

RENCAIXUE YUANLI

人才学原理

主编 罗洪铁 副主编 周 琪 张家建

四川出版集团·四川人民出版社

人才学原理

RENCAIXUE
YUANLI

主 编 罗洪铁
副主编 周 琪 张家建

四川出版集团·四川人民出版社

图书在版编目 (CIP) 数据

人才学原理/罗洪铁主编. —2版. —成都: 四川人民出版社, 2006. 4

ISBN 7-220-07068-3

I. 人... II. 罗... III. 人才学 IV. C96

中国版本图书馆 CIP 数据核字 (2006) 第 026335 号

RENCAIXUE YUANLI

人才学原理

罗洪铁 主编

责任编辑
封面设计
内文设计
责任校对
责任印制

罗晓椿
文小牛
古 蓉
何秀兰
李 剑 孔凌凌

出版发行
网 址

四川出版集团 (成都槐树街 2 号)
四川人民出版社
<http://www.scpph.com>
<http://www.scrmcbs.com>
E-mail: scrmcbsf@mail.sc.cninfo.net

发行部业务电话
防盗版举报电话

(028) 86259459 86259455
(028) 86259524

照 排
印 刷
开 本
印 张
插 页
字 数
版 次
印 次
印 数
书 号
定 价

成都华宇电子制印有限公司 (028-86272418)
成都金龙印务有限责任公司
140mm×202mm
17.375
6
420 千字
2006 年 4 月第 1 版
2006 年 4 月第 1 次印刷
1—2000 册
ISBN 7-220-07068-3/Z·343
30.00 元

■ 著作权所有·违者必究

本书若出现印装质量问题, 请与工厂联系调换
电话: (028) 85651045



罗洪铁 重庆市人，西南大学政法学院院长，教授、博士生导师，重庆市学术技术带头人、政府特殊津贴享受者、重庆市《马克思主义理论与思想政治教育》重点学科负责人、全国高校思想政治教育研究会学术委员、中国人才研究会副理事长。长期从事思想政治教育理论与实践和人才学、人力资源开发的研究。先后主持或主研省部级科研课题和横向课题10项，出版人才学、人力资源开发方面的专著12部，发表学术论文50多篇。代表作有：《人才学原理》、《人才学论纲》、《人才资源论》、《人力资源开发与管理研究》、《三峡库区人力资源开发研究》、《重庆市人才资源开发研究》、《现代人才资源开发论》、《思想政治教育学原理》、《思想政治教育学专题研究》、《思想政治教育学原理与方法基础理论研究》等。在出版的专著中，有2部分别获国家人事部一等奖和三等奖；2部获重庆市人民政府哲学社会科学二等奖、4部获重庆市人民政府哲学社会科学三等奖、1部获优秀奖。



周琪 重庆市人,1978年生,法学博士,西南大学政法学院副教授。主要从事思想政治教育、人才学、人力资源开发的 Teaching 和研究。主研教育部和重庆市社会科学基金项目3项,与人合作出版专著13项,在4部专著和课题中担任副主编。在出版的学术专著中,任副主编的《人才学基础理论研究》于2005年7月获得重庆市政府哲学第四次社会科学优秀成果三等奖。在《理论探讨》、《中国人才》、《思想教育研究》等核心期刊上发表学术论文数篇,并被人大复印资料《思想政治教育》转载,并获得“2004年度人才理论研究成果一等奖”。主要参与著作有《人才学基础理论研究》、《三峡库区人类资源开发》、《重庆市人才资源开发论》、《渝中区人才资源开发论》、《现代人才资源开发论》、《高校贫困生:成才不是梦》、《思想政治教育研究》、《思想政治教育基础理论研究》、《思想政治教育前沿问题研究》等。



