

# Proceedings of 2010 International Symposium

## —*Labor Employment and Income Distribution Studies*

*Editors: YANG Heqing Joseph Kam Hung ZHAO Huanchun*

**Conference Sponsors:**

- Capital University of Economics and Business
- M&D Forum (Australia)

**Conference Organizers:**

- School of Labor Economics, Capital University of Economics and Business
- Beijing Zhongjing Lanshan Academic-Exchange Co., Ltd
- Cultural and Education Section of the British Embassy

**Conference Co-organizers:**

- Xiangkun Group • Times Aihua Talents Growth Educational Institution
- Australia Blue Mountains Group
- China Sjachrul International Education Research Centre
- China High-tech. Industry Originality Committee

**C 263945**

---

**ST. PLUM-BLOSSOM PRESS PTY LTD  
Melbourne - Australia**

# Contents

## Chapter One

### **Research on Labor Employment Planning Theory and Practical Model**

TPB Model and Analysis of Higher Agricultural College Students' Entrepreneurial Intentions Case Study of Hebei Agricultural University <i>CHAI Jiang, LI Liang</i> .....	3
Analysis of the Problem of Unemployment of University Graduates From Different Perspectives <i>WANG Feipeng</i> .....	10
The Development of Informal Employment During the Financial Crisis ——Based on Research of Cixi City in Zhejiang Province <i>CHEN Min, QU Liang</i> .....	15
Connotation and Impact Factors of Employability of China's College Students <i>BIAN Wenxia</i> .....	21
Graduate Unemployment in China: A Market Demand Perspective <i>ZHOU Ge</i> .....	28
Coping with Unemployment, Improving the Employability of Students <i>ZHANG Jing, GU Yan</i> .....	36
On the Enlightenment from Danish Flexibility Labor Market <i>LIU Yanli, LI Huai</i> .....	42
Research on Survey and Countermeasures of Students' Entrepreneurship Education in Hebei Province <i>DONG Kun, WANG Peng</i> .....	47
Research on the Characteristics of Current Talents Requirement in Beijing	

--An Analysis of Development Environment for Talents in Terms of Individual Psychological Needs	
<i>ZHANG Shanshan</i> .....	52
Analysis on the Employment Policy for the University Graduates	
<i>TAO Qiuyan</i> .....	61
Research on Job Searching of Chinese University Graduates During International Financial Crisis	
<i>YANG Heqing, XIAO Pengyan</i> .....	67
Faculty Allocation of Public Universities in China ——From the View Point of International Academic Labor Market	
<i>KE Xiao</i> .....	77

## Chapter Two

### Theory and Fact of Employment Structure and Labor Movement

Study on the Current Situation and Countermeasures of College Students' Employment Guidance Served by College Libraries	
<i>WANG Aiyun</i> .....	87
Analysis on the Labor Market's Supply and Demand of Flexible Employment in China	
<i>LV Hong, JIN Xizai</i> .....	92
Labor Migration in China Under the Changing Policy From 1949 to 2007	
<i>SUN Ya'nan</i> .....	98
A Study on the Effect of Urban-Rural Income Gap to Labor Mobility	
<i>ZHANG Zhenxing, ZHANG Jiansheng</i> .....	105
The Research on the Periodicity of Rural Labor Force Flow	
<i>TIAN Hongchuan</i> .....	109
Studies on the Transition Problems of the Land-lost Farmers During the	

Urbanization	
<i>WANG Lihong, HE Guixin, ZHOU Jinxia</i> .....	115
Analysis on Causes of Central Enterprise's Talent Attractiveness Against Technical Professional Group	
<i>ZHOU Da, FENG Wei</i> .....	121
Factor Attribution and Countermeasures of the Labor Transfer Under the Impact of the Financial Tsunami---Shenzhen Migrant Workers Homecoming Boom as Sample	
<i>QIU Xiaodan, XU Guangyi</i> .....	127
The Effect of Public Rental Housing System on the New Generation of Migrant Workers' Transfer---Take Chongqing as an Example	
<i>YAN Zhe, WANG Hao</i> .....	134
The Anticipation on China's Rural Labors' Nonagricultural Transferring Potential in the Following 20 Years	
<i>TONG Yufen, ZHU Yanhong, ZHENG Dongdong</i> .....	138
Research on the Reasons and Countermeasures of Students' Structural Unemployment of Independent Colleges	
<i>LIU Sheng, WANG Hongxia</i> .....	147
Study on Cause and Countermeasure of Unemployment About College Students	
<i>WU Zhongdong</i> .....	152
A Search on the Reasons of Structural Unemployment of University Students	
<i>WANG Lihong, FAN Dongxia, ZHOU Jinxia</i> .....	156
Research on Governmental Behaviors Aimed to Boost Employability of University Students: Based on Overseas Researches and Practices	
<i>WANG Ting, QIAO Lin</i> .....	161
Chinese Rural Employees' Employment Status---A Research Based on Hundreds of Villages	
<i>JI Shao</i> .....	168

