

人才结构与产业结构互动机理 及相关政策研究

赵光辉 著

湖北长江出版集团
湖北人民出版社

人才结构与产业结构互动机理 及相关政策研究

赵光辉 著

湖北长江出版集团
湖北人民出版社

鄂新登字 01 号

图书在版编目(CIP)数据

人才结构与产业结构互动机理及相关政策研究/赵光辉著.
武汉:湖北人民出版社,2007.8

ISBN 978 - 7 - 216 - 05305 - 1

I. 人…

II. 赵…

III. ①人才—结构—研究—中国②产业结构—研究—中国

IV. C964.2 F121.3

中国版本图书馆 CIP 数据核字(2007)第 141380 号

人才结构与产业结构互动机理及相关政策研究

赵光辉 著

出版发行: 湖北长江出版集团
湖北人民出版社

地址:武汉市雄楚大街 268 号
邮编:430070

印刷:湖北省嘉鱼县金帆印务有限公司

经销:湖北省新华书店

开本:787 毫米 × 1092 毫米 1/16

印张:20

字数:358 千字

插页:1

版次:2007 年 8 月第 1 版

印次:2007 年 8 月第 1 次印刷

印数:1 - 5 000

定价:38.00 元

书号:ISBN 978 - 7 - 216 - 05305 - 1

本社网址:<http://www.hbpp.com.cn>

前 言

本文在借鉴、吸收前人研究成果的基础上，综合运用管理学、经济学、系统科学等学科的理论和方法，以定性分析和定量分析相结合、规范分析和实证分析相结合、历史分析和逻辑分析相结合、深度访谈与问卷调查相结合等方法研究了人才结构与产业结构互动的机理、历史与现状、趋势与政策建议。

本研究的现实意义在于：人才结构与产业结构互动是实施人才强国战略、全面建设小康社会的全局性要求，是实施国家宏观调控、走新型工业化道路的战略性的要求，同时也是区域、地方经济社会持续健康发展的现实性要求。全面建设小康社会的关键动力在于人才优势的发挥，掌握并运用人才结构与产业结构调整互动规律是实现经济现代化的必然要求。我国各地（区域）都面临日趋激烈的国际竞争、产业大转移、结构大调整、人才大流动所带来的不确定性挑战，以及区域竞争力所产生的压力，抓住人才与产业两条主线，并运用互动机理实现在国际竞争当中的准确定位，在今天就显得紧迫且必要。

全文从以下几个方面展开研究：第一章导论，对人才结构与产业结构研究的背景展开了分析，对人才、人才结构与人才结构调整、产业、产业结构与产业结构调整等概念进行了界定。阐明了全文的理论基础，即管理科学的基础理论与系统科学理论、马克思主义的结构理论、人才经济学的相关理论、产业结构理论，对国内外关于人才结构与产业结构调整互动研究进行综述，表明了本文研究的主要内容为人人才结构与产业结构互动机理，采用的研究方法主要突出为理论研究的创新性、实证研究的可信性和对策研究的科学性。第二章，研究了产业结构中的人才结构理论，建立了一个基本的理论框架，包括产业人才结构的的概念体系，分析体系、评价体系，结构划分和调整理论。其中尤其对产业结构当中人才结构调整的目标、调整的条件、调整的原则以及调整的方法作了阐述。第三章，对我国历代人才结构与产业结构互动的历史作了一次全面的考察，从古代人才在历史演变过程中找到了人才与产业互动的轨迹，通过历代人才结构变迁及其对我国经济结构的重大影响，发现了我国人才结构与产业结构互动的决定因素主要还是政治、经济和社会，其次还有科技因素。对我国历代的人才结构进行了分析，尤其考察各个时代人才的中心，它是怎样转移的？它为什么会成为中心？它为什么要转移？它的转移对当时的经济到底有什么影响？从而归纳出人才结构的变迁对全国产业结构乃至经济结构的影响规律，以

