

成立之初的 1989 年。他在  
中具有丰富的经验和贡献。  
是近期关于系统研究企业  
续工程教育在世界及中国  
的发展趋向，提出了运用  
并列举了继续工程教育在  
中国葛洲坝集团公司的案

该书的出版将为中国及世  
的贡献。

年 7 月 25 日于波尔图

## Introduction

*Alfredo Seixo*

President of IACEE (International Association of Continuing Engineering Education) and Pro-Rector of University of Porto, Portugal

Technological developments have been influencing daily life at an unexpected rate and with tremendous changes in the areas of learning and teaching. These changes provoke other type of changes like social and cultural and require reflections and thoughts. One of them is related with the qualification of human resources in enterprises facing the challenges created by changes in terms of work performance.

This problem of qualifying workers at all levels has been addressed effectively using the system of Continuing Education. This is particularly relevant in the area of Continuing Engineering Education (CEE) where the decrease of updated knowledge happens at a high rate. The introduction of CEE in enterprises requires in some cases an innovative attitude. China is a country with a fast developing economy and CEE can play an important role in the consolidation of the current developments while keeping the growth rate in desirable values. OECD experts presented in the last studies about the needs of CEE that all countries need investments to maintain acceptable levels in the learning and oblivious knowledge economy. It is with great pleasure that this introduction is written since the theme envisaged is actual and may help the progress of CEE in China and in other countries.

Dr. Chen Bangfeng is a member of IACEE (International Association of Continuing Engineering Education) that I know personally since the association was founded in Beijing in 1989. It has already in his curriculum a rich

#### IV 企业继续教育创新——学习型企业的理论与实践

contribution in research and development in CEE. The book *Innovation of Continuing Education in Enterprise* is a recent publication about the systematic research about continuing education in enterprises. The book has a summary of the history of CEE in the world and China, analyzes the current trends of CEE in enterprises, proposes models for CEE in enterprises, presents the reasons for innovating using a system for CEE and analyzes the case study of China GZB Group Corporation.

All these reasons make me believe this book represents a great contribution for CEE in China and around the world.

Porto, 25 July 2002

序二

教育部国家督学 袁贵仁

21 世纪是人类迅速走向经济一体化进程的新时代。在竞争和企业之间的竞争主要取决于所拥有的人才、知识创新的多少。企业命运的决定性因素。企业之间的竞争。新的世纪将是

知识时代。企业要立于不败之地，获得永续发展的最重要资本是人才素质、知识拥有和创新能力。企业如何拥有人才并且不断提高人才的素质？企业如何获得知识、应用知识并且实现知识共享？企业如何通过创新培植自己的核心竞争力？加快企业的继续教育创新，由“任务型”企业向“学习型”企业的转变，是企业提高人员素质，实现知识的获得、应用和共享，提高创新能力和核心竞争力的根本途径。

我国在社会主义现代化建设和经济体制改革中，企业要实现由劳动密集型向技术密集型、资源经济向智力经济这两个根本性的转变，需要一大批有奉献精神、有科学态度、善经营、懂管理、有技术的优秀人才，这些人才是国家发展的基石。企业的发展的根本是人才，人才的培养依赖于教育。我国“入世”后，人才问题成为竞争的

contribution in research and development in CEE. The book *Innovation of Continuing Education in Enterprise* is a recent publication about the systematic research about continuing education in enterprises. The book has a summary of the history of CEE in the world and China, analyzes the current trends of CEE in enterprises, proposes models for CEE in enterprises, presents the reasons for innovating using a system for CEE and analyzes the case study of China GZB Group Corporation.

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新的世纪，企业将不再是一个终身雇佣的组织，而是一个学习型组织，  
企业提高创新能力的重要源泉来自于企业内部的继续教育和不断学习。

# 企业继续教育创

# 新

JIXUJIAOYUCHUANGXIN

## —— 学习型企业的理论与实践

XUEXIXING QIYE DE LILUN YU SHIJIAN

陈邦峰 [ 著 ]

概念的界定与历史的再认识

问题的反思与未来的挑战

理论与对策的构建

创新动力的探析

个案研究



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