

大学劳动经济与人力资源管理专业丛书

劳动经济专业英语精读文选

主编 安鸿章 吴珠华



中国劳动出版社

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序

《大学劳动经济与人力资源管理专业丛书》是我国数十所高等院校与科研单位，从事劳动经济与人力资源管理专业教学与研究工作的人员，在有中国特色的社会主义理论指导下，紧密联系现代化建设和改革开放实际，从深层次上研究和探讨建设有中国特色的社会主义进程中劳动经济与人力资源管理的基本理论与实践经验的总结。

人力资源是人类最为宝贵，且具有创造性和能动性的资源。劳动构成了人们生活方式最基本和最主要的内容，对劳动的研究从来是人们认识世界、改造世界的主题。我国从80年代初开始进行的经济体制改革，其重心就是建立更好地发挥全体劳动者积极性、创造性的经济体制及其运行机制。劳动经济与人力资源管理科学的主要任务亦即在此。因此，劳动经济科学是一门与改革有着紧密关系的科学。改革的深化使劳动经济与人力资源管理发生了革命性变化，与此相适应，劳动经济与人力资源管理专业的教学、科研也有了长足的进展。《大学劳动经济与人力资源管理专业丛书》正是在这样的背景下产生的。

经济与社会发展的基础在于人的活力。人的积极性、创造性受多种因素的影响，既受社会经济因素的影响，又受技术经济因素的影响。因而，劳动经济与人力资源管理科学是涉及自然科学、经济科学、管理科学的综合性学科群。其中每一分支学科都是跨学科交叉研究的结果。《大学劳动经济与人力资源管理专业丛书》，是几代人长期努力、系统科学研究的结果，现又以专业教材的方式出版，必将推动科学体系的建设和发展。

本套丛书与其他相关丛书相比具有以下特色：第一，适用性。丛书适用于大学本科层次的教学，以本科生教学为主，并兼顾研究生以及各种高等学校同类专业教学的需要。从其内容上看，力求全面反映中国国情，具有中国特色，密切联系中国劳动经济与人力资源管理的实践。第二，可操作性。丛书在吸收近些年来最新科研成果和新鲜经验的基础上，不但为读者提供相关基本理论，还提出一系列行之有效的科学方法。第三，系统性和概括性。劳动经济与人力资源管理专业各门学科知识，在丛书中得到了全面系统的反映。在阐述基本原理和基本方法的同时，给读者自学和深入研究留有较大空间。第四，时代性。丛书的整体设计、编写体例、叙述方法均有时代感，体现90年代的水平。

在我国，大学劳动经济专业与人力资源管理专业相比，其发展历史更长，基础更扎实。50年代初，由我国第一任劳动部部长李立三同志倡导，首次在北京经济学院创立劳动经济专业（大学本科）以来，劳动经济专业已经走过了40多年的历程。党的十一届三中全会以后，随着我国教育事业的大发展，全国已有近40余所大专院校相继设立了劳动经济与人力资源管理专业，从根本上改变了一花独放的局面，迎来了劳动科学的春天。近几年来，由于我国社会主义市场经济体制的确立，原有的专业课程及其教材的建设，面临着全面调整与更新换代的繁重任务，本丛书的问世正适当其时，将在劳动科学的百花园中大放异彩。

张理泉

1995年4月1日

注：序言作者系首都经济贸易大学（原北京经济学院）校长、教授。

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第一部分 精读文选

1.

劳动力市场的特征 Characteristics of the Market for Labor^①

In spite of these restrictions, the conditions under which employers and employees rent labor constitute a market for labor. This is not as obvious as it may seem to some policymakers. During the late 1960s then Secretary of Labor, Willard Wirtz, following discussions with the AFL-CIO^②, asked that all references to labor markets be removed from new Department of Labor documents. Although this policy was later overturned, it has not always been apparent that human resources should be classified as operating in a market. However, there are several characteristics which suggest that a market operates for human resources in the United States. First, a price is determined for labor services for the items to be delivered. This price is determined either formally through a labor contract like those obtained in collective bargaining agreements,^③ or implicitly through informal or unwritten agreements^④ that are based on precedents or experience.