为今天人才结构与产业结构互动提供历史的借鉴。在第四章中,对我国人才结构与产业结构互动的现状进行了系统分析。通过查阅统计年鉴、实地调查、问卷和深度访谈所获取的数据,利用科学的方法,借助数学模型和计算机工具对我国目前人才结构的规模、需求与供给、我国产业发展对人才的缺口做出检验、预测与修订,并进行了国际比较;归纳总结出我国人才结构中存在的诸多问题及其原因,根据人才需求走势及教育发展的目标,确定我国战略产业的发展所需的人才类型,怎样针对性地计算不同产业的人才供给、不同区域的人才结构与产业结构互动状况等。这一章是本文提出政策建议的一个重要现实基础。在第五章,主要揭示了人才结构与产业结构互动的机理。从理论上论证了人才需求与人才供给的互动机理,阐明了人才的需求、人才的供给、人才的价格、单个区域的人才供给分析、人才的流动等相互之间的联系,描述了人才结构调整带动产业结构调整的过程和产业结构调整带动人才结构调整的过程,尤其论证了产业结构调整与人才供需互动的关系与流程和模式。这一章是本文提出政策建议的理论支撑点,全文的落脚点也因为人才结构与产业结构互动的机理而形成相关的重点政策建议。第六章提出了人才结构与产业结构互动的重点政策建议,提出我国应该从最根本的几个方面着手,突出在人才市场、高层次人才、海外人才和高新技术人才创业这几个方面。尤其以国家人才强国战略的实施和国家人事制度改革为推动力,对我国人才市场体制改革的目标设计、系统结构模式、人才市场运作的机制,从结构学的角度作了系统设计;同时对我国高层人才与海外人才战略的实施提出了具体的建议,以解决人才的增量,并在改变总规模的同时不断通过产业结构的升级而不断优化人才结构。最后分三个方面对高新技术人才创业的制度作了建议,以求通过高新技术人才创业带动其他人才创业,从而从根本结构上解决我国人才结构不合理的问题,并真正形成与产业的发展和结构调整良性互动。第七章是人才结构与产业结构互动的实证研究,选择了中部区域作为一个区域内部的人才结构与产业结构互动,以响应中央提出的中部崛起战略的实施,以实证说明中部崛起战略中怎样制定人才结构与产业结构互动战略,让本文提出的建议更具有操作性。第八章则运用人才结构与产业结构互动的一些机理,对交通行业的人才结构进行了评价,为我国交通行业人才结构与产业结构互动提出政策建议。第九章对全文作了总结,并对下一步的研究作了展望。

全文从三个方面显示了独到的特点:一是理论研究的创新性。界定了人才结构与产业结构互动的内涵,揭示了互动规律;归纳了我国 2700 多年来人才结构变迁及其对经济结构与产业结构的影响与规律,剖析了人才结构与产业结构互动的实质;把人才战略研究与国家经济结构调整结合起来,预测了人才结

构与产业结构互动之中我国人才的需求、供给、缺口问题，为正确指明我国人才结构与产业结构互动的方向奠定了理论基础。全文理论与实践相结合，在实践的基础上抽象出理论。二是实证研究的可信性。系统分析了我国人才结构与产业结构互动的现状与问题，对我国人才结构与产业结构的状况作了评价分析；以中部六省和交通行业为例作了实证研究；实证分析资料详实，数据可信，为制定对策提供了客观依据。三是对策研究的科学性。从理论与实际的结合上，针对现状和问题，提出了高层人才和海外人才战略以及战略保障措施。构建了人才结构与产业结构互动的体系，提出要抓住以高层次人才培养和海外人才引进为主的规模增量、大力倡导高新技术人才创业以及带动其他人才创业以改变人才结构存量、主要通过人才市场将人才结构与产业结构的调整进行有效连接的政策体系，为相关部门决策提供了较为详实的参考依据。

关键词：人才结构；产业结构；互动机理；政策研究

Abstract

On the basis of preceding research fruits, the thesis comprehensively applies theories and methods including management science, economics and system scientology. It connects quantitative analysis with qualitative analysis, normative analysis with authentic analysis, and logical analysis with historical analysis, all of which are used to analyze the interactive mechanism between talent structure and industrial structure, its history and actuality, the trend and policy suggestions.