张家建 四川广安人,1976年生,法学硕士,西南大学政法学院讲师,“马克思主义理论与思想政治教育研究中心”成员。主要从事思想政治教育、人力资源开发以及当代社会思潮的研究与教学。合作著有《思想政治教育原理与方法》、《人才学基础理论研究》、《重庆市人才资源开发论》、《三峡库区人力资源开发研究》、《当代国外社会思潮专题研究》、《当代中国青年社会时尚专题研究》等10余部专著,在其中5部任副主编。主研省部级社科项目5项,参研4项。获重庆市政府哲学社会科学三等奖1项。

序

王通讯（原中国人事科学研究院院长、研究员）

西南大学罗洪铁教授主编的《人才学基础理论研究》于2003年出版后，受到了理论界的重视，《中国人才》杂志发表了书评，该书还于2005年被重庆市人民政府评为哲学社会科学三等奖。现在他们在此基础上又将出版《人才学原理》，非常令人高兴。因为他们在人才学基础理论的研究方面又迈出了新的一步。我想，他们对人才学的基本理论问题，一一进行深入的探讨，无疑是十分必要的。

说它重要，是因为这本专著研究的问题实在是太“基础”了。远自人才学业研究之发轫，就有一些概念、问题争论甚多。有争论问题不大，关键是要理清哪些是大家认识一致的，哪些是大家认识不一致的，求同而存异，并非不可取。而且历史的发展，往往是这样。有人说，人才研究到了今天，连“人才”二字也认识不一致，还谈什么研究？我说，这并不算稀奇。君不见什么叫“物质”、什么叫“信息”，不是至今也没有一个统一的认识么？这并不妨碍人们对物理学、信息学进行深入的研究；同理，人才研究也是在争论中不断深化的。对人才学的基础理论，大家都可以发表不同见解，可以百家争鸣。只要大家采取一种彼此尊重、取长补短的态度，总可以将研究一步一步推向前进。我相信，在这部专著出版之后，又一批新的见解会

应运而生，从而进一步丰富和充实我们的人才学理论宝库。

记得早在 20 世纪 80 年代中期，王康同志（时任中国人才研究会理事长）与我曾经主编过一本《人才学基础》，参加撰稿的人员有不少是当时的人才学教学骨干和专家。转眼之间，这些人都要离休退休了。每忆及此，不禁感慨系之。学术之薪火，总是要靠年轻一代传承和远播的。罗洪铁教授早在 1986 年就开始开设人才学课，他在开设人才学课方面创立了三个全国第一：一是他开设人才学课的层次最多。他和他的学生不仅系统地给专科生、函授生、网络远程教育的学生和本科生开设了人才学课，而且还给硕士研究生、博士研究生讲授了人才学课。二是他在大学持续开设人才学的时间最久。1986 年至今已经 20 年了。在 20 年的时间里，共向 5000 多各类学生传授了人才学知识。如果加上他学生的辐射作用，学习过人才学知识的人就更多。三是在他的带领下，一批年轻的学术新锐脱颖而出，他带的研究生至今都已登上大学讲台传授人才学的知识了，一本又一本的专著出版了。看到他和他的弟子们通过奋斗所取得的成就，怎不令人振奋？我衷心地希望罗洪铁教授在人才学的研究和教学上有更大的作为，更企盼他的弟子们“青出于蓝而胜于蓝”，能够超越前人，迈出自己的步伐，为人才学的学科建设作出更大的贡献。

基于以上考虑，我想谈几点对人才学发展的意见，供他们参考。

一、定性研究与定量研究结合。人才研究不仅要注意问题的定性，还应注意定量。这是任何一门科学之所以走向成熟、能不能走向成熟的一个标志。为此，需要研究学科之内的若干指标体系，例如，人才层次之划分、人才考核之定量表示、人才流动之计算公式、人才效益的评估方法。如果不这么深入下去，则一切均在不确定和抽象中，无法准确把握和比较，也是无法站得住脚的。

