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博士学位论文

我国企业内部劳动力市场研究

Research on Internal labor market of Enterprise in China

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内 容 提 要

本文的目标是运用内部劳动力市场理论(Internal labor market theory)研究我国企业内部的劳动就业问题。内部劳动力市场理论是当代劳动经济学的崭新内容之一,它超越了新古典经济学的简单研究框架,从企业内部的长期劳动合同、劳动力资源配置、长期激励机制等微观层面,深入剖析了市场经济体制下劳动就业合约的多样性。内部劳动力市场在创建企业和谐、稳定的劳动关系,提高劳动力资源配置效率,强化人力资本的长期激励和开发机制等方面,均具有十分重要的作用。因此,大力培育和完善的我国企业的内部劳动力市场是十分必要的。

我国的劳动就业体制自改革以来取得的成效是有目共睹的,但在实践中也存在着一些问题和偏差。比如,劳动力资源的市场化配置是我国劳动就业体制改革的一个基本方向,它对于打破传统的计划就业体制,提高劳动力资源配置效率是十分必要的。但是,绝对的市场配置也有可能产生市场失灵。如果在改革进程中过分偏重“就业市场化”、“失业公开化”,就有可能使改革的成本加大,甚至出现劳动关系的恶化,增加社会的不稳定因素;同时,即便是劳动力实现了较充分的就业,如果现实中企业内部劳动就业制度不完善,劳动力资源在企业内部配置不当的话,也一样有可能导致人才浪费、人才流失等不良现象的发生;事实上,近年来我国政府已经开始重视企业内部的劳动就业制度问题,比如,即将出台的《劳动合同法》,已经实施的《上市公司股权激励管理办法》,以及不断得到强化的企业集体协商制度等,基本上都是以推动企业建立和谐、稳定劳动关系,强化长期激励机制等为目的的。因此,在当前我国劳动力市场发育不太成熟,相应的法律、法规还不十分完善的条件下,如果既能加强宏观劳动力市场建设,同时又从能微观角度完善企业的内部劳动力市场,积极鼓励和引导企业重视劳动力资源在企业内部的合理配置,对于促进我国劳动力市场建设,加快劳动就业体制改革的步伐,无疑将具有重要的现实意义。

本文对企业内部劳动力市场的研究主要包括:首先,就企业内部劳动力市场的基本理论进行了全面分析,探讨了内部劳动力市场的基本特征和经济效益,并在此基础上对企业内部的劳动力流动机制、长期激励机制、人力资本投资机制和劳动关系协调机制加以系统探讨,构建出企业内部劳动力市场的基本架构和运行

机制；其次，采用企业群体调查、典型调查和实例分析等方法，探讨我国企业内部劳动力市场的客观存在性，分析其运行情况、经济效率、主要特征及存在问题，并通过对发达国家企业内部劳动力市场两种模式的比较分析，得出国外经验的启示和借鉴意义；最后，结合我国企业实际，重点从员工流动、长期激励、员工培训、新型劳动契约的创建等方面，提出了重构我国企业内部劳动力市场的具体措施及政策建议。

本文的主要创新内容包括：（1）选择了我国经济现实中一个较为微观的实务性领域，运用当代劳动经济学理论对我国企业内部劳动力市场的实践问题进行深入探讨，在一定程度上拓宽了我国劳动经济学理论的研究领域，丰富了研究的内涵；（2）分析了企业内部劳动力市场在创建和谐、稳定劳动关系，提高劳动力资源配置效率等方面的积极作用。通过实证分析的方法，得出我国现阶段企业内部劳动力市场尚处于不成熟阶段，即虽有其“形”但缺乏有效运行机制的结论，并结合实际提出了完善我国企业内部劳动力市场的较为系统的思路；（3）从宏观层面提出了我国劳动就业体制改革应该重视企业内部劳动力市场建设的政策建议，并指出政府在引导推动、配套机制、劳动立法等方面应发挥的作用。

关键词：内部劳动力市场；劳动力资源；运行机制

ABSTRACT

The purpose of this article is to research the labor employment question in Chinese enterprises by using the internal labor market theory. The internal labor market theory is a new domain of modern Labor Economics. It surpassed the simple research framework of the neoclassical economics, analyzed the diversity of the labor employment contract under the market economic system from the long-term labor contract inside the enterprise allocation of the labor resource and the long-term incentive mechanisms, etc. microcosmic aspect. The internal labor market acts indispensably in building the harmonious and steady relationship between the enterprises, enhancing the labor resource allocation efficiency, and strengthening the long-term incentive mechanisms and development mechanisms. So it is quite necessary to develop and consummate the labor market inside the enterprises in China.

The labor employment mechanism developed greatly after the revolution. But there are still some questions in the practice, for example, allocate the labor resource by market is a basic orientation, it is indispensable to break the traditional employment mechanism under the planned economy and to enhance the labor resource allocation efficiency, but absolute allocation by the market will lead to Market Failure, and the market-oriented employment or the unemployment into the open may lead to overburden of the revolution and may deteriorate the relationship between the capital and the labor, what is worse, it may increase the unsteady of our society. Furthermore, even the full employment is realized, if the internal labor market mechanism is imperfect, the brain-drain or the brain-waste phenomena will appear unavoidably. Indeed, the labor employment mechanism inside the enterprises question is being attached importance to by Chinese government. Under the condition that our labor market is still developing, and the related rules and regulation is not perfect, We should perfect the labor employment mechanism inside the enterprises, try to encourage and lead the reasonable allocation of the labor resource inside the market while construct the labor market. It is important to accelerate the labor market construction of our country and enhance the labor employment revolution speed.

The mainly research of the internal labor market includes: Firstly ,it analyses the basic theory of the internal labor market comprehensively, discussed the basic characters and the economic efficiency of the internal labor market ,and discussed flow mechanism of the internal labor inside the enterprise, the long term incentive mechanism ,the labor resource investment mechanism together with the Labor Relations coordination mechanism detailedly. Secondly ,the group survey ,the typical survey and case analyses method were used in this article ,so as to discuss the requirement of the internal labor market in our country, after analyses the situation, the efficiency ,the main characters and the existing problems ,it draw the conclusion that we should use for reference the revelation of the experience from the overseas .Lastly ,it cite the concrete measures to reconstruct our internal labor market form the employee flow ,long term incentive mechanisms ,the employee Training and the construct of the new labor contract aspect.

The new meaning of the article is , First, it used the modern labor economics theory ,discussed the practical problem in the internal labor market of our country detailedly, broadened the research realm of our labor economic theory ,enriched the research itself .Second, after the demonstration analysis of the current situation, it made systematical suggestion to perfect our internal labor market. Third, in the macro aspect , it make the point that the construction of the internal labor market should be attached importance ,and the government should make effects in driving the related mechanism ,and the labor legislation .

Keyword: Internal labor market; Labor resources; Employment mechanism

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