The practical significance of this research lies in that The interaction between talent structure and industrial structure is the overall request of implementing of the talent powerful nation strategy and the comprehensive construction of the well - off society; is the strategic request of the national macroeconomic regulation and control and the new industrialization course; at the same time, is also the feasible request of the healthy sustained development of regional and local society and economics. The essential drive of the comprehensive construction of well - off society lies in the display of the talents' superiority. To grasp and handles the interaction law of the adjustment of talent structure and industrial structure is the inevitably request to realize economic modernization. Each region in our country is confronted with the pressure caused by intense international competition, the industrial adjustment and the structure adjustment, the challenge caused by the talent flowing and regional competition and so on. How to utilize the interaction mechanism between talent and industry, achieve the accurate localization in the international competition seems very essential and urgent today.

The research of the thesis unfolds as follows:

The first chapter is an introduction. to the writing process, the background of the talent structure and industrial structure. It defines the concepts such as talent, talent structure and talent structure adjustment, industry, industrial structure and industrial structure adjustment. The foundation of the thesis such as management science, systems science, Marxism structural theory, relative theories of the talent economics and the industrial structure theory are expounded. The research about the adjustment interaction between talent structure and industrial structure both in domestic

and foreign counties is summarized. The main content of this thesis is the interactive mechanism between talent structure and industrial structure. The research technique of the thesis which uses mainly highlights for the innovation of fundamental research, the credibility of real demonstration research and the scientific nature of countermeasure research.

The second chapter, studies talent structure theory in the industrial structure ; It has been established a basic theory frame including the concept system of talent, industry structure, analysis system, evaluative system, division theory, adjustment theory and so on. Especially, It has expounded the goal of the structure of talent adjustment in the industrial structure adjustment, the adjustment condition, the adjustment principal, as well as the adjustment method.

The third chapter, has made a comprehensive inspection into all previous dynasties structure of talent and the industrial structure interaction history in our country, the interaction path of talent structure and industrial structure from the succession variation process of ancient talented person in the history. Through the significant influence in all previous dynasties structure of talent vicissitude and the Chinese economic structure, it discovered that the determining factor of the interactive between talent structure and industrial structure in our country is mainly politics, the economy and the society, includeing the technical factor. All previous dynasties structure of talent in China has been analyzed. Especially it inspects talented person's center in each time. How did it shift? Why could it become the center? Why did it have to shift? How did the shift affect the economy at that time? Thus it induces the influence rule that the structure of talent vicissitude to the national industrial structure and even the economic structure, in order to provides historical the model to today's the interactive between talent structure and industrial structure.

The fourth chapter, has analyzed systemically the interactive actuality between talent structure and industrial structure in our country. It collects Data from the statistics yearbooks, the on - the - spot investigation, questionnaire and the depth interview. It uses science method, the mathematical model and the computer tools, to examine and compare the structure of talent scale, the demand and the supplies at present in our country, the talented person's gap in industry development; The questions and its reasons in the talent structure in our country it has According to the goal of talent person demand trend and the education development, It determined the talented person needing type of the development of the strategy industry in our country. It

described how to calculate the supply of talent person in different industries, the interactive condition between talent structure and industrial structure in different regions and so on. This chapter is the important realistic foundation to propose a policy suggestion of the thesis.

The fifth chapter has promulgated the interactive mechanism between talent structure and industrial structure. It the demonstrated theoretically interaction mechanism between the talent demand and the talent supplies, the relations among talent's demand, talent's supplies talent's price, the single regional talent supplies, the talent flows and so on, the process that the talent structure adjustment impetus the industrial structure adjustment and the industrial structure adjustment leads the talent structure adjustment are described, Especially, it demonstrated the interaction relations, the flow and the pattern between the industrial structure adjustment and the talent supply and demand. This chapter is the theory resistance center to propose the policy suggestion of the thesis; the related key policy suggestions, which come from the interactive mechanism between talent structure and industrial structure, are also the foothold of the thesis.

