







### 人事培训的发展趋势

培训越来越有可能作为一种常规的管理手段，广泛运用于企业的日常管理中。从某些著名企业的培训实践，可以推测培训模式的几个共同发展趋势。

#### 强调对员工的系统培养

在 IBM 公司，新进职工都要接受有关公司信念的培训；销售人员则必须接受 12 个月的初步培训，内容包括相关的法律及产品知识、销售的经验和技巧，以及市场销售实践；第一线的基层经理，在一年中要接受 80 小时的课堂培训；部门经理有专门的中层管理学校；高

配合企业管理，采用多种方法和技术

我国的宝山钢铁公司形成了一整套的培训制度和模式。具有特色的是其四段式的培训模式：理论学习、岗位见习、社会调查和综合研讨。培训方法有专题研讨、管理讲座、业余进修、出国考察以及企业对口实习等。

多样化的培训方法能有的放矢地针对实际工作中的各种具体要求，因而保证了培训的有效性。

#### 将培训作为一种投资

西安杨森每年用于培训的费用比职工工资总额还要高，培训结构也相当完善：不但有销售队伍的培训、

企业在培训中的... 培训... 体系... 培训... 新的... 年的培训... 既针对... 中层管理... 也针对... 工... 培训... 是员工工... 的... 度... 周... 延... 教... 能... 虑... 需... 培训... 培训的... 要... 上... 多... 个... 这... 有... 性... 化... 有... 期... 期... 的... 有... 的... 培训... 方法... 是... 投... 培... 训... 的... 的... 手... 对... 进... 有... 培... 训... 培... 训... 整... 个... 企... 业... 和... 体... 工... 的... 培... 训... 。

物... 获... 了... 一... 套... 的... 培... 训... 体... 系... 。

### 跟踪·扫描

#### 30 亿光年外星系数目锐减

据美国 *Physics Today*, 2000, 8:20 报道，在罗彻斯特举行的美国天文学会议上，牛津大学的多尔顿 (G. Dalton) 与约翰·霍普金斯大学的格莱兹布鲁克 (K. Glazebrook) 介绍了 2 度视场星系红移测量计划 (2DF) 的初步结果。

爆炸宇宙学的推论。

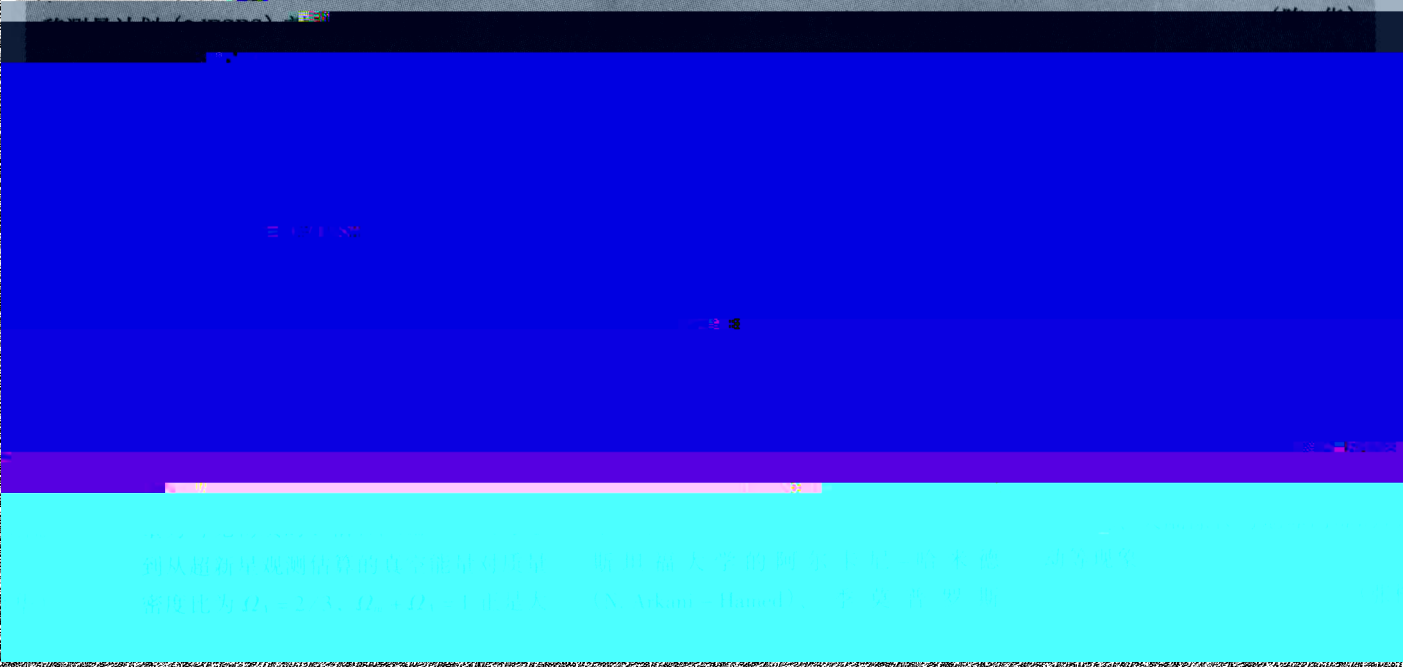
(世伦)

