

# **International Forum of Human Resource Strategy and Development 2009**

Human Resources Management in the  
Knowledge Economy Era

Jinan City, China  
20-22 June 2009

Volume 1 of 2

**Editors:**

**Shoufeng Zhang**  
**Lei Song**

**Henry Zhang**

ISBN: 978-1-5108-4673-9

**Printed from e-media with permission by:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571



**Some format issues inherent in the e-media version may also appear in this print version.**

Copyright© (2009) by Aussino Academic Publishing House  
All rights reserved.

Printed by Curran Associates, Inc. (2017)

For permission requests, please contact Aussino Academic Publishing House  
at the address below.

Aussino Academic Publishing House  
14 Union St  
Riverwood, NSW 2210  
Australia

Phone: 61 29 584 8084

aaph\_sydney@hotmail.com

**Additional copies of this publication are available from:**

Curran Associates, Inc.  
57 Morehouse Lane  
Red Hook, NY 12571 USA  
Phone: 845-758-0400  
Fax: 845-758-2633  
Email: curran@proceedings.com  
Web: www.proceedings.com

# Content Table

## Chapter One: Enterprise HRM Policy Design and Practice

### 1.1 Company Culture and Its Core Competence

#### Cross-culture Marketing Models of Chinese Multinational Enterprises

*MA Zongguo* 1

#### The Construction of Human Resource Management System in Small and Medium-sized Private Enterprises

*GONG Juhong* 5

#### Construction of Enterprise Personnel Recruitment Tactics Based on Person-Culture Fit

*WANG Weihong* 10

#### Comparisons of Confucianism's Influence on Enterprise Culture between China and Korea

*LI Huixian* 15

#### Problems and Measures of Family Enterprises Human Resource Management

*ZHENG Fengwang* 20

#### Discussion on Establishing Corporation Culture Based on Ability-oriented Management

*DU Jun* 25

#### Study of Human Resource Management in Private Enterprises

*KONG Yan* 30

#### Cross-Cultural Management of Chinese Transnational Company Based on Attribution Theory: A Case Study

*ZHANG Lili* 34

#### Learning Orientation, Knowledge Creation and Performance in Born Global Firm: An Empirical Research in Yangtze River Delta

*CAO Changxing* 40

#### An Empirical Study on the Validity of Corporate Coaching in China

*LI Zhiguo* 45

#### Study on Enhancing the Competence of Cross-cultural Human Resources Management for Chinese Internationalized Enterprises — Based on Comparison between Chinese Culture and American Culture