In the sixth chapter, key policy suggestions of the interactive between talent structure and industrial structure are proposed. Our country should begin with the most basic several aspects, such as to highlight in the talent market, the high level talent, the overseas talent and the carve out of high - new technology talent. It has made the system design from the theory of structures angle, Especially to take the implementation of national talent powerful nation strategy and personnel system reform as the propelling force, to the goal design of talent market organizational reform, the system structure pattern, the operation mechanism talent market in our country,; Meanwhile it proposed some concrete suggestions to the implementation strategy of high level talent and the overseas talent in our country, in order to solve the talent's increment, and changes the overall scale, to optimize the talent structure through the industrial structure promotion persistently. Finally, from three aspects, to give some suggestions to the system of carving out of high - new technology talent, in order to lead other talent to start an undertaking through the high - new technology a talent, thus solved the unreasonable talent structure from the basic structure in our country, and forms the benign interaction between the industrial development and the structure adjustment.

The seventh chapter is the demonstration research of the interactive between tal-

ent structure and industrial structure. The thesis chooses six provinces in the middle of China as region interior interactive between talent structure and industrial structure, the demonstration is explained in the strategy rising of central regions, how to formulate the strategy to the interactive between talent structure and industrial structure. It makes the suggestions in this thesis more operational.

The thesis demonstrated the original characteristics in three aspects:

The first one is the innovation of fundamental theory research. The connotation of interactive between talent structure and industrial structure is defined; interaction law is promulgated; the influence and the law which talent structure vicissitude acted to the economic structure and the industrial structure in China for more than 2, 700 years is induced; the interactive essence between talent structure and industrial structure is analyzed; the talent demand, supply and the gap of demand and supply in the process of interactive between talent structure and industrial structure in our country is forecasted, the rationale has laid to the interaction direction between talent structure and industrial structure. In the thesis, through the integration of theory and the practice, theory is abstracted in the foundation of practice.

The second one is the credibility of demonstration research. The present situation and problems of the interactive between talent structure and industrial structure in our country are analysis systemically, and made the appraisal analysis to the present situation of talent structure and industrial structure in our country; The detailed and credible demonstration analysis material have provided the objective basis for the formulation of countermeasure.

The last one is the scientific nature of countermeasure research. From the point of the integration of theory and the practice, in view of the present situation and problem, the high level talent and the overseas talent strategy as well as the strategic safeguard measure are proposed. The system of the interactive between talent structure and industrial structure is constructed, the scale increment caused by the cultivation of high - level talent and the introduction of overseas talent is proposed; advocate the talent's carve out in the high - new technology enterprises as well as leads other talent to start an undertaking in order to change the storage quantity structure of talent, constitute the policy connection system mainly through the talent market adjust the talent structure and the industrial structure effectively, has provided the more detailed reference for the correlation decision - making departments.

Key Words: Talent Structure, Industrial Structure, Interactive Mechanism, Policy research

目 录

前言	(1)
Abstract	(4)
第 1 章 导论	(1)
1.1 问题的提出	(1)
1.1.1 研究的背景	(1)
1.1.2 研究的对象与意义	(2)
1.2 研究综述与理论依据	(3)
1.2.1 研究综述	(3)
1.2.2 主要理论依据	(14)
1.3 本文研究的主要内容	(44)
1.4 采取的研究方法、技术路线	(45)
1.4.1 研究方法	(45)
1.4.2 技术路线	(45)
第 2 章 产业结构中的人才结构理论:一个基本的框架	(47)
2.1 人才结构的分析与评价	(47)
2.1.1 人才结构的理论问题	(47)
2.1.2 人才结构的分析问题	(48)
2.1.3 人才结构的评价问题	(51)
2.2 人才结构的体系	(55)
2.2.1 结构划分	(55)
2.2.2 产业人才结构	(60)
2.2.3 最佳人才结构	(62)
2.2.4 人才结构的时间性与规模	(63)
2.3 人才结构的调整	(65)
2.3.1 调整的目标	(65)
2.3.2 调整的条件	(65)
2.3.3 调整的原则	(67)
2.3.4 调整的方法	(71)
本章小结	(73)