The courts, in some recent cases, have ruled that personnel

practices are binding and have the weight of a formal contract in setting both wages and the length of employment. These court decisions have modified the longstanding employment-at-will^③ doctrine,^④ which allows employers to fire or dismiss employees at any time. Rulings in California have even given employees punitive damages for "illegal firings"^⑤ under state law. Second, there are formal institutions established for renters and sellers of labor services to help in the exchange. For example, these transactions in the market for labor occur through help wanted ads,^⑥ personnel offices, government-sponsored and private employment agencies,^⑦ and union hiring halls.^⑧

In these market exchanges, workers are typically compensated for their time rather than for what they produce. In most cases this means compensation on an hourly, weekly, monthly, or yearly scale. In the U. S. workforce, most workers are paid to show up for work and follow orders. Under this form of compensation of pay for time worked, employers must give a great deal of attention to the hiring and selection of employees, as well as attention to factors that encourage retention and reduce absenteeism. In the U. S. labor market, the ability to forecast individual differences in motivation and commitment to work can be a major factor in organizational success.

Employers also view the demand for labor services in a way that is different from the way they view transactions in product or financial markets.^⑨ Employers do not hire labor for the pleasure of having a particular number of employees. For most organizations, workers are hired because they help produce a product or service. This means that the demand for labor is a derived de-

mand; that is, the demand for labor is dependent on the demand for products or other services.¹² Generally, modern methods of production require the simultaneous use of labor, machines, technology and raw materials. This is called joint demand.¹³ If the product is a refrigerator, management must decide how much steel, rubber and aluminum to use. In deciding how many people to use along with other inputs in production, firms are making a joint demand decision,¹⁴ usually based on current technology and the prices of the other inputs.¹⁵

Two of the major issues in labor market analysis deal with compensation and productivity.¹⁶ In a competitive market for the products of a firm, two key questions are asked by economists. First, why would one employer choose to pay more to their workers than would another employer? Second, why do not more of those that pay more go out of business?¹⁷ The answer to the first question of why some firms pay more than others is usually differences in productivity varying across groups of workers¹⁸ and firms, and if this is the case,¹⁹ it also answers the second questions of how these firms can stay in business with higher labor costs.²⁰ If this is not the answer, then information costs²¹ across companies are high in markets for products, or competition does not exist in product markets.

For employers, this implies²² that a decision must be made on a strategy for wage determination within their organization.²³ For many firms, the decision of what to pay is based on the education and training of their employees.²⁴ In addition, compensating wage differentials, which are extra pay to attract workers to a job, are based on the fact that some workers perform tasks that are either

more unpleasant or hazardous than others.³⁶

In other organizations, wages also vary based on the amount of monitoring or supervision³⁷ needed of other employees. For many blue collar workers and to a large extent in the nonfederal public sector,³⁸ unions and management determine wages by bargaining. In the private sector, bargained wages are determined based on the economic strength of unions or management with the outcome determining how much should go to workers and how much should be allocated to shareholders³⁹ of the company. This process assumes that there are profits that can be allocated among the various constituents of the firm. For the most part, these are the market driven factors that influence wage determination by employers in a competitive setting. However, other factors such as race, sex, and market barriers form substantial impediments⁴⁰ that also help explain differences in wages across organizations.

Under this view of market for labor many of the competitive assumptions that influence other kinds of markets are presumed to influence human resources. Both individuals and firms are assumed to be rational and act in their own self interest in the marketplace. In economics, employers are assumed to make decisions that maximize their long-run⁴¹ wealth position. For workers, they may want to maximize long-run satisfaction, or utility, that may or may not involve high income,⁴² and may also involve nonmonetary benefits like job safety. In this context, costing out potential opportunities in the labor market forms the basis of decisions for employers and employees. Just as financial market participants attempt to estimate future cash flows, labor markets also take in-

to account long-term wage flows for individuals, or costs for the employer. This includes the importance of knowing that wages today are more valuable than wages in some future period, and the ability to incorporate that assumption in making current decisions.

注释:

① Characteristics of the Market for Labor; from 《Labor Economics》 Chapter 10 “Theory of the Labor Market” by Roy B. Helfgott. Bandom House 1980, New York.