*SHENG Meijuan* 51

### 1.2 Company Structure and Performance Based Assessment

#### Comparison of Key Issues Study on Perceptions of Organizational Politics

*CHEN Hong*56

**The Innovative Research of Entrepreneur's Performance Evaluation Based on Support Vector Machine**

*MAO Huiyuan 65*

**Analysis of Coupling Mechanism between Network Competency and Cooperative Innovation**

*GE Baoshan 70*

**Dynamic Comprehensive Evaluation of Performance of Construction Machinery Listed Companies**

*HUANG Zhaoming 77*

**Structural Analysis of Health Human Resources in the Suburbs of Wuhan City**

*LIU Bing 84*

**Relational Analysis between Human Resource and Organizational Performance**

*LI Lihua 101*

**Constructions of Internal Control Based on Ideas of "Human-oriented" Management**

*WANG Zhuquan 106*

**New Approach on Employee Self-evaluation and Expert Multilayer Performance Measurement**

*HU Xinghui 112*

**Bibliometric Study on Dissemination of Management Fashions in China**

*SUN Ming 118*

**Research on Human Resources Management Mode of China's Shipping Enterprise**

*MIN Dequan 125*

**Study Job Capacity in China Forest Industry – Current Situation, Enhancement, Training Program and Sector Prosperity**

*WANG Yufan 132*

**Performance Evaluating System of Coal Mine**

*LIU Haibin 140*

**Research on Relation between the Enterprise Performance and the Efficient Team**

*AN Yuxin 146*

**Research on the Application of Flexible Management to the Human Resources in Universities**

*WANG Yuru 151*

**The Impact of Team Empowerment and Team Competence on Team Performance**

*ZHOU Mingjian 155*

**An Analysis of the Management Problem of "After 90s" Staff in Chinese Private Enterprises**

*LI Hui 160*

**Exploration of Measurement and Information Disclosure of Human Resource Accounting under the Performance Management**

*PAN Longpin 164*

**Researching on the Statistical Evaluation Index System of Circular Economy**

*LI Hongguang 170*

### **1.3 Recruitment under Current Financial Crisis**

#### **The Empirical Study on Employment Orientation of Female College Graduates of 2009**

*WANG Ping* 174

#### **A Study on the Relationship between Employees' Career Plateau and the Job Effect**

*ZHOU Xinping* 182

#### **The Research on Hidden Factors Influencing Successful Employment of the Knowledge-based Initial Job Seekers**

*XU Zhengliang* 187

#### **Research the Impact of Financial Crisis on Human Resources Management in SMEs**

*LIU Jinhui* 192

#### **Implicit Competence-Based Recruitment of B Category Staff**

*XIE Yaping* 197

#### **Study of Female Students' Employment Problem**

*TANG Guoqiang* 207

#### **E+O Theory Applied to Reform Workforce in Tourism Enterprises**

*YAN Li* 213

#### **The Recruitment and Selection Model of Toyota Motor Corporation under the Lean Production Methods**

*WANG Lanyun* 218

#### **A Review of Chinese Human Resource Planning Literature**

*YU Dongping* 224

#### **The Study of Innovations in Human Resources Strategies under the Economic Crisis**

*LIU Jia* 230

#### **Study of Enterprise's Staff Recruitment Tactics Based on Amphoteric Biological Mechanism Difference**

*WANG Ting* 235

### **1.4 Salary and Compensation Management**

#### **Research on Relationship Incentive of Construction Project Manager vs. Team Members Based on Relational Contract Theory**

*CHI Hongjuan* 240

#### **A Study of Performance Appraisal Based on Compensation Modes of Sales Representatives**

*ZHONG Min* 244

#### **The Impact of Minimum Wage Policy on Wages and Employment in China**

*XIAO Xiaoyong* 249

#### **Do Stock Options Awards to Managers in Chinese Enterprises Effectively?**

*LI Shuangyan* 254

**A Study on Pay Satisfaction for Hotel Staffs in Zhou Shan**

*CHEN Wen* 258

**On Traditional Staff Salary Theory and Modern Payment Mechanism**

*YAN Bo* 267

**Research on the Compensation of Senior Enterprise Leaders on the Background of the Financial Crisis**

*BAI Shaojun* 272

**The Incentive Effects of Private Enterprises' Long-term Employment**

*PAN Shuangqing* 277

**On the Selective Application of the Incentive Pay**

*ZHANG Ning* 282

**The Cause and Countermeasure of Salary Management in Small and Medium Enterprises**

*LI Xiubiao* 288

**An Inquiry into Impacts about Periods and Precision of Noises in Career-Concerns Incentive**

*BAI Peiwen* 293

**The Application of the Equity Theory in the Compensation Management**

*WANG Shihui* 299

**Problems and Countermeasures of Human Resources Incentive in China's Small and Medium-sized Enterprises**

*WANG Xinsheng* 303

**Research on the Incentive Measures of Talents in University-enterprise Knowledge Innovation Alliance**

*WANG Hao* 309

**Influential Factors on Corporate Executive Compensation: An Analysis Framework**

*ZHANG Jinzhi* 314

**Research on incentive mechanism and adjustment measures of Jinan SME**

*LIU Xingguo* 321

**1.5 Training Program Design and Implementation**

**The Application of AHP in the Appraisal System of the University Library**

*ZHOU Yan* 327

**Research on the Vocational Education and Adult Education about the Course Design, the Job Market and Development Trends in Poor Rural Areas**