二、国内与国际研究结合。经过二十多年的努力，中国人才学的理论成果丰硕。但是，也不能忽视国际上有关人才研究的贡献。一般地说，人们容易将国际上的成果理解为人力资源学说。这是对的，但远远不够。据我所知，国际上有关脑科学、遗传学和医学的研究，都有不少成果值得吸纳与借鉴。此外，有关人的心理规律、统计规律，有关动物学原理、社会学理论等，都有大量内容值得重视。我们应该海纳百川，善于为我所用，以此来充实我们的人才学内涵。当前的主要问题是，不少研究者视野太窄，涉猎面太小，以至自我封闭，封闭是难以发展的。

三、微观研究与宏观研究结合。在人才研究领域，微观主要是针对个体成长、发展、成功的研究。宏观则研究社会如何多出人才、快出人才、出好人才。这是两个不同的层面。微观研究很重要，它对人成其才之规律的总结与概括是家长、学校老师以及立志成才者的宝贵财富。同时，宏观研究也很重要。因为我们的社会如何做到人尽其才，确是应该下大工夫探讨的。当前的研究要点应该是制度创新。通过制度创新使得蕴藏在广大人才资源中的巨大能量得以发挥。一本好的人才学专著，应该包括微观与宏观两个方面。

四、理论与实践结合。实践是一切真知的源泉，也是检验真知的试金石。所以马克思主义者把实践放在了认识论的第一重要地位。当前中国的人才实践应该说是广泛的。但是与国外相比，我们的一个短处是缺少真正静下心来以人才为实验对象的对比研究与实证研究。没有实践的理论总是显得苍白无力。如果说，“人成其才”的实验比较难做，那么“人尽其才”的实验应该相对容易。这要靠我们广大人才管理者做个有心人，做个用人才理论武装起来的有心人，在实践中获得数据，获得结论。若能如此，那么新世纪人才管理创新的过程就是人才研



究深入的过程。近代以来,西方出现的各种有关人才的理论,诸如科学管理理论、XY理论、情商理论等,今天看起来并不神秘,但为什么没有诞生在中国呢?恐怕与我们不重视有关人的实验有关(当然还有别的原因),人才研究者,特别是年轻一代,应该在这方面有所突破。

五、继承与创新结合。人类文化的传承过程,就是在继承与创新中不断演化、螺旋上升的过程。人才研究领域也不能例外。20世纪80年代人才学研究蓬勃兴起,各种体系框架纷纷呈现。但总的来说,有许多相似之处。内蒙古出了一个名叫门里牟的年轻人,独树一帜,以自然人才学为研究重点,优生优育优教娓娓道来,就有了新意,使人有新风扑面之感。我想,在当前形势下,尤其需要强调创新,不能总是老面孔。现在应该大力倡导创新,而且也可以创新。关键在哪里?关键在知识面的拓展与创新思维的活跃。

罗洪铁教授担任本书主编,是十分合适的。他现为中国人研究会理事、中国人才研究会人才学研究分会副理事长、重庆市学术技术带头人、重庆市重点学科带头人、国务院政府津贴享受者、西南大学政法学院院长、博士生导师。现在他不仅桃李遍地,在科研方面,据我所知,他先后主持或主研省部级科研课题和横向课题10项,出版人才学、人力资源开发方面的专著12部,发表学术论文50多篇,曾先后荣获国家人事部一等奖、四川省人民政府和重庆市人民政府的二、三等奖。如此众多的成果,实在可喜可贺。在他主编的《人才学原理》面世之际,我的这番话,算是对他的祝愿吧。衷心期望他和他的学生们能够在人才学这片广阔的原野上,辛勤耕耘,多有收获,以造福一代又一代渴望成才、立志大展鸿图的青少年朋友们。

2006年1月18日



Foreword

Wang Tongxun

A Study On The Fundamental Theories Of Talent which is chiefly compiled by Professor Luo Hongtie of Southwest University is highly appraised since it was published in 2003. And the comment on this book is made in China Talent. Above all, this book was rewarded the 3rd prize of philosophy and social science by the government of Chongqing. Now I am in full interests that the new monograph, The Theories Of Talent Study which is based on their previous study, will come out. It makes clear that the scope of their study has got on another new development. It's so indispensable to study the fundamental theory of talent study deeply one by one.

