



RENCAXUE JICHU LILUN YANJIU

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基础理论研究

主编：罗洪铁 副主编：周 琪 张家建

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西南师范大学的罗洪铁教授，寄我一份《人才学基础理论研究》写作提纲。初看一遍，令人高兴，因为他开列的研究范围较之以往有较大的拓展，而且都是“基础理论”的重要组成部分。罗教授主编的书中讲到了 13 个要点，它们是：人才概念、人才价值、人才学、人才开发、人才的素质、人才社会环境、人才社会承认、人才结构、人才识别、考核与选拔、人才使用、人才评估、人才流动与人才市场。洋洋洒洒，令人目不暇接。我想，对以上问题，一一进行深入探讨，无疑是十分必要的。他们的研究工作，对于逐步完善人才学的理论体系具有较大的学术价值。

说它重要，是因为它们实在是太“基础”了。远自人才学研究之发轫，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，寻同而存异，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、信息学进行深入研究；同理，人

才研究也是在争论中不断深化的。对以上 13 个问题，都可以发表不同见解，都可以百家争鸣。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，在这部书稿完成之后，又一批新的见解会应运而生，从而进一步丰富和充实我们人才学的理论宝库。

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。转眼之间，这些人就要离休退休了。每忆及此，不禁感慨系之。学术之薪火，总是要靠年轻一代去传承、去远播的。今天，在罗洪铁教授的带领下，一批年轻的学术新锐脱颖而出，怎不令人振奋？我衷心地企盼他们“青出于蓝而胜于蓝”，能够超越前人，迈出自己的步伐。

基于以上考虑，我想谈几点可供他们参考的意见，或许有助于他们写作、创新。权且叫做“五个结合”吧！

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、人才效益的表示方法。如果不这么去深入，则一切均在不确定中，是无法把握、无法比较，也就是无法站得住脚的。

二、国内与国际结合

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、产期医学的研究，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、社会学原理等，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

微观研究在人才研究领域，主要是指针对个体成长、发展、成功的研究。宏观则指社会如何多出人才、快出人才、出好人才。这是两个不同的层面。微观研究是很重要，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改造，确实是应该下大功夫探讨的。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塌下心来以人才为实验对象的对比研究与实证研究。中国科技大学少年班的创立与停办、特殊教育的风言风语

等等，就是这种状况的反映。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，一步步获得数据，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，就是继承与创新不断演化、螺旋上升的过程。人才研究领域也不能例外。记得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。最近我还看到一本中国人民大学肖鸣政教授的专著《人力资源开发学》，内容又有不少新意。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。他现为中国人才研究会理事、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、重庆市重点学科负责人、西南师范大学政法学院院长。多年以来，他为3000余名学生，包括研究生系统讲授人才学，可谓“弟子三千、桃李遍地”。此外，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 6 项，出版人才学、人力资源学专著 6 部，发表学术论文 40 多篇，并先后荣获国家人事部一等奖、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。如今，当他的又一部著述面世之际，我顺便讲了如上的一番话，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、立志大展宏图的青少年朋友们。

2003 年 3 月 18 日于北京

Preface

Wang Tongxun

Professor Luo Hongtie of SWNU mailed me an outline of *A Study Of The Fundamental Theory Of Talent Studies*. I read it with full interests and found his scope of study had got a big development. The scope includes all the important parts of “basic theory”. Professor Luo has made clear 13 main points in the book: conception of talent, value of talent, talent studies, development of talent, quality of talent, social environment of talent, social recognition of talent, structure of talent, distinction, examination and selection of talent, use of talent, evaluation of talent, mobility of talent and market of talent. He has wrote so many and it's so indispensable to study them deeply one by one. Their research is valuable to perfect the theory of talent studies.

Because they are so “basic”, they are very important. From the beginning of the study in talent, there are lots of contentions for some concepts. It's not a problem if we get 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 got 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 13 main points 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 book have made the theory of talent study more plentiful.

Around the middle of the 1980s, Mr. Wang Kang, council chairperson of Talented Research Association of China, compiled a book named *Basic Of Talent Studies* together with me. The people were all key members in the education of the theory who joined the work at that time. But now, they are all going to be at retirement age. Well, we always need the young persons to teach on our theory. So, when I find so many students come out by the lead of Professor Luo, I am roused up. I cordially hope they will be more successful on the research of the theory.

Based on these thoughts, I would like to show them some of my own idea for reference. Maybe it will be helpful to the research and compiling work for them. And I call it "5 combinations".

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 for a theory to be improved 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 a 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 borrow. And there are quite a lot of 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

Microscopic research in talent research field is the research about the individual's up 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 hard to examine 'everyone to be talent', comparatively, it's easy to examine 'everyone can prove his talent'. It depends on our managers. They should be careful, with a great deal of 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 inheritamce 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 Limu raised a new idea, he took the talent studies of nature as the key for 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 named *Development Of Human Resources Research* written by Prefessor Xiao Mingzheng of RUC which showed some new ideas too. We should advocate the innovations and we can do it. But what's the key? The key is the practice of knowledge and the activity of innovatory idea.

Professor Luo Hongtie is very suitable to act the chief compiler of this book. Now he is director of the Talent Research Association of China, the deputy leader of a council of the learning of the Talent Research Association, a branch of the Talent Research Association of China, one of the leaders of science and technology of Chongqing, one of the leading cadres of the Emphasis Subject of Chongqing, the director of the School of Politics and Laws of SWNU. In recent years, he has taught more than 3,000 students the theory of talent and led 6 the subjects of scientific research at the levels of province and department and the subjects of transverse courses, published 6 books on talent theory and human resources and more than 40 academic theses.

And he got the First Price of the State Ministry of Personnel, the Second and Third Price of the People's Government of Chongqing. It's really great for him to have made such achievements. And now, when his new book will be out, I write this essay as my best wishes for him. I hope 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.

Mar 18, 2003

Beijing

Note: Mr. Wang Tongxun is a specialist in talent research, the leader of the Talent Research Institute under the State Ministry of Personnel.

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