*GAO Haisheng* 333

**The Present Situation and Measures of Human Resource Development in University Libraries**

*DU Wei* 340

**The Discussion on Learning-based Organization and Development of Teaching Group**

*WANG Yong* 345

**Management Tactics of Knowledge Workers Based on Job Demand-Resource Model**

*YANG Hongming* 350

**Staff Training Strategy based on the Communication and the Psychological Contract Model**

*ZHANG Zhenpeng* 357

**Analysis on Employees On-Job-Training Program from Human Capital Model**

*ZOU Yanchun* 362

**The Way to Orient Employees into New Positions Successfully**

*LI Jinwang* 369

**Individualized Welfare for Cross Culture Companies: A Birthday Cake Dividing Perspective**

*LIU Cang* 374

**Study on Promoting the Transfer of Surplus Rural Labor by Vocational Training in China**

*LI Mengqing* 378

**Study on China's Human Resource Training for Small and Medium-sized Enterprise**

*NIU Feng* 384

**How Enterprises Effectively Carry out Employee Training**

*ZHANG Jing* 389

## **Chapter Two: HRM Impact from Macro Economy Circumstances**

### **2.1 Commercial Executive Leaders Research**

**On Chinese Entrepreneurial Competency Model**

*SUN Fen* 394

**A Capacity Survey of Entrepreneur Human Capital**

*LU Yan* 399

**Evaluation of Theories and Methods of the Quality and Capacity of Entrepreneurs**

*GUO Jiqiu* 407

**Technology-based Entrepreneurial' Venture Capital and Relationship Financing**

*LU Xingqi* 417

**Research on Eentrepreneurs' Value in Corporate Governance**

*WANG Fangyun* 421

**Analysis of the Factors that Effect the Supply of Entrepreneur**

*WANG Yujun* 425

**The Study of University Students' Entrepreneurial Quality**

*LI Yulong* 428

**Chief Financial Officer (CFO) of Chinese Enterprise a Gambling Research on “Official Position”,**

**“Official Function” and “Official Effect” — “The Three” Strategy**

*WU Jianglong* 432

**Study On Servant Leadership Skills That Managers Should Obtain**

*WANG Jixia* 437

**A Study of the Influence of Governance Structure with Listed Companies on the Salaries of Top Managers**

*XIAO Xiang* 442

**Personality and Job Performance of Middle-level Managers**

*QIN Chengju* 449

**Study on Training Mechanism of Academic Leaders in Universities Based on Competency Model**

*ZHAO Zhiquan* 461

**The Study of Entrepreneurship Opportunity via the Internet by College Students**

*SUN Chengdong* 466

**Analysis of Relationship between President of Board and CEO**

*XU Wei* 474

**2.2 Consultant Service and Code of Conduct**

**Analyze Influencing Factors in Choosing Software Industry Development Models**

*WANG Yang* 480

**Research on Dynamic HRM System under Network Economic Age**

*DAI Hongmei* 487

**Evaluation on Organization Communication Validity of the Construction Project Based on Fuzzy AHP**

*WANG Yujie* 492

**Business Ethics from Policy to Practice**

*ZHANG Jihui* 499

**Research on Ethical Dilemmas of Foreign Human Resource Management and Its Enlightenment**

*LV Jun* 504

**Practical Review on Rural Cooperative Medical System in Western China – Tongliang County**

*WANG Youhua* 509

**The Important Role of Agency in Construction of China's Professional Manager Market**

*MA Dong* 515

**Research on the Customer Satisfaction Index of Commercial Banks**

*LI Xiurong* 522

**Enlightenment of Financial Crisis on Credit Rating Agencies and Employee Ethics in China**

*LIU Su* 529

**The feasibility study of flexible employment in SMEs**

*ZHUANG Kai* 533



## **2.3 Rural Workforce Transfer Issue**

**Application Study of TOC Theory for Project Rural Resettlement**

*LIU Xiaoyan* 538

**On Human Resources Exploitation in the Construction of New Socialist Rural Area**

*SUN Hui* 543