Because they are so “basic”, they are very important. From the beginning of the study in talent, there were lots of contentions for some concepts. It's not a problem if there are contentions, but we must make sure which one we get have the same idea and which one we don't. Somebody says there is no need for us to do research work in talent studies since we haven't gotten the same idea on the concept of “talent” though we have studied the theory for so long times. But I don't take it as a big problem. Well you know that we also don't have the



same idea on the concept of “material” or “information”, but we still keep on the deep research for physics and information science. It’s the same principle that we also keep on with contentions on the research of talent studies. So we can show our different ideas for the fundamental theory of talent studies with an attitude of respecting each other, then we can make the research going on. I am sure that some new idea will come out after *The Theories Of Talent Study* is published, which will make the theories of talent study more plentiful.

Around the middle of the 1980s, Mr. Wang Kang, the council chairperson of Talented Research Association of China, compiled a book titled *Basic Of Talent Studies* together with me, the people who joined the work at that time. were all key members in the education of the theory But now, they are all going to be at retirement age. And we always need the young persons to hold out our theory. Professor Luo Hongtie set up the lesson of talent science in 1986. And he has Three First in the lesson of talent science all over the country. Firstly, the level of talent science that Professor Luo Hongtie has developed is most. He and his students set up the lesson of talent science not only in the areas of training school, correspondence school and network distant teaching, but also in the teaching of Master postgraduate and Doctor postgraduate. Secondly, the times is longest that Professor Luo Hongtie has taught the lesson of talent science in the college. 20 years have past since 1986. He has taught 5 000 students the talent science in nearly 20 years. The number of people who have learned the knowledge of the talent science will be more in addition



to the radiation of his students. Thirdly, under his leadership a number of new academic force comes out. And his postgraduate students have taught the lesson of talent science in the university. Above all, the monographs have come out one by one. When I have seen the achievements through their efforts I am in greatly excited. I cordially hope that Professor Luo Hongtie will make more achievement in the research and teaching of talent science. I even more hope his pupils will make advanced steps and greater contribution for talent science.

Based on these thoughts, I would like to show them some of my own idea for reference. And I hope it will be helpful for their research and study.

I. The combination of qualitative analysis and quantitative analysis

We do not only pay attention to the qualitative analysis, but also to the quantitative analysis. It's the key to a theory to be improving day by day. So we must study all kinds of the target system in the theory, for example, classification of talented levels, quantitative expression of talented examination, numerical formula of talented mobility, expressive method of talented benefit. If we don't study so deeply, then nothing will be sure, then the theory won't be successful and perfect, it will be failure.

II. The combination of China and overseas

The achievements of the theory of talent have been rich and varied in the past 20 years or more. However, we cannot neglect the achievements abroad. Generally speaking, it's easy



for us to treat the international achievements as the theory of human resources. It is right, but not enough. According to my knowledge, there are so many achievements in cerebrum science, genetics, medicine in foreign countries which we can learn from. And there are quite a lot things about psychological regular, statistical regular, correlating principle of zoology, principle of sociology, etc worth being focused. We had better absorb other's achievements, and get used of it, then recruit our intension of talent studies. Currently, the main problem is that some researchers' visual field is so narrow, and their research field is also so narrow, so that they obdurate themselves. It is hard to develop like this.

III. The combination of microscopic and macroscopic researches

The microscopic research in talent research field is the research about the individuals' growth, development and success. The macroscopic research is how the society to cultivate talents in quantity, quality and ways. These are two different stages. Microscopic research is very important. It summarizes the regularity of how to be the talent. And this general review is the precious treasure for parents, teachers and ambitious men. Meanwhile, macroscopic research is also very important, because it is really worth for us to discuss how to rebuild our society. Currently, the research should focus on the innovation of regulations. Through the innovation, the great power that seals in mass can be used. A good book on talent studies should include microscopic and macroscopic research.