## Chapter Three

### Measurement Theory and Method of Income Distribution

Regional Income Disparity in China in 1997-2008: Empirical Analysis of the Affecting Factors <i>YANG Hong, XIAO De</i> .....	175
Income Inequality of Children Between Urban and Rural Families and Its Dynamic Evolution <i>SONG Hui, HAN Junhui</i> .....	181
Research on the Effective Ways to Reduce the Great Income Distribution Gap in China <i>CHEN Zhiying, GE Rui</i> .....	187
Study on the Income Distribution Model of UNISPAR Game <i>WU Shuqin</i> .....	194
Theil Index Measurement and Analysis of the Household Income Distribution Gap in China <i>LI Hongmei</i> .....	199
Assessment of Income Increase Effects of Small Secured Loans ---Experience from Jiangxi Province <i>QIN Chuan</i> .....	206
The Analysis on the Inhabitant Consumption Based on the ELES <i>ZOU Yanfen</i> .....	211
An Empirical Analysis of Farmer Income Growth Factors in Hebei Province <i>XU Ye, WANG Lijuan</i> .....	218
Analyzing the Widening Wage Inequality in China: Temporary or Persistent Phenomena <i>HU Yongjian</i> .....	223

## Chapter Four

### Game Analysis of Financial Revenue and Laborer's Income

Improve the Income Distribution Impact on Gross National Income	
<i>LV Zongyao</i> .....	241
The Fairness of Income Distribution	
<i>LI Jinxia</i> .....	253
The Internal Relationship Between Income Distribution System Reform and Economic Restructuring of China	
<i>BAI Xueyuan, SHI Bin</i> .....	257
Countermeasure Study on Controlling Unfair Primary Distribution	
<i>XIAO Hongmei</i> .....	261
Comparisons of Income Distribution Disparity Measure Methods	
<i>HUANG Xiaoli</i> .....	268
Empirical Analysis on Rural Income and Local Finance Expenditure	
----- Take Hebei Province as a Case	
<i>TIAN Huajie, ZHANG Runqing, LI Penghua</i> .....	273

## Chapter Five

### Human Resources Development and Human Resources Cost Model

The Research on Rural Human Resource Investment and Economy Growth	
<i>SUN Wensheng, CUI Cha</i> .....	281
A Multi-dimensional Thinking of Promoting Human Capital Stock for Chinese Migrant Workers	
<i>TAN Wei</i> .....	287

Analysis of Price Mechanism for Labor Force Based on Bargaining Model <i>ZUO Chunling</i> .....	292
The Empirical Analysis of the Human Capital's Influence on the Economic Growth of Jiangxi <i>ZHOU Xuejun, ZHANG Xiao</i> .....	297
The Study of Professional Annuity Operation Mode in Public Institution <i>CHEN Shujun, FU Shanna</i> .....	302
Educational Investment and Economic Growth: Human Capital Measurement Model <i>ZHANG Baogui</i> .....	306
Meta-evaluation Analysis to "Students' Assessment" of University in Our Country <i>LI Nan</i> .....	317
Study of the Industry Cluster and Human Capital Accumulation of Small and Medium-Sized Enterprises in the Western Region <i>ZHAO Yanfang, MA Jihong</i> .....	322
Analysis of Scale and Structure Similarities Between Human Resource and Economic Development in China <i>WANG Guisheng</i> .....	325

## Chapter Six

### Model and Policy of Human Resources Management

The Model and Empirical Study of Dual Structure of Internal Labor Market <i>LI Xinwu</i> .....	335
Empirical Research on the Correlation Between the Executive Remuneration and Performance of Listed Companies <i>DONG Xin, ZHOU Xuejun</i> .....	340