**Research on Status Quo and Development Paths of China's Rural Human Resources**

*CUI Wei* 547

**Empirical Analysis on Transfer Intention in Rich Labor –force Rural Areas, Jiangxi Province**

*XU Bin* 554

**Research on Rural Human Resource Development from the Perspective of the Income of Farmers**

*BAI Yun* 561

**The Study on Rural Surplus Labor Management**

*SHI Baoyu* 566

**Analysis of Current Situation on the Quality of Agricultural Labour in China and Countermeasure of Promoting**

*CHEN Xiuping* 572

**Tendency of Demographic Transition from rural surplus labor force – Case Study from Dongying City, Shandong Province**

*DING Xiaoying* 579

**Research on Rural Human Resources Flow – Equal Opportunity, Training Program and Regional Job Vacancy**

*QIAO Juling* 584

**SWOT Analysis and Strategic Consideration of China's Rural Human Resource Development**

*XU Ling* 588

**Temporary Migration of Chinese Rural Labor**

*ZHU Xiaoxia* 596

**Research on the Innovation Management of Ecological Migrants in China's Rural Areas**

*YANG Libin* 604

**Study of the Amount of Rural Migrant Workers Based on Combination Forecasting Model — Case of Sichuan Province**

*ZHU Yurong* 609

**Analysis of the Characteristics and Countermeasures to the Migration of China's Rural Labor Force**

*WANG Xiaoyan* 616

**Empirical Study of Si Chuan Rural Laborers` Out-work Decision and Anticipated Wages Based on Financial Crisis**

*SHI Chuan* 622

**The Negative Effects of the Transfer of the Rural Laborers ----- An Analysis Focusing on the Case of Western China**

*CHEN Tianpei* 630

**Analysis on the Rural Laborer Flow and the Default Risk of Rural Household Loan in China**

*ZHANG Man* 636

**2.4 Talent Movement and Regional Economy Development**

**Impact of Over-utilization of Labor Force on Employment**

*WANG Aiqing* 641

**Comparison on Regional Human Capital Constraints and Development Trend in China**

*LI Yujiang* 649

**Study on Core Employees Leaving Crises and Alert System in SMEs**

*WANG Gang* 658

**A Synthetic Evaluation of Talents Growth Environment in Jiangsu's Major Cities**

*CHEN Hong* 662

**Effect Analysis on Human Capital Spatial Concentration towards Regional Economic Growth – Case Study from Shandong Province**

*BAO Yuxiang* 669

**Bottleneck Research and Solutions on Rural Labor Force Transition in China**

*LI Zonghua* 677

**Analysis on the Management of Regional Human Resources Development**

*WANG Lei* 684

**Labor Market Segmentation and Structural Unemployment in Shandong Province**

*SUN Xiaoyan* 688

**Marine Talents Play Essential Role When Economy Move to The Ocean**

*CUI Wanglai* 694

**Research on the Problem of the Core Staff's Recessive Drain in Enterprise**

*ZHANG Chunying* 702

**Strategic Issues of Knowledge Management in CHINA SMEs**

*ZHANG Xin* 707

**On the Regional Coordination of Tourism Human Resource and Development Strategy in China**

*WU Jun* 713

**Evaluation and Countermeasures of Attracting Talents in Private Enterprises**

*BIAN Yun* 718

**Analysis of Mapping Out of the Strategy of Talents Development of Shanghai International Financial Center's High-end Financial Professionals**

*LI Xueru* 723

**Research on Knowledge Management System in Enterprise**

*LIU Cuiqing* 730

**The Consideration on Talents Cultivation Of China Cultural Industry**

*WANG Hong* 736

**2.5 University Graduate Employment**

**Analyzing on Crisis of College Graduates Employment in Sociology and Psychology**

*ZHANG Jijuan* 741

**Research on Critical Employment Circumstances When College Graduates Facing Financial Crisis**

*QI Dehua* 748

**Exploring the Quality Management System of Human Resource in Distance Education: A Case Study of DLCE College from Beijing Jiaotong University**

