such as the science of law, medical science, sports, armed forces and reform through labour. The practical work in those fields need behavioral sciences. It's just a beginning, but the future must be gorgeous. In one word the behavioral sciences of China is developing in the direction of taking themselves as the dominant factor, absorbing the strong points of others, achieving mastery through a comprehensive study of the subject and having a style of their own.

In sciences of the world, the behavioral sciences are very young. Nowadays the research of behavioral sciences in foreign countries, especially in the West prevails on new tendencies: ①gradually improving the weak point of research unbalance in organization behavior. This weak point appears that in the usage of its basic subjects psychology far exceeds other subjects in sociology. In the balanced development of all levels, micro levels (individual and group) far exceeds macro one (organization). In the former individual outstrips group. In individual behavior the research of enthusiasm surpasses other sub-

jects. Despite the research of enthusiasm, especially the development of comprehensive model is still not so ideal, it is necessary to strengthen the research of other subjects. There are still great potentialities of drawing lessons from concerned sciences except psychology. Now in the research of macro organization behavior the west, especially Britain is one of the representative in the effort. ②In research method, simple thinking analysis is becoming harder to be accepted by behavioral sciences circle. But the improving of the research method of positivism attracts more and more attention. ③In application behavioral sciences are trying to overtake the new development of social practice. In recent two or three years the interest of studying the behavioral characteristics in the background of high technology, such as the influence of microelectronic technology and information sciences to human behavior, is running high, The research of behavioral characteristics and law in international economy, trade and management (transnational corporations, overseas investment and joint enterprises) begins to be hot follow the development of economic globalization trend and is combined with interest of research of its influence to cultural factors. It makes the comparative research of cross-culture a noticeable new heart in behavioral sciences. ④The domain contained by behavioral sciences is vast and complicated. There are many problems waiting to be probed. The cooperation between all subjects begins to increase. Therefore the comprehensive research is made and brings out new thinking, theory and research method.

To sum up the main research achievement of whole behavioral sciences at home and abroad, to remedy the defect of comprehensive research of behavioral sciences, to spread the knowledge of behavioral sciences and to promote its development in order to give a good service to human progress and civilization, we organized more than eighty research and teaching workers from theory circle and educational circle and practical workers to compile the Behavioral Sciences Encyclopaedia. This big reference book intruduces all of the subjects of behavioral sciences, its main technical terms, theories and schools, representative and their works as well as some knowledge concerned with research of human behavior. It is rich in content. It is a valuable reference book for readers to know the research of human behavior and its law at all times and in all countries. It's knowledgeable, scientific, practical and historically referential. It's useful for the managers at all levels, cadres of organization and political work and personnel works, teachers and students in all universities and colleges, research workers in scientific research organization and all lovers of behavioral sciences to know, to study and to apply the behavioral sciences. When we were compiling this book we received the support from China Behavioral Sciences Institute, International Association of Cross-cultural Reserch on Human Resources

Development, China Enterprise Management Modernization Association, Beijing Bureau of International Labourer Organization, the magazine of Behavioral Sciences, China Labour Publishing House and the research organization of behavioral sciences in Beijing, Zhejiang, Jiangsu, Shanxi, and utmost advice from many experts and scholars. We also consulted some works and articles of China and foreign countries. We give our thankfulness to all of them. Nowadays the behavioral sciences in China is in developing period. The range of behavioral sciences research and its knowledge system need to be clarified. Such kind of situation add difficulties for us. And because of our limited level of research maybe there is some deficiency in it. So we expect readers give us precious advices. Let's hand in hand try our best to improve the system of behavioral sciences, to probe the mysteries of human behavior and to make contributions to the prosperous behavioral sciences in China and human being.

Nov, 1990

目 录

凡 例	(I)
前 言	(Ⅲ)
笔画索引	(1)
行为科学百科全书正文	(1)
分篇索引	(961)

笔画索引

一 画

- 一级症状..... (1)
- 一元发生论..... (1)
- 一长三师制..... (1)
- 一长制..... (2)

二 画

〔一〕

- 厂长..... (3)
- 厂长负责制..... (3)
- 厂长行为..... (3)
- 厂商理论..... (4)
- 二值逻辑..... (4)
- 十戒..... (4)

〔丿〕

- 儿科学..... (4)
- 儿童多动综合征..... (4)
- 儿童心理学..... (4)
- 儿童养育..... (5)
- 人本主义心理学..... (6)
- 人才互补效应..... (6)
- 人才学..... (6)
- 人道化..... (6)

- 人道教..... (7)
- 人道主义..... (7)
- 《人的关系》..... (7)
- 《人的紧张》杂志..... (7)
- 人的素质学..... (7)
- 《人的研究》..... (8)
- 《人的因素》..... (8)
- 人的因素学会..... (8)
- 人格..... (8)
- 人格测验..... (9)
- 人格分析..... (9)
- 人格解体综合症..... (10)
- 人格类型论..... (10)
- 人格社会学习理论..... (10)
- 人格特质..... (11)
- 人格唯心论..... (11)
- 人格心理学..... (11)
- 人格异常..... (12)
- 《人格与社会心理学杂志》..... (13)
- 人格与衰老..... (13)
- 人格障碍..... (13)
- 人格主义..... (13)
- 人工流产..... (14)
- 人工授精..... (14)
- 人工智能..... (14)
- 人机工程学..... (15)
- 人-机关系..... (15)
- 人-机系统..... (15)
- 人际冲突..... (16)

- 人际传播 (16)
- 人际反应类型 (16)
- 人际沟通 (16)
- 人际关系 (17)
- 人际关系的功能 (18)
- 人际关系的建立条件 (18)
- 人际关系基本倾向 (18)
- 人际关系理论模式 (19)
- 人际关系三种心理成分 (19)
- 人际关系学派 (19)
- 人际行为模式 (20)
- 人际知觉 (20)
- 人群关系理论 (20)
- 人口 (20)
- 人口爆炸 (20)
- 人口变迁 (21)
- 人口调查与预测 (21)
- 人口分布 (21)
- 人口分析 (22)
- 人口构成 (22)
- 人口规划 (22)
- 人口规律 (22)
- 人口过剩 (22)
- 人口金字塔 (22)
- 人口经济学 (23)
- 人口理论 (23)
- 人口流动 (23)
- 人口密度 (24)
- 人口平衡 (24)
- 人口普查 (24)
- 人口人类学 (24)
- 人口社会学 (24)
- 人口生命素质指数 (25)
- 人口统计 (25)
- 人口投资 (25)
- 人口问题 (25)
- 人口学 (26)
- 人口学学派 (26)
- 人口增长率 (26)
- 人口政策 (27)
- 人口指数 (27)
- 人口质量 (27)
- 人口自然增长率 (27)
- 人类的社会需要 (27)
- 人类地理学 (27)
- 《人类动机的理论》 (27)
- 人类工程学 (28)
- 人类工效学 (28)
- 人类关系地区档案 (28)
- 《人类婚姻史》 (28)
- 人类空间统计学 (28)
- 人类起源学 (29)
- 人类行为公式 (29)
- 人类学 (29)
- 《人类学与现代生活》 (30)
- 人类语言学 (31)
- 人类种族学派 (31)
- 人力经济学 (31)
- 人力投资 (31)
- 人力资本 (31)
- 人力资源 (32)
- 《人力资源管理》 (32)
- 人力资源会计 (32)
- 人力资源投资 (32)
- 人力资源学派 (32)
- 人民民主专政 (33)
- 人权 (33)
- 《人权宣言》 (33)
- 《人身保护法》 (34)
- 人身自由 (34)