美国劳动经济学家一般将全体 16 岁以上人口分为 labor force (劳动力) 和 not in labor force (非劳动力) 这样两大类, 其中 labor force 又可分为 employed (就业者) 和 unemployed (失业者) 两类, 以便对劳动力市场的成分 (或称劳动力市场状态, 英文为 labor market status) 进行分析。按照现代劳动经济学的理论, 劳动力市场的状态是处于不断变动当中的, 上述各类人的数量也总在不断变化, 对劳动力市场状态的分析研究, 实际上就是对劳动力市场各种成分的总量及流量的分析研究, 从而才能对劳动力市场状态及有关劳动力雇用的各种问题有一全面正确的了解。一般地说, 在劳动力市场上, 原属于 not in labor force 中的人口, 总要通过“新进入”(new entrance) 或“重新进入”(reintran-
ce) 这两种方式变为 labor force; 而原属 labor force 中的人口也要不断的以“退休”(retirements) 或其他方式的“退出”(dropouts) 而成为 Not in labor force 一类人。而 employed 和 unemployed 这两类人也总要通过“解雇”(layoffs)、“辞职”(quits) 以及“新雇用”(new hires) 和“重新召回”(Recalls) 等方式处于不断地变动当中。

② AFL-CIO: 全称为 American Federation of Labor-

Congress of Industrial Organization, 即美国劳工联合会—产业工会联合会（劳联—产联）。

③collective bargaining agreements: 集体谈判协议。指由雇员的代表（通常是工会工作人员）和雇主之间为了规定双方可以接受的决定雇用条件施行谈判之后就工资标准、工时、雇用和解雇手续等重要内容所达成的各项条款，这些条款均需列入正式的书面协议或合同书中。

④informal or unwritten agreements: 非正式的或不成文的协议。

此句可译为：“这一价格或是按照正规程序通过集体谈判所达成的劳动合同条款来规定，或者直接按照由各种惯例或前人的实践经验所提出的非正式或不成文的协议来规定。”

⑤employment-at-will: 随雇主意愿的雇用。

⑥doctrine: 教条，教文，规定。

⑦illegal firings: 非法解雇。

⑧wanted ads.: 招聘广告。

⑨government-sponsored and private employment agencies: 官方和私立的职业介绍所。

⑩union hiring halls: 工会举办的职业介绍所（介绍登记者就业）。

⑪product or financial markets: 产品或金融市场。全句可译成：“雇主们对劳动力需求的看法与他们对产品市场或金融市场上所进行的交易的看法不同。”

⑫the demand for products or other services: 对产品或者其他服务的需求。

⑬joint demand: 综合需求，总需求。

⑭joint demand decision: 综合需求决策。

⑮the other inputs: 其它各类投入。全句可译为：“各个企业

要视其他各类生产投入的情况来决定使用多少人力，通常是根据这些其他投入的现有技术条件及价格来做出综合需求决策的。”

⑩issues: 问题, 争论点; deal with: 论述, 涉及; compensation: 补偿; productivity: 劳动生产率。全句可译为: “对劳动力市场的分析所涉及的两个主要问题是对劳动者的补偿和劳动生产率问题。”

⑪go out of business: 停业、歇业。go in to business: 从事商业活动, 营业。

⑫across groups of workers and firms: 所有的各类劳动者和各类企业。全句可译为: “要回答第一个有关为什么有些企业比另一些企业所付的工资要高这个问题, 我们可以说这是因为通常来说, 各种不同类型的劳动者和不同企业在劳动生产率方面会存在很大差异。”

⑬if this is the case: 如若事实果真如此。

⑭labor costs: 劳动力成本。

⑮information costs: 信息成本。

⑯imply (implies 为第三人称单数形式): 意指, 意味着。

⑰全句可译为: “对雇主们来讲, 这总意味着必须在自己的企业中就有关工资规定的战略问题做出决策。”

⑱全句可译为: “许多企业有关工资问题的决策都是根据其雇员的教育水平和受训练程度来决定的。”

⑲compensating wage differentials: 补偿性工资差别。

⑳全句可译为: “此外, 补偿性工资差别, 即为吸引雇员安心从事某种工作而支付的额外报偿, 是根据某些劳动者的劳动任务性质来决定的。这些劳动者所从事的工作与其他雇员相比较, 不是更为枯燥乏味, 就是具有更大的危险性。”

㉑monitoring: 监视, 控制; supervision: 管理。

㉒nonfederal public sector: 非联邦政府部门。