*WANG Kang* 752

**Fuzzy evaluation and selection of Graduate from Marketing Faculty**

*YU Yanggang* 758

**Establishing Incubator Park in University Campus and Cultivating Students Innovative Inspiration**

*LIU Hui* 764

**Improve the Guidance and Service System of University Employment on the Basis of Students**

*SUN Wei-xing* 769

**Research on Evaluation of Resources Investment into Undergraduates' Innovation Capability Based on ANP**

*PENG Weihua* 774

**A Study on Specialty Adjustments of Universities in Hebei Province Aiming at Prompting Employments**

*GUAN Jun* 779

**The Research on Status and Problems of Graduate Employment under the Financial Crisis**

*AN Tongxin* 783

**On Graduate Employment under Financial Crisis in China**

*FAN Xuerong* 790

**The Strategy Analysis of Local Universities to Move Forward the Grass-roots Oriented Employment for Graduates**

*GENG Junmao* 795

**An Analysis on the Characteristics of Chinese Postgraduate Education Development in Human Resources Management**

*LIU Guansheng* 802

**On the Supporting System for University Students' Business-starting**

*XU Mei* 809

**The Functions of Governments and Universities in the Supporting System for University Students**

*LI Xiangyin* 815

**Tourism Management College Students' Perception on Influencing Employment Factors in China:  
A Cluster Analysis**

*GONG Shoumeng* 820

**Analysis of the Employment of Graduates from Universities in Jinan under the Financial Crisis**

*LIU Chengwei* 825

**The Optimization Strategies of Ideological and Political Education in the Graduate Employment**

*YE Jinfu* 830

**Study and Countermeasures to Increase University Students Employment under Financial Crisis**

*ZHANG Lianghong* 835

**Research on the Change of Employment Concept Among University Students in the Context of  
Popularization of Higher Education**

*SU Yinan* 842

**Study of the Employment Strategy of the College Graduates in the Financial Crisis**

*GUO Chunyan* 847

**The Survey and Research of Occupational Values of 2008 College and University Graduating  
Students in Shandong Province**

*GAO Jie* 852

**Study on Graduates' Employment Belief of Foreign Studies University Under the Background of  
Financial Crisis**

*LI Xueru* 857

**Exploration on Cultivation Mode of Marketing-oriented Graduate**

*ZHANG Shoufeng* 866

**The Employment Situation of the College Graduates under the Financial Storm and the Research  
on the Promotion Measures**

*ZHU Xiaofei* 871

## **Chapter Three: Academic Research and In-depth Analyze**

### **3.1 Human Capital Accounting Study**

**Study on the Basic Problem of Human Resources Audit**

*XU Xiangzhen* 877

**Human Capital Pricing: Theory and Evidence - An Analysis Based on CHNS in 2006**

*CHEN Ruixiang* 881

**New Concept of Human Capital Characteristics on Elderly Person – Case Review from Shandong Province**

*CHEN Peian* 886

**The Application of Human Resource Accounting in Modern Enterprise Management**

*LIU Chengwei* 894

**Study on Accounting of Human Capital: Index from Demography**

*ZHOU Delu* 900

**On the Human Capital Allocation and Optimization**

*BIAN Tingting* 906

**Fundamental Concepts about Enterprise Human Capital Investment**

*LIU Zhijian* 913

**Research on the Cost Control of the Human Resources of Enterprises in the Economic Crisis**

*WU Lanfei* 918

**The Formation and Measurement of the Initiative Risk in Enterprise Human Capital Operation**

*XU Ying* 923

**Study on Difference of Geography of Human Capital Input in Shandong Province**

*LU Sun* 929

**The Cost of Enterprises' Human Resources in the Context of Economic Crisis**

*GAO Jialei* 934

**An Empirical Analysis of the Current Rural Human Capital in Shandong Province**

*PAN Jiqing* 939

**Analysis on Financial Statement under Financial Crisis Based on the Human Capital Value of CFA**

*CUI Jinxun* 945

**Study on the Value of Investment Risk of Human Capital in Enterprise Technical Innovation based on the Barrier Options**

*FAN Qunlin* 950

**Comment on the Necessity of Human Resources Accounting**

*LIU Xiguo* 957

**How to Control the Cost of Human Resources Effectively under Economic Crisis**

*GUO Xianying* 962

**Analysis on Human Capital Investment and Risk**

*CHEN Honghui* 967

**3.2 Industry Relations and Harmonic Society**

**"Human-Oriented" — A Marrow of Management Thoughts**

*SUI Min* 972

**Build New System of Company Performance Evaluation Based on Employees' Psychological Expectancy – Case Study from Car World Centre Incorporation**

