

知识型员工激励因素实证研究

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关键字：知识型员工 激励因素 因素分析

摘要/Abstract

21世纪是知识经济时代,知识型员工作为运用和创造知识的主体,是企业产品和服务价值不断增殖,企业持续发展的强大动力。如何激励知识型员工,提高他们的生产率,是21世纪企业面临的最大挑战。本文在对西方相关激励因素研究的回顾与分析的基础上,利用问卷调查法,对知识型员工激励要素做定量研究,以探讨知识型员工激励因素的具体特点及其作用规律,为企业的实际管理提供建议。研究发现,按照均值得分,排在前5位的具体激励因素分别是薪酬福利、和谐的人际关系、工作成就感、职位晋升、发挥自身能力与技能的机会。但这与国外的研究成果并不一致。

The 21st century is a knowledge-economic era, knowledge workers are the main body of using and creating knowledge. They increase the values of their products and services, offer great impetus to the company's persistent development. How to encourage knowledge-based employees, and raise their productivity is the greatest challenge. Based on the retrospect and analysis of related western research on incentive factors, by using questionnaire survey to make a research on the incentive factors of knowledge workers, this paper is expected to explore the specific features and functional laws of incentive factors of knowledge workers and to provide suggestions to daily management. It turns out that, according to the average score, the first five incentive factors are salary and welfare, harmonious interpersonal relationship, sense of accomplishment, promotion, and opportunities to exert one's capabilities and skills. However, this result is not consistent with former ones made by foreigners.

澳门博彩业市场结构变迁与绩效变化

作者：张作文

关键字：博彩 市场结构 市场效率 寡头垄断 完全垄断

摘要/Abstract

博彩业作为澳门主导产业和支柱产业,其市场结构对产业自身乃至澳门整体经济发展都至关重要。本文从博彩业的经济属性入手,分析了博彩业需求、价格机制和效率指标等方面的特殊性,认为博彩业的效率衡量应当以政府的社会福利目标来衡量,即博彩业发展对社会、经济各方面的推动作用。通过对澳门博彩业市场结构变迁的历史追溯,发现寡头垄断的市场结构的经济绩效要优于完全垄断市场,并对此采用了数据包络法进行证明。

As the leading and mainstay industry, the market structure of Gaming Industry is vital not only to the industry itself but to Macao's development as well. The analysis of this article starts from the economic character of gaming industry to the specialty in demand, pricing system and efficiency indicators of gaming industry. Finally, it concludes that the measurement of gaming industry's efficiency should be the social benefit aim of government, that's the promotion to society and economy from the development of gaming industry. After research on the history and the DEA analysis of Macao's gaming industry, this article finds that the economic performance of Oligopoly is better than that of Monopoly.

创意产业在香港的发展

作者：尹丽丽

关键字：香港 创意产业 发展状况 未来方向

摘要/Abstract

近年来,在发达国家和地区,一些特别倚重创意及才华的知识密集型行业(创意产业)在经济规划和政策制定中日益受到关注。中国香港地区长期以来是亚洲的创意中心,具有广泛的影响力。本文从创意产业的发展理论着手,分析了香港创意产业的发展条件、发展状况,以及目前香港创意产业发展中出现的问题,并指出了香港创意产业的未来发展方向。

In recent years, some knowledge-intensive industries (creative industries) relying on creativity and talent are in a growing concern in economic planning and policy formulation for developed countries and regions. China's Hong Kong has long been one of Asia's creative hubs, with a wide range of influence. Beginning with the development theory, we analyze the developing conditions of creative industries in Hong Kong, the development of Hong Kong's creative industries as well as the current issues emerging from the development, and point out the developing direction of Hong Kong's creative industries in the future.

“M型社会”是否已在香港浮现?——基于香港多个指标统计数据的论辩

作者：吕金城

关键字：社会 是否 已在

摘要/Abstract

“M型社会”是日本管理学家大前研一提出的一个术语,指社会正逐渐形成一种双峰结构:穷者愈穷,富者愈富,而代表社会富裕与安定的中产阶级则越来越小,不断向下沉沦为中下层阶级,整个社会结构如同“M”型一般。该观点甫一提出,便在日本、韩国、台湾、香港等社会中引起热烈的讨论。本文以香港统计处的数据为基础,结合大前研一判断“M型社会”的三个指标,就香港社会是否已经成为“M型社会”这一论争展开论证。分析发现,香港社会在一定程度上呈现出了“M型社会”的趋势,但目前尚不能绝对的判断香港已经成为“M型社会”。

"M-shape Society" is a term coined by Dr.Kenichi to describe the income distribution of the society. By saying M-shape, it refers that individual earnings notably shifted towards the two ends of the distribution, away from those in the Middle-income group. On first coming into people's light, the term immediately aroused a heated discussion in Japan, Korea, Taiwan and Hong Kong. This paper, based on Hong Kong government's investigation statistic, deals with the debate that whether Hong Kong has developed into an "M-shape Society" according to the three indexes Mentioned by Dr.Kenichi. From the analysis, the author comes into the conclusion that Hong Kong has a trend to develop into an "M-shape Society", although we still cannot judge it in an absolute way.

中国社会转型中人际关系的一个实证研究——以广东省城市居民的调查为例

作者：刘录护

关键字：人际关系 差序格局 工具性 单位制

摘要/Abstract

随着中国当代社会的转型,中国传统的差序格局也不可避免的发生变化。社会学对于这种人际关系变迁的理论争辩和经验研究,从经济、制度和文化三个方面展开,前两者分别认为因市场经济的工具性利益驱动和计划经济的单位制对于人际关系产生巨大的影响,而文化的传统性则主张传统差序格局的依旧存在。本文通过对广东省大规模调查资料的实证分析,发现工具性和单位制对于人际关系已经产生了巨大的影响,工具性利益关系和单位领导关系已经处于人际关系的近核心位置;但是文化积淀的巨大影响依然存在,家庭依然处在人际关系的核心位置。

The transformation of China's society inevitably brings great changes to the Chinese traditional interpersonal relationship ?? Chaxugeju. Opinions about this change vary differently. Some researchers thought that the emerging of instrumental behavior and the changing of Danwei system destroy the traditional interpersonal relationship greatly, but others argued that this traditional Chaxugeju is still existed. Based on a large-sized survey on citizens dwelling in Guangdong province, this paper finds that the changing of Danwei system and instrumental behavior has greatly affected the traditional interpersonal relationships. The instrumental interest relationship and the relationship with leaders begin to be near the center of interpersonal relationship, but family relationship is still at the core due to the longtime traditional culture influence.