

<<20世纪美国顶尖人才的人力资本>>

图书基本信息

书名：<<20世纪美国顶尖人才的人力资本形成>>

13位ISBN编号：9787560069623

10位ISBN编号：7560069622

出版时间：2007-9

出版时间：外语教学与研究

作者：付美榕

页数：493

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## <<20世纪美国顶尖人才的人力资本>>

### 内容概要

美国经济史是一个成功的故事，一段神奇的历程：二百多年间的巨大增长与发展使一个由移民拓居地合并而成的国家跃居世界霸主地位。

回望20世纪，美国在经济的众多领域始终实力超群，从而赢得“美国世纪”的声望。

经济学家们普遍认为，一个国家的经济优势和发展潜力与其人力资本总量直接相关，人力资本投资是经济发展与社会进步的一个最重要的动力之源。

作为蕴涵在人身上的知识、技能及特质，人力资本主要通过教育、培训、迁移、做中学等途径获得。

人力资本的形成是国家、组织和个人有目的投资的结果，是人力资本生产制度的产物。

近年来盛行的人力资本理论为本文探究20世纪美国经济强盛的根源提供了坚实的理论根据。

强大的经济实力体现了美国的人力资本优势，而其核心因素是作为人力资本载体的人。

在过去的一百年中，成千上万的劳动者为美国的繁荣兴旺付出了聪明才智，而他们中有一小部分人在各自的领域发挥了重要作用并产生巨大影响。

本文认为，20世纪美国的超强地位取决于一大批顶尖人才的杰出贡献，因此，这些“关键的少数”

( the Vital Few ) 社会英才值得特别关注。

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### 章节摘录

The American ideal is not a classless society , but rather a society in which individuals are free to get ahead on the basis of merit , talent , hard work , and good luck. So this study places under spotlight the American elites of science , business and politics in the 20th century. A great many books summarize the lives of these celebrities from the cradle to the grave , but these compendiums are totally unanalytical. Review of literature shows that the amount of scholarly attention paid to these three groups of elites has varied greatly. On the whole , the entrepreneurial adventure and boldness of power of American business giants have of course inspired vast literature , and American federal executives comprising the powerful bureaucratic elite have received considerable attention , but investigations on the nations great scientists were quite limited. While thousands of books and essays examined various dimensions of these great men and women , there is hardly any study at all that has put them in human capital perspectives. Still , a number of relevant and significant works are worth mentioning.

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### 编辑推荐

回望20世纪，美国在经济的众多领域始终实力超群，从而赢得“美国世纪”的声望。强大的经济实力体现了美国的人力资本优势，而其核心因素是作为人力资本载体的人。20世纪美国的超强地位正是取决于一大批顶尖人才的杰出贡献，这就是80 / 20效率法则，或称帕累托效率定律，因此，这些“关键的少数”（the Vital Few）社会英才值得特别关注。

《20世纪美国顶尖人才的人力资本形成》把20世纪奠定美国经济强盛地位的关键少数人才锁定为功勋卓著的科学家、企业家与政治家三个精英群体，因为科学家的研究成果提高生产效率、推动社会进步，企业家创造财富、提供就业、繁荣市场，政治家的高瞻远瞩和英明决策为经济发展保驾护航。

《20世纪美国顶尖人才的人力资本形成》的创新之处在于方法与内容两个方面。在方法上，以近年来倍受重视的人力资本为视角，把美国经济顶尖人才的成才经历置于人力资本的理论基础上进行系统的剖析，并通过实证考察来验证人力资本形成途径的重要程度，从而使理论与实际紧密结合。

在内容上，阐述了作者对美国经济英才人力资本形成途径的两点认识，既对人力资本理论予以补充，也对传统观点有所突破。

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