*DU Yong* 977

**Personnel Department of Taxation Bureau are Undertaking New Concept in Current Situation**

*WANG Xia* 983

**Breed Smart Workforce under Current Challenge Circumstances**

*LI Chunchang* 987

**Study of Human Resource Management Benefits**

*ZHAO Tianran* 992

**The Importance of Labor-Capital Relationship for Building Up Harmonious Society**

*WANG Lijun* 998

**Job Satisfaction Measurement from University Librarians**

*YANG Chun* 1004

**Analysis on Scientific Research Findings and Practical Implementation in Human Resource Management**

*CHEN Yan* 1009

**The Relationship between Chinese Traditional Values and the Organizational Commitment**

*YAN Aimin* 1017

**Intelligent Remuneration in the Knowledge Economy for Growth of Intellectual Capital**

*HOU Haiqiang* 1026

**Research on Development and Protection of HR under the Resources Constraints in the Old Industrial Base in Northeast China**

*SHI Baoyu* 1031

**Analysis of Residual Claim Design of Knowledge Enterprise from Games Theory**

*NI Huijun* 1037

**Employee Creativity in China: An Application of Supervisor's Interactional Justice Climate Theory**

*XIE Zhitao* 1042

### **3.3 Organized Business Partnership**

**Regional Innovation Networks and Risk Analysis based on Industry-University-Research Institution**

*FENG Feng* 1049

**DEA Evaluation Theory Research of FDI Achievements**

*LU Xiaoyong* 1056

**Surveying Theory and Practice of Organizational Citizenship Behavior in the Context of China**

*CHEN Yaoli* 1061

**Empirical Research on Intra-industry Trade and Adjustment - Taking Malaysia as an Example**

*WU Yunyan* 1067

**Application of Quantitative Causality Analysis in Performance Management of Sales Staff**

*LI Xiaodong* 1072

**Extraversion as a Moderator in the Relationship between Organizational Justice and Organizational Retaliatory Behavior**

*PI Yonghua* 1077

**Using EVA Method as Core Indicator for Evaluating Operation Performance among Small and Medium Commercial Banks in China**

*TANG Jiahai* 1085

**The Employee Silence of Organization Reconstruction and the Ideological Communication Countermeasures**

*TIAN Shuqin* 1092

**The Correspondence of Organizational Change and HRM from the Perspective of Politics**

*WANG Dongqiang* 1097

**Who Really Counts? Organizational Life Cycle and Environmental Stakeholder's Salience**

*GONG Hongbin* 1102

**Unpacking the Role of Line Manager Involvement in Human Resource Management Effectiveness**

*WU Xin* 1109

**Localization of Human Resource Management in Sino-Foreign Joint Ventures**

*MA Hong* 1114

**Research Into the Method of Blog Marketing**

*YUAN Linsan* 1119

**3.4 Staff Psychology and Behavior Study**

**A Study on Psychological Resources in Chinese University Students**

*SONG Shanggui* 1124

**On the Basic Theory of "Motivation"**

*HU Xiaohang* 1128

**A New Developed Causal Model for Describing Psychological Attribution When Employee Turnover**

*CHEN Lin* 1132

**Study on Economic Contract and Psychological Contract in Human Resources Management**

*LIANG Fu* 1137

**The Employee Management in Modern Enterprise in View of Psychological Contract**

*XIA Yayun* 1142

**Intervention Approaches of Job Burnout among Tourism Employees**

*CHEN Danhong* 1147

**The Importance of Forgiveness in Human Resource Management**

*XU Huali* 1154

**Study of Young Knowledge-based Employees' Motivation Strategy Based on Job Well-being**

*DAI Weidong* 1158

**Amendment based on the Value of Flamholtz's Human Resources Model**

*DUAN Hongbo* 1164

**Constructing of Individual Psychological Contract for Young and Middle-aged Employees in Enterprises: A Comprehensive Survey in Yantai City**

*GAO Xiaoqin* 1170

**Dimension Structure of Construction Project Management Team Members' Psychological Contract**

*HOU Jingliang* 1176

**The Moderating Role of Behavior Style in the Relationship between Organizational Justice and Organizational Retaliatory Behavior**