第3章 我国人才结构与产业结构互动的历史考察	(74)
3.1 历代人才结构的变化	(74)
3.1.1 春秋战国时期到隋唐时期的人才结构	(75)
3.1.2 两宋时期的人才结构	(80)
3.1.3 明代时期的人才结构	(83)
3.1.4 清代时期的人才结构	(84)
3.1.5 20 世纪的人才结构	(87)
3.1.6 我国历代人才结构变迁的轨迹	(89)
3.2 历代人才结构变化对经济结构及产业结构的影响	(92)
3.2.1 从上古到秦汉的经济结构及产业结构的变化	(92)
3.2.2 从魏晋到南北朝时期的经济结构及产业结构 的变化	(93)
3.2.3 从安史之乱到藩镇割据时期的经济结构及产 业结构的变化	(94)
3.2.4 历代人才结构变化影响经济结构及产业结构 的过程	(97)
3.3 历代人才结构与产业结构互动的规律	(99)
3.3.1 历代人才分布中心时空变迁规律	(99)
3.3.2 历代人才结构与产业结构互动的经济与政治 因素	(101)
3.3.3 历代人才结构与产业结构互动的科技因素	(105)
3.3.4 历代人才结构与产业结构互动的社会因素	(106)
本章小结	(108)
第4章 我国人才结构与产业结构互动的现状与预测	(109)
4.1 我国人才结构的现状	(109)
4.1.1 我国人才的国际比较	(109)
4.1.2 我国专业技术人才结构的变化	(112)
4.1.3 我国区域人才结构的变化	(123)
4.1.4 我国人才结构变化的特点与问题	(130)
4.2 我国人才供给的定量预测	(133)
4.2.1 我国专业技术人才供给的定量预测	(133)
4.2.2 国民经济三大产业人才供给的定量预测	(134)
4.2.3 新兴产业人才供给的定量预测	(135)
4.2.4 高等教育学历人才供给的定量预测	(136)

4.2.5 高技能人才供给的定量预测·····	(136)
4.3 我国人才需求的定量预测·····	(137)
4.3.1 我国专业技术人才的需求的定量预测·····	(137)
4.3.2 国民经济三大产业人才需求的定量预测·····	(137)
4.3.3 新兴产业人才需求的定量预测·····	(138)
4.4 我国人才缺口的定量预测·····	(139)
4.4.1 我国人才缺口分析·····	(139)
4.4.2 人才需求缺口的定量预测·····	(147)
4.4.3 人才供给缺口的定量预测·····	(154)
4.5 我国人才结构与产业结构互动的趋势·····	(165)
4.5.1 产业发展对人才需求进一步增强·····	(165)
4.5.2 产业结构变化要求人才结构与之匹配·····	(166)
4.5.3 经济增长方式转变要求人才质量提升与结构 优化同步·····	(166)
4.5.4 所有制结构变化要求人才结构与产业结构互 动的政策配套·····	(167)
4.5.5 经济体制改革要求强化人才资源的市场化 配置·····	(167)
4.5.6 劳动人口增长对现有人才结构升级提出新 课题·····	(168)
本章小结·····	(168)
第5章 人才结构与产业结构互动的机理·····	(169)
5.1 人才需求与人才供给的互动机理·····	(169)
5.1.1 人才需求·····	(169)
5.1.2 人才供给·····	(169)
5.1.3 人才的价格·····	(170)
5.1.4 人才边际生产率·····	(170)
5.1.5 单个区域人才的供给规律·····	(171)
5.1.6 人才流动的规律·····	(172)
5.1.7 人才边际生产率与人才供给规律·····	(174)
5.2 人才结构调整促动产业结构调整·····	(175)
5.2.1 人才结构是产业结构调整的基础·····	(175)
5.2.2 区域人才状况是区域产业结构调整的决定性 因素·····	(175)