#### 万有引力在亚毫米范围内仍随距离成平方反比

据美国 *Physics Today*, 2000, 9:22 报道，美国华盛顿大学的物理学家做了亚毫米尺度的引力实验，验证了万有引力在亚毫米范围内仍随距离成平方反比。

(S. Dimopoulos) 和纽约大学的德瓦利 (G. Dvali) 在 1998 年认为引力反常可能在亚毫米距离上就能观察到 (简称 ADD 假设)。

ADD 假设还有待于加速器上的进一步检验。ADD 认为在大型强子对撞机 (LHC) 上，质子能打出引力子，还可能产生微小黑洞。



## SPECIAL

### 3 A Scientific Project Searching for the Origin of Chinese Civilization

Yin Weizhang

The Xia-Shang-Zhou chronology project is the most important interdisciplinary research program of social humanities and natural sciences in China. Based on this project, the historic chronology of China has been shifted from 841 BC to 2070 BC. This achievement lays the foundation for searching for the origin of Chinese civilization.

### 8 The Remarkable Beginning of the Knowledge Innovation Program

Tang Zhangcheng

The article gives a brief introduction to the first phase of the pilot project of the Knowledge Innovation Program in Chinese Academy of Sciences, including its objectives, management and operation, evaluation system and achievements.

## FRONTIER

### 12 Exploit Oceanic Resources in the 21st Century

Zhu Jimao

The article emphasizes the important role played by high-tech such as the development of gas hydrate, the mining of multi-metallic nodules, and so on.

### 16 The Highlights of Experimental Particle Physics in 2000

Qi Nading

Three exciting highlights in the field of experimental particle physics appeared in the world in 2000. They are the direct detection of the  $\tau$  neutrino for the first time, the evidences of the Higgs Boson, the first experimental result of the CP violation of B meson reported by B-Factories departing from the prediction.

### 20 To Solve Some Geometry Problems by Means of Machine

Zhang Jingzhong

It was a dream to make a machine to solve the protean problems in geometry. Now the PC software can not only give the final results for many hard geometry problems, but also provide the short, elegant and traditional solutions.

### 24 Perpetual Debate on the Origin of Bird

Hou Lianhai

Because of the discovery of *Cathayornis* group and *Confuciusornis* group, the field of avian origin has undergone revolutionary changes in the last ten years in China, especially in west Liaoning province. Long-time debates on the origin of bird and flight are also introduced, especially different theories are concerned. Four different prototypes of *Confuciusornis* group in morphology show that the bird origin is not monophyletic, but polygeny. Dinosaur is not the ancestor of bird.

## FORUM

### 30 *Kexue* (Science) and the Spreading of "Kexue Jingshen" (Scientific Spirit) in China

Fan Hongye

"Kexue Jingshen" (scientific spirit), a Chinese word first coined in 1916 in Chinese literatures, has been spreading for dozens of years by *Kexue*.

### 34 A Survey of the Personnel Training: Issues to be Studied and Functions in Organization Practice

Xie Xiaofei, Chang Yuxuan

The Personnel Training gains special attention in modern business management, as an enterprise today profits more from flexible adaptation than from routine operations. The key issues concerned with training include scientific assessment of efficiency, framing of models, and selection of methods. Some insights are given by studies and corporation practice.

### 38 The Olympic Spirit in Fundamental Researches

Wu Zhongliang

By comparing the Olympic games with fundamental researches, this article emphasizes the Olympic spirit in science, calls for a positive attitude and sustainable strategy in the development of fundamental researches.

## SCIENCE & ART

### 44 History of Space Art

Li Yuan

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Zi Xiaohu

## COMPASS

### 51 Unraveling the Enigma of Vitamin D

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