*HUO Yingbao* 1182

**Empowerment Behavior and Psychological Empowerment: Mediating Role of LMX and Moderating Role of Locus of Control**

*WEN Liqun* 1190

**Research on the Work Happiness Index Model of Staff Based on the Hierarchy of Needs Theory**

*YU Dongping* 1202

**The Research of the Brain Drain in Domestic Science-and-technology Enterprises**

*LIN Song* 1206

**Library Management Based on Human Capital**

*LUO Wei* 1212

**Application of fuzzy synthesis evaluation method in evaluating the working capabilities of university physical education teachers**

*LONG Xiaodong* 1217

**Research on Key Employee Incentive Based on Psychological Contract**

*SONG Lei* 1222

**3.5 Legislation and Government Policy**

**Anti—Discrimination Employment: Legislative Enlightenments from USA & Coping Strategies**

*CUI Wei* 1227

**Research on the Human Resources Development System in Public Sectors from the Perspective of System Theory**

*WU Yunqing* 1231



**Contribution Degree of Labor, Capital and Agglomeration to the Production: A Case Study of China Textile Industry**

*WU Xuehua* 1236

**A Research on the Motivation of Community Health Service Talent based on Dill's Model of Comprehensive Motivation**

*ZHANG Kejing* 1241

**Research on the Enterprise Autonomy under Labor Contract Law --From the Perspective of Human Resources Management**

*HAN Ai-qin* 1245

**Strategic Analysis on Governance of Public Higher Education**

*YANG Heying* 1249

**3.6 Competitive Modeling and General Management Theory**

**The Study of University Library Human Resources Allocation from the Perspective of the Scientific Concept of Development**

*YU Shuwen* 1257

**Study of Human Resources Competence Evaluation Model Based on AHP**

*ZHANG Shoufeng* 1262

**Human Resource Development Based on BP Neural Network**

*ZHOU Fang* 1267

**External Resource, Job Characteristics, Competitive Strategy and the Formation of Human Resource Management System**

*ZHANG Ling* 1272

**Design and Implementation Strategy of Employee Health Management Model**

*ZHANG Haomin* 1280

**Research on Emergency Rescue Personnel Management in Major Sudden Events**

*ZHANG Quan* 1286

**Analysis of 3A Performance Appraisal Management in HRM**

*LI Shuping* 1294

**Application of Data Mining in Electronic Human Resource Management**

*LIANG Wei* 1299

**The Special Human Capital Incentive Pay Research Base on the Game**

*PENG Zhengyin* 1303

**The Effects of Organizational Learning Goal on the Effectiveness of Organizational Learning**

*WANG Wenxiang* 1308

**Research on Capacity Evaluation of Small and Medium Enterprises' Human Resources based on Theory of AHP**

*RONG Jian* 1313

- The Gambling Analysis in Credit Mechanism of SMEs' Research Joint Ventures**  
*MO Yingning* 1319
- The Empirical Research on Factors of Employee Turnover in SMEs in Yangtze River Delta**  
*LU Ke* 1324
- Human Resource Management Mechanisms Innovation for SMEs under Financial Crisis**  
*XING Liyun* 1331
- Strategic Turnover Management of Core Human Resources in Enterprises**  
*QIU Zhaoxue* 1336
- Research of Knowledge Workers and Traditional Staff in Human Resources Management Based on Internal Mobility**  
*YAN Hong* 1343
- Human Resources Development and Technological Innovation of High Tech SMEs**  
*GAO Ying* 1348
- Understanding Entrepreneurial Strategy through the Work of Lao Tze's Philosophy - A Case study of Haier in the People's Republic of China**  
*ZHAO Wei* 1353
- On Construction of School Digital Physical Education Teaching in China**  
*TAO Gancheng* 1362
- An Novel Approach to Modeling Correspondence in Office Management**  
*Yu Zhi-qiang* 1367
- Researches on Management Model of Accounting Personnel Based on Accounting Credit**  
*ZHANG Qian* 1374
- Study on Competency Model of College Middle-Level Manager in China**  
*LIN Fengxun* 1380