5.2.3 高素质人才催生高技术及高技术产业	(175)
5.3 产业结构调整拉动人才结构调整	(176)
5.3.1 产业结构整体上的高级化要求人才质量随之 提升	(176)
5.3.2 三次产业结构的变化要求及时调整人才的就 业结构	(176)
5.3.3 产业结构的地区性差异要求区域人才开发与 流动	(177)
5.3.4 产业结构变动的突发性特点要求建立人才预 警机制	(178)
5.4 产业结构调整通过技术发展改变人才给求	(178)
5.4.1 产业结构变动改变人才供给	(178)
5.4.2 产业结构调整改变人才需求	(184)
5.4.3 技术经济发展调剂人才供需与产业结构	(185)
本章小结	(187)
第6章 人才结构与产业结构互动的政策建议	(188)
6.1 人才市场政策创新	(188)
6.1.1 人才市场体制改革的目标设计	(188)
6.1.2 人才市场体制构建的模式框架及运作 机制	(199)
6.1.3 人才结构与产业结构互动中人才市场的制度 安排	(212)
6.2 高层次人才政策创新	(216)
6.2.1 我国高层次人才宏观管理存在的主要问题与 原因	(216)
6.2.2 我国高层次人才宏观管理的制度创新	(220)
6.3 海外人才政策创新	(222)
6.3.1 扩大利用海外人才战略思路	(223)
6.3.2 扩大利用海外人才的政策建议	(223)
6.4 高新技术人才创业政策创新	(227)
6.4.1 高新技术人才创业的政府职能	(227)
6.4.2 高新技术人才创业的人才政策	(232)
6.4.3 高新技术人才创业的配套政策	(236)
本章小结	(239)

第7章 人才结构与产业结构互动实证研究(一)

——以中部区域为例	(240)
7.1 中部区域人力资源评价	(240)
7.1.1 中部区域劳动力资源评价	(240)
7.1.2 中部区域劳动力资源利用率评价	(242)
7.1.3 中部区域就业状况评价	(244)
7.1.4 中部区域人口素质评价	(247)
7.1.5 中部区域农村剩余劳动力评价	(249)
7.2 中部区域人才产业分布结构的比例分析	(252)
7.2.1 中部区域人才产业分布的特点	(252)
7.2.2 中部区域第一产业人才分布状况比较	(253)
7.2.3 中部区域第二产业人才分布状况比较	(254)
7.2.4 中部区域第三产业人才分布状况比较	(255)
7.3 中部区域人才结构与产业结构互动的主要内容	(257)
7.3.1 人才结构与产业结构互动的本质	(257)
7.3.2 产业结构与就业结构互动	(257)
7.3.3 产业结构与人才需求互动	(259)
7.4 中部区域人才结构与产业结构互动政策的制定	(260)
7.4.1 发展第三产业促进就业	(260)
7.4.2 调整特色人才结构培育特色产业和特色产品	(261)
7.4.3 发展产业集聚区推动支柱产业及战略产业 发展	(261)
7.4.4 协调产业结构与人口增长和充分就业	(261)
7.4.5 产业结构调整的范围全面延伸到人才流入和 流出区域	(262)
7.4.6 以良好的区域创新环境促进中部区域知识资 源水平不断提高	(262)
本章小结	(263)

第8章 人才结构与产业结构互动实证研究(二)

——以交通行业为例	(264)
8.1 我国交通行业人才结构分析	(264)
8.1.1 交通人才总量	(269)
8.1.2 交通人才队伍结构	(271)
8.1.3 交通人才队伍业务素质和能力	(274)

8.1.4 交通人才管理机制	(275)
8.2 我国交通产业结构分析	(277)
8.2.1 交通产业结构模型	(277)
8.2.2 交通产业结构调整	(280)
8.2.3 交通产业结构评价指标体系	(281)
8.2.4 我国交通产业结构存在的主要问题	(282)
8.2.5 我国交通产业结构调整战略	(282)
8.2.6 我国交通产业结构调整方向	(284)
8.3 我国交通人才结构与产业结构互动的关键问题	(285)
8.3.1 交通人才资源短缺的问题	(285)
8.3.2 交通人才结构与产业结构存在不协调的问题	(286)
8.3.3 交通人才质量与交通发展存在问题	(287)
8.3.4 交通人才管理体制适应交通发展调整的问题	(288)
8.4 我国交通行业人才结构与产业结构互动的政策	
建议	(289)
8.4.1 交通人才管理政策	(289)
8.4.2 交通人才规划	(290)
8.4.3 交通人才保障体系	(291)
8.4.4 交通文化建设	(291)
本章小节	(292)
第9章 全文总结与研究展望	(293)
9.1 全文总结	(293)
9.2 主要创新点	(294)
9.3 研究展望	(295)
主要参考文献	(297)
致谢	(304)