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中国女性职业生涯发展研究

学 位 论 文

中国女性职业生涯发展研究

Research on Chinese Feminine Professional Career Development

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内 容 摘 要

职业生涯发展是人的的人力资本获取与运用的最根本的途径，它的状况是人一生成功、幸福、快乐的重要标志之一。女性的职业生涯发展与男性或现有管理学中职业生涯发展研究的一般概述相比，有许多独特之处。职业女性如何发展，不仅关系到劳动力资源的数量，而且关系到劳动力资源的质量问题；不仅关系到社会的今天，更关系到社会的明天。要让中国从一个人口大国迈向人力资源强国，人力资源开发举足轻重，而女性人力资源开发是人力资源开发极为重要的、富有意义的内容。

本论文梳理职业生涯发展理论，探寻女性职业生涯发展特点，尝试运用多学科的理论和分析方法去认识中国女性职业发展中存在的问题，剖析影响因素，提出对策，为中国女性人力资本最大限度的获得与发挥提供理论支持和政策建议。

贯穿本论文的核心思想在于：男女两性是平等的；妇女获得与社会同步的发展，特别是职业发展，是妇女最大的权益；将社会性别意识纳入职业生涯管理；女性职业生涯发展有其自身特殊的运行规律。

论文包括八章：第一章，提出问题，阐明研究的宗旨、意义和方法。第二章，梳理职业生涯发展理论。第三章，探寻中国女性职业生涯发展的特点。第四、五、六章，分别对中国女性职业生涯发展过程中出现的突出问题——职业性别隔离、角色冲突与困惑及当前女性职业生涯发展热点问题，进行分析，尝试从经济学、社会学和社会心理学等角度进行解释。第七章，分析了中国女性(作为群体或个体)职业生涯发展影响要素。第八章，从制度层面、社会层面、组织层面和个体层面提出促进中国女性职业生涯发展的对策。

论文的创新点在于：第一，尝试着将社会性别纳入职业生涯发展研究，从而彰显女性职业生涯发展过程的特点和问题所在。第二，吸收经济学、社会心理学、社会学等理论学派的研究成果，从多维角度，较系统地对女性职业生涯发展的问题进行理论分析。第三，从职业地位、职业选择、职业发展阶段及职业发展道路四个方面揭示女性职业生涯发展的主要特点。第四，梳理了职业生涯发展的主要理论，将职业生涯发展理论归纳为职业选择理论、职业发展过程理论、职业发展管理理论和工作/生活平衡理论，并提出将职业发展阶段理论、职

业发展路径理论和职业发展运动形式理论归入职业发展过程理论,将工作/家庭边界理论、工作/生活平衡计划和双职业生涯理论归入工作/生活平衡理论。第五,探索中国职业女性发展轨迹,勾勒女性劳动者历史发展进程。第六,将中国职业女性按成长背景不同分为四个富有代表性的群体,对她们在职业发展过程中不同的角色困惑进行分析。第七,从女性群体与个体两个层面分别分析影响中国女性职业发展的重要因素。第八,针对女性职业发展的特点和存在的问题,充分考虑影响女性职业发展的重要因素,从制度、社会、组织及个人四个层面提出促进中国女性职业生涯发展的对策。

关键词：中国女性 职业生涯发展 社会性别

Abstract

Human capital can be formatted and utilized through the most basic way of professional career development. The situation of the human capital is one of the important measures for a person of being successful, happy and joyful life. Comparing the feminine professional career development with that of masculine's, or with the general professional career development research in the existing management study, the feminine professional career development has its own uniqueness. It is a very important issue as how the feminine professional career is developed. It not only relates to the quantity of labor force resources, but also the quality of labor force resources. Moreover, it not only relates to the society today, but also the society tomorrow. In order to make China from a nation of large population to a nation of power in human resources, China should emphasize human resources development and the feminine human resources development is of extremely importance of the whole human resources development.

This paper clears up the theories on professional career development, explores the characteristics of the feminine professional career development, tries to find out the problems existing in the professional career development with Chinese woman by using theories and analytical methods of multi-subjects. The paper also analyzes the factors which influence the feminine professional career development and proposes the countermeasures. So it provides the theoretical support and policy suggestion as how to achieve the utmost feminine human capital.

The main ideas of this paper are as following:

- Both man and woman are equal
- Woman's biggest right and interest lies on the career development
- The social gender consciousness should be included in the professional career management.
- The feminine professional career development has its own characteristics.

The paper includes eight chapters:

Chapter 1 raising the questions and explaining the objective, significance and the methods of this research.

- Chapter 2 clearing up the professional career development theories.
- Chapter 3 exploring the characteristics of the Chinese feminine professional career development.
- Chapter 4, Chapter 5 and Chapter 6 through the analysis of hot topics concerning with current feminine professional career development such as professional gender isolation, role conflicts and puzzlement etc., to seek the answers and explanations for those topics from the point of views of economics, sociology and social psychology .
- Chapter 7 analyzing the influential factors concerning with Chinese feminine (as group or individual) professional career development.
- Chapter 8 providing suggestions to the feminine professional career development through different levels such as regulation, society, organization and individual.

There are eight creative points included in this paper:

- Attempting to take the gender issue into the professional career development research, thus pointing out the characteristics and problems in the process of the feminine professional career development.
- Based on the various theories such as economics, social psychology, sociology and so on, this paper systematically analyzes the problems of the feminine professional career development though the way of the multi-dimension method.
- Explaining main characteristics of the feminine professional career development through four aspects, i.e. career position, occupation choice, career development phase and the career development pathway.
- Clearing up the professional career development main theories.
 - Putting professional career development theory into four categories: the career choice theory, the career development process theory, the career development management theory and the working/living balance theory.
 - Categorizing the career development phase theory, the career development way theory and the career development movement form theory, into the career development process theory.
 - Categorizing the working/family boundary theory, the working/living balance plan and the double professional career theory into the

working/living balanced theory.

- Through exploring career women development path, the paper outlines the historical development advancement of the feminine workers.
- According to their growth background, the paper divides the career women into four highly representative groups and then analyzes their different role puzzlement in the career development process.
- Analyzing the important factors which affect the feminine career development from both group and individual point of view.
- According to the characteristics and the existing problems of the feminine career development, and with full consideration of the important factors which affect the feminine career development, this paper provides countermeasures for the feminine professional career development from four aspects as system, society, organization and individual.

Key word: Chinese female

Professional career development

Gender

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