IV. The combination of theory and practice



Practice is the source of all the truth, and is also the touchstone of the truth. So Marxists put practice in the first place of reality theory. Currently in China, the practice of talent is in wide range. But compared with the foreign countries, our shortcoming is we seldom have comparative research and concrete evidence research towards talents. The establishment and end of younger class of USTC, the rumors of the special education are the examples. Theory without practice is always pasty. If it is a difficult experiment on Everyone To The Talent, it is a comparatively easy experiment on Everyone To Prove His Talent. It depends on our managers. They should be careful, with a great deal knowledge of talent, and they should get the statistics and results step by step. If it can be, the process of the innovation of talent manage is the process of research to talent in the new century. From the modern times, there are so many kinds of theories of talent, such as manage theory, XY theory, EQ theory, etc. Today we never think they are mysterious, but why they did not be invented in China? I am afraid it is related our unconsciousness to the research of people (surely there are some other reasons). The researchers of talent, especially the younger generation, should make a break in this field.

V. The combination of inheritance and innovations

The developmental process of human's culture is a replace developmental process between inheriting the old theory and making innovations. The process of the research for the theory of talent is the same. Around the 1980s, the research became popular, and a lot of new systems came out, but they were all



similar in some fields. But there was a young man called Men Limou raised a new idea, he took the talent studies of nature as the major research, talked about making good conditions for bearing, raising and teaching. It's a very new and nice idea. I think, we need such a spirit to make innovations under such a situation and we can't always be the old faces. And I read a book titled *Development Of Human Resources Research* written by Professor Xiao Mingzheng of RUC, which owed some new ideas also. We should advocate the innovations and we can do it. But what's the key? The key is the practice of knowledge and the active of innovatory idea.

Professor Luo Hongtie is very suitable to be the chief compiler of this book. Now he is the member of the council of the Talent Research Association of China, the deputy leader of a council of Talent Science Research Association, a branch of the Talent Research Association of China, one of the leaders of academic technology of Chongqing, one of the leaders of the Major Subject of Chongqing, the director of the School of Politics and Laws of Southwest University, and the tutor of Doctor. As we know, Professor Luo Hongtie takes charge of 10 subjects of province research courses and transverse research courses, 12 monographs on talent theory and human resources and more than 50 academic thesis. Additionally he got the First Price of the state Ministry of Personnel, the Second and Third Price by the People's Government of Chongqing and Sichuan Province for several times. It's really great for him to have made so many achievements. And now, when the new monograph *The Theory Of Talent Studies* comes out, I espe-



cially write this Preface as my best wish for him. I express my heartfelt hope that he and his students will study hard and be more achievable in the field of the talent theory to bring benefit to generations of youth who are eager to grow up to be useful and resolve to realize their great plans.

January 18, 2006

Beijing

Note: Mr. Wang Tongxun is a specialist in talent research, the previous Director of the Personnel Science Research Institute of China

目 录

序	王通讯 (1)
第一章 绪 论	(1)
一、人才的含义和本质属性	(1)
(一) 人才的含义和类型	(1)
(二) 人才的本质属性	(12)
二、人才成长和发展的分期	(16)
(一) 智力萌发期	(16)
(二) 素质优化期	(19)
(三) 成果创造期	(19)
(四) 后续发展期	(20)
三、人才的价值	(24)
(一) 价值的含义和类型	(24)
(二) 人才价值的含义和类型	(25)
四、人才学的诞生和发展	(28)
(一) 创立人才学问题的提出	(28)
(二) 人才学的发展简况	(29)
(三) 人才学的研究对象	(30)
第二章 人才学的理论基础	(32)
一、马克思、恩格斯、列宁、斯大林的人才思想	(32)