Analyzing Cross-border Transfer of HRM Practices from Knowledge Perspective <i>LIU Wenchuan, WEI Huaying</i> .....	345
Empirical Study on the-Factors Affecting the Incentive Level of Share Ownership of Senior Management in Chinese Listed Companies <i>ZHU Yongguo</i> .....	350
The Research on Performance Salary System of Henan University of Urban Construction <i>SUN Yahui</i> .....	360
On the Formation and Precaution Mechanism of Conflict Labor Disputes in Chinese Enterprises <i>FENG Xiliang</i> .....	365

## Chapter Seven

### **Newest Development of Labor Economics Theory and Labor Relations**

China's Labor Situation and Development of International Migration <i>YANG Yang</i> .....	375
The Empirical Analysis About the Causes of Employment Changes of China's Three Industries: Based on the Perspective of Investment in Fixed Assets and Their Sources <i>LI Jing, FAN Fan</i> .....	379
The Green Jobs for the Sustainable and Low Carbon Economy <i>NIU Lichao, ZHU Erjuan</i> .....	384
Analysis on the Sustainable Employability of College Graduates <i>ZHANG Jinying, SHI Meixia</i> .....	389
Labor Relations Influence on SMEs in China After the Enforcement of Labor Contract Law <i>HE Qin</i> .....	394



A Macro-determination Model of Working Time and Research on Related Problems <i>MENG Xuduo</i> .....	403
Academic Disputes and Responses on Whether China's Labor Market is Coming to the Lewisian Turning Point <i>LI Xu</i> .....	408
Causes and Characteristics of Contemporary Labor Group Incidents in China <i>WU Qingjun, MENG Quan</i> .....	414
Institutional Changes of the Urban Household Registration Policy in China: Perspectives from Supply-Demand Equilibrium <i>LI Zhide</i> .....	419
Public Policy Evaluation from the Perspective of Satisfied Matrix <i>WANG Hongtao, CHEN Hongxia</i> .....	425
Empirical Study on China's Poverty Reduction <i>ZHAN Jing, RUAN Jing</i> .....	430

## Chapter Eight

### Improve the Quality of Laborers and Labor Supply

Competency Assessment of Executives Based on BP Neural Network <i>ZHAO Lili, GAO Shikui</i> .....	439
The Employment Rate and Employment Quality of the College Graduates and the Policies for Improvement <i>WEI Tielin</i> .....	445
Causes of College English-major Students Unemployment and Countermeasures of Talents Cultivation <i>XIA Chuan</i> .....	452
Co-creating Talent: The Role of Universities and Businesses Working Together to Develop Future Graduates	

<i>Keith Herrmann</i> .....	456
Behavior Analysis on a Number of Chinese Employers' Demands for Graduates in Financial Crisis Period—the Case of Beijing	
<i>YANG Jing, XIAO Pengyan</i> .....	464
The Perceptions Held by Employers of Chinese Graduates' Employability Skills	
<i>LIU Liling</i> .....	473

## Chapter Nine

### Research and Practice of Social Labor Security System Theory

Social Security Tax--An Inevitable Choice for the Fundraising Mode of Chinese Social Security	
<i>YANG Senping</i> .....	483
The Main Efficacy of Improving Transferring and Continuous System of Endowment Insurance	
<i>CHEN Lisha, SUN Yifan</i> .....	489
The Effect of the Pension on the Mortality Hazard of the Chinese Elderly People	
<i>ZENG Xianxin</i> .....	493
Analysis on Administrative Cost of China's Social Security System	
<i>LIU Yang, ZHANG Shitong</i> .....	498
Research on the Problems and Solutions of the Current Socialized Home-based Elder Care Which Need to be Solved Urgently	
<i>WANG Jing</i> .....	504
Employment Stabilization and Employment Promotion Policies of China Unemployment Insurance System: Thinking on the Paths from Provisional Measures to Long-term Mechanisms	
<i>LV Xuejing</i> .....	510
Present Situation Investigation of Peasant Workers' Social Insurance	

<i>SUN Hongxiang, CHEN Hongfang</i> .....	517
Survey and Analysis of Mid-and-low Income Group Medical Services Demand in Miyun County, Beijing	
<i>ZHU Junsheng, CHAN Kinsun</i> .....	523