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硕 士 学 位 论 文

高校应届毕业生行业流向及对人力资源  
配置的作用与影响

——以部委属院校为主要案例

Flow of Graduates in Different Industries and It's Impact on the  
Allocation of Human Resource

Case Study on Colleges & Universities under State Ministries and  
Commissions

郭立飞

指导教师姓名: 武毅英教授

专 业 名 称: 教育经济与管理

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评 阅 人: \_\_\_\_\_

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## 摘要

人力资源是一个国家宝贵的财富，其数量多少和质量高低成为衡量一个国家经济发展水平和社会发展程度的重要指标，而人力资源效能的发挥得当与否关键一环看人力资源的配置效能高低与否。高校毕业生是知识型、技能型、创新型的高层次人力资源，其就业流向影响到整个社会对高层次人力资源的配置，进而影响到经济、社会的发展。

本论文以部委属院校本科毕业生就业的行业流向为研究对象（因为部委属院校毕业生比其他普通院校毕业生具有更强的流动性，因此研究部委属院校毕业生行业流向在一定程度上可以反映出我国目前高校毕业生就业行业流向的一些基本特征），假设当前毕业生的行业流向存在非均衡状态，并且这种非均衡在某种程度上影响到各行业发展的非均衡状态。论文从理论分析出发，审视高等教育人才培养目标与毕业生配置非均衡的现实之间是否具有可调适性；其次，从行业性质和行业类型两个维度考察毕业生行业流向的现实状况，并对此状况做出诊断性分析；再次，基于对毕业生行业流向现状的考察和分析，综合评价其当前流向对人力资源配置的作用与影响；最后，针对毕业生行业流向中不利于人力资源均衡配置的方面提出建议。论文内容框架和具体结论如下：

绪论：包括问题的提出和研究意义、研究现状述评、研究方法、研究假设和概念界定。

第一章：理论上分析了高等教育人才培养目标兼具经济性与社会性需求，但是高校毕业生就业流向现状过分迎合了经济性，在区域间、行业间配置显现不均衡。本论文拟对高校毕业生行业流向不均衡的现状及其产生的影响做出分析，并提出解决建议。

第二章：从行业性质维度分析高校毕业生的流向现状和特点，得出结论：进入机关、事业单位、科研院所等传统的就业部门的毕业生数量下降，进入企业类单位的毕业生数量上升，自主创业和国家项目就业的毕业生数量微乎其微。

第三章：从行业类型维度分析高校毕业生的流向现状和特点，得出结论：高校毕业生就业的行业集中在第二产业中的制造业和第三产业中的社会服务业、批发零售业和贸易、餐饮业，行业选择趋向多元化，更重实用主义。

第四章：分析了高校毕业生行业流向对人力资源配置的作用与影响。这种影

响主要表现在：行业性质流向趋于分散，这一趋势缩小了传统部门和企业对毕业生资源拥有量上的差异，有效缓解部门间人才不平衡的状况；行业类型流向趋于集中，这一趋势使得各行业对人才的拥有量不均衡，拉大行业间高层次人力资源拥有量差距，显现“挤占效应”、“教育过度”、“人才高消费”等不良表征，毕业生进入经济效益好的行业的竞争加剧了。

第五章：为解决毕业生行业类型流向的非均衡状况，政府、高校、用人单位和毕业生都应做出相应的改进。

**关键词：**高校毕业生；行业流向；人力资源配置；影响

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## **Abstract**

Human resource is the treasure of a country and is an element of resources. The amount and quality of the human resource is important to measure a country's levels of economic and social civilization development. The key factor affecting the effectiveness of human resources is the allocation performance. Graduates of universities and colleges are high-level human resources with knowledge, skills and innovations, the flows and the balance degree of the market allocation are closely related to the harmonious development of the economy and society.

The paper mainly studies the graduates' flow between all kinds of industry, specially for the college which under the lead of the Ministries and Mission, because the graduates from these colleges is more easy to change the position in the society than other ordinary colleges, so their trade flows can reflect the most basic characteristics of China's current trade flows. The paper assumes that the trades flows of current graduates are imbalanced and such imbalanced state will impacts on the imbalance to the allocation of the other various industries. Firstly, the paper analyzes the consonance between the objectives of higher education and the reality of imbalanced allocation of the graduates. Secondly, the paper inspects and analyzes the current situation of the trade flows of the graduates from the essence and types of industries. Thirdly, the paper evaluates the impacts of the flows on the allocation of human resources. Finally, the paper makes some suggestions for the flows which are beneficial to the balanced allocation of human resources. The framework content of the paper are as following:

The preface includes the issues, the research significance, the status of the research, the research methods, the research assumptions, and the definition of the concepts.

Chapter one proposes the problem of the consonance level between the objectives of higher education and the reality of non-balanced allocation of the graduates from two views, both theoretic and realism.

Chapter two analyzes the status quo and characteristics of the flows of college graduates from the dimension of industry essence, then makes the conclusion that the amount of the graduates employed by the traditional sectors of employment, such as governments, public institutions, research institutes, is declining; the amount of the graduates employed by the enterprises is increasing; there are only minimal number of graduates that are self-employed or employed by the national programs.

Chapter three analyzes the status quo and characteristics of the flows of college graduates from the dimension of industry type, and then comes to the conclusion that the industries employing the college graduates are mainly the manufacturing industry, the social service industry, the trade of wholesale and retail, and the catering industry; the choices of industries are diversified and practical.

Chapter four analyzes the role and impacts of the flows of the college graduates on the allocation of human resources as following: the relative industry essence tend to spread; this trend reduces the differences on the possession of college graduates resources between the traditional sectors and enterprises, and they effectively balance the talents number among different sectors and industries; the relative industry types tend to centralize; this trend makes the imbalance of the possession of talents among different sectors and industries, it also exacerbates the gap of the possession of high-level human resources among different sectors and industries, then makes the phenomenon of the diversion effect, the education excessiveness, and the high consumption of talents, and worsen the competition between different types for employing graduates.

Chapter five makes some suggestions for the government, the colleges, the employers and the graduates to solve the problem of imbalance of the graduate flows of industry types.

**Key words: college graduates; flows in different industries; allocation of human resources; effect**

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## 绪 论

### 一、选题目的与意义

#### (一) 问题的提出

在当代社会中，一国经济发展的源泉是该国占有的生产要素的数量和质量，以及这些生产要素的配置方式。人力资源是一个国家宝贵的财富，是资源性要素之一，其数量多少和质量高低成为衡量一个国家经济发展水平和社会发展程度的重要指标。人力资源效能的发挥得当与否关键一环是人力资源的配置效能高低与否。高等教育毕业生是完成了高等教育，掌握了某一领域的较高深较前沿的专业知识，即将步入社会即将就业的劳动力，他们是知识型、技能型、创新型的高层次人力资源，他们的毕业流向以及市场对其配置的均衡与否与经济、社会的和谐发展息息相关。

1978 年改革开放后，我国的劳动力就业制度、就业体制、就业模式和就业环境都发生了巨大的改变，大学毕业生作为高端人力资源的一部分，其就业体系也随之发生改变。最明显的变化是随着我国经济体制由社会主义计划经济逐步过渡转型到有中国特色的社会主义市场经济，与经济体制相适应的大学毕业生就业制度由国家“统包统分”过渡改革到目前的“双向选择，毕业生自主择业”，大学毕业生在劳动力市场的活力被充分释放出来。然而，近十年来，随着我国社会经济转型的加快、市场配置人力资源机制的建立以及高等教育大众化进程的加速，我国高校毕业生的就业问题却日益凸现，高校毕业生出现了就业难现象。就业难的表象之一是 1999 年高等教育大扩招之后，高校毕业生人数每年都以 20% 的比例激增，短短几年之中翻了几倍。如此总量供给过快，短期积聚，致使出现了大学生群体性就业难。就业难的另一表象是毕业生就业过程中呈现出来的严重的结构性矛盾：毕业生更多流向东部经济发达地区，更少流入中西部经济欠发达地区，呈现毕业生配置区域性不平衡；毕业生更多涌入大城市、中心城市，流入中小城市、农村的毕业生少，呈现城乡配置不平衡；毕业生过多拥挤在某些行业，使得行业间毕业生配置呈现“马太效应”；毕业生更多挤向大企业、大集团，中

小企业人才不足，毕业生在企业、单位间配置不平衡。这些现状加剧了我国区域、行业、企业的不均衡发展，也影响了我国的人力资源，尤其是高层次人力资源的配置格局与人才发展战略。

如果说公司是社会经济发展的细胞，那么可以将各个行业称之为经济发展的“器官”。只有在各“器官”自身健康、功能健全的基础上，机体才能有效的运转。只有各行业都不断健康、和谐向前发展的形势下，国民经济总体才能依此良性向前发展。人才是行业发展的生命线，人的能力、潜力和作用历来被重视。高校毕业生作为人才来源的一支向来被各行业看中，积极抢夺。由于当下实行的是人力资源由市场自由配置，毕业生个体择业具有主观能动性，他们会根据自身的喜好与倾向性选择进入不同的行业，这就致使“毕业生人才大战”中，有的行业成为赢家，有的行业成为输家，如机关、事业单位、金融机构接纳的大都是高质量的高校毕业生，毕业生也愿意进入这些行业，这些行业人才济济，甚至出现拥堵，而一些企业，尤其是中小企业、民营企业，却面临毕业生人才匮乏的窘境；文教广电业、金融业、现代服务业接收的高校毕业生远多于制造业、农林业等。类似形势还在不断加剧，不同类型的行业对高校毕业生的吸纳呈现出“马太效应”，这将导致各行业由于人才拥有量的不同而发展不同，严重影响国民经济的发展。

## （二）研究的意义

高校毕业生就业过程中呈现出来的问题是当前教育学界、经济学界、社会学界研究的热点，研究角度较多元，研究成果数量也较多，然而，基于多学科视角的研究还大多停留在“皮贴皮”的阶段，尚没有有效的融合。因此，解决当前高校毕业生就业中出现的问题亟待切实可行的理论的出现，并指导现实问题的解决。高校毕业生主要流向了哪些行业，对这些行业的发展有何影响当前尚未有专门的研究，但这对各个行业的发展，对毕业生个人的发展都有相当大的影响，因此，对高校毕业生行业流向的研究具有重要的理论意义和现实意义。

**理论意义：**高等教育培养人才的一个主要目标是促进社会公平和缩小贫富差异，而我国当前毕业生行业配置中呈现出的不均衡则与高等教育的办学宗旨相违背，应该遵从市场配置规律，还是应该追求高等教育理想？对此问题需要从理论上做出探讨。



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