

The Human Capital Stock's Practice of Shanxi Banking Businessman

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Abstract. This article unifies our country human capital stock's practice, elaborate the importance of human resources management and the important theoretical and practical significance.

There are many ways to establish effective organizational control system of the enterprises, but the mechanism of the coordinating development is actually a complex and important question. The Qing Dynasty shanxi banking businessman's human capital stock practice has dealt with this issue well. It is different from Japan's "the seniority sequence system", "the system of lifelong to hire one enterprise", and also different from the contemporary enterprise's yearly salary system, but ingeniously unifies the capital stock and the person shares given for service instead of investment. It has formed one kind of effective drive restraint mechanisms. It conforms to the Chinese national condition enterprise management and operational mechanism aspect in the establishment, profits from the shanxi banking businessman transport charges source management. We can consider it as a beneficial practice, and a lesson to today's business management.

Introduction

The core of human resources management of enterprises lies in the way and the mechanism which transform rich natural human resources to real productivity and skill of knowledge abundant human capital. This is the fundamental problem that China should resolve in the resource level if we want to realize rapid and sustainable economic development. The management must be human-oriented, it should display person's enthusiasm, the creativity fully, cause the high quality person to be blooming. Looking from an enterprise's growth, the enterprise long-term peace and good government key is that it has a core value, and confirms and the practice by enterprise's staffs. Under the new intense competition market environment, the outstanding talented person or the community, may cause an enterprise to grow out of nothing rapidly. The lack of talented person or the fault of making decision by the community may cause the bankruptcy of a huge enterprise or the institution in a moment.

After the global financial crisis, economic is more and more variable. This also causes the economic environment and the business management to be more complex in many countries. So it is essential to train and use high-quality person if we want to enhance enterprise management. In current and short-term, The comparative advantage of China is the labor force advantage. That means we should develop the labor-intensive industries in our country; But in the long-term development prospects of the developing knowledge economy era, the comparison to avoid the disadvantages, and enhance the international competitiveness means to overcome the

manpower "low level trap", to develop science and technology and education, the so-called "knowledge-intensive based industries.

The Ming and Qing Dynasties Time Shanxi Banking Businessman 's Human Capital Stock

The person shares given for service instead of investment, also said that "the bonus stock", "the person bonus stock", originates by the Shanxi merchant, its accurate occurrence age has not been possible to test, but at the end of the Ming dynasty and the beginning of Qing Dynasties it was gradually widely popular, and has received the good effect in the Shanxi merchant's practice. At last, it becomes a big remarkable characteristic in the shanxi banking business management and operation.

Person shares given for service instead of investment system's basic content:

"person bonus stock". Enterprise (company) the main staff down to a stock, stock how many holds an office the time by the shopowner according to the staff, ability, the contribution size to decide, generally is the big storekeeper (general manager) goes against one or nine thousandths, two storekeepers (deputy general manager) goes against eight thousandths, seven thousandths, chief accountant goes against five thousandths, four thousandths, the apprentice may not go against the stock. For example Qing Dynasty renowned big company Da Sheng Kui, Chang yuchuan, Rishengchang prosperous and so on to implement this kind "the person bonus stock" the system, and has brought the extremely high economic efficiency for its shopowner, this has not implemented "the person bonus stock" system's company to form the sharp contrast.

"person bonus stock" draws bonus. When a fiscal period ended, "the person bonus stock" participated together with the shopowner capital stock draws bonus, generally the capital stock 12,000 silvers were one, but general manager (i.e. big storekeeper) went against eight to nine thousandths, highest ten thousandth namely. What is most typical is the Taigu merchant king minister and the Qi County history, Zhang Jie sets up the enterprise named "Da sheng kui" more than 230 years later, the staff population achieves more than 7000 people, it stipulated that every three years is a big account time (fiscal year), carries on final accounts to draw bonus. Draws bonus when first places the common reserve fund accumulation and the utilization the important status, weighs in 3 years by the common reserve fund growth achievement the management performance outstanding feature. each stock draws bonus, as separable as 12,000 silvers, the shopowner and the storekeeper and goes against the stock staff to receive its profit, whenever meets the account time to summarize, must evaluate the staff member merit, inspects three year result and the question, the reorganization human affairs, the adjustment "the bonus stock" the thousandth number, and writes down "the large sum of money account" is the capital stock account, including silver coins stock and person bonus stock.

"person bonus stock" weight and inspection. According to the historical data, the Shanxi merchant "the person bonus stock" is not the treatment which each staff can obtain. The company new move of staff apprentice time is three years, three year expiration is qualified, hires for the regular staff. Generally must undergo several year exercise, in aspect good behaviors and so on thought and service, Germany, the attendance, can, the achievement display the outstanding candidates to be able to go against the stock, quick 1-2 years. Slow possible to want ten several years even longer time not to be able to go against the stock. Obviously, the Shanxi merchant "the

person bonus stock” the system is according to worker's quality, ability and the achievements decides.

Fatigue shares given for service instead of investment inheritance with withdrawal question. Generally the Stock enterprise, the physical capital stock is never returns, but may transfer. But works the shares given for service instead of investment after the staff retires the fatigue shares given for service instead of investment draws bonus as usual, after the death, “therefore still might enjoy or a two fiscal year draws bonus, calls the stock”. But after going against the stock staff resigns or the dismissal, immediately terminates the fatigue shares given for service instead of investment. Obviously what the person shares given for service instead of investment represents is the human labor capital, therefore can only when has the work enjoys, does not have when the work cannot enjoy, the retired worker works the shares given for service instead of investment is only one kind of emotionality attendance. The fatigue shares given for service instead of investment does not transfer, forever turns over to the worker personally all, also does not have the children to inherit the question.

The tracing lies in the innovation, lies in practice of the instruction today. Shanxi banking businessmen's early practice about “person bonus stock have the important theory significance and the practical significance today to help us understand under knowledge economy business management, enterprise development power and so on. The human society develops until now, has experienced the agricultural society to the industrial society, arrives at the information society again, adapted with this has also experienced agricultural economy time, the industry economy time to the era of knowledge economy, which impelled its development progressive power to have a difference. Indeed, in various essential factors of social product, the human is most active, the most core factor, fit and unfit quality about it combining with other element of production union, immediately influence productive forces development process. But person's factor presents the different characteristic with other element of production's union in the different human society development phase.

1. the agricultural society's development power mainly benefits from the labor force and the land. The agricultural society usually refers to the before- capitalism development phase. Although various countries, because its factor and so on economic development level, political structure as well as humanities environment differences, in aspects and so on development time and advancement are different, the agricultural society is mainly take the primary industry (i.e. agriculture) as the major industry, the humanity produces is in one kind scattered, the non-standardized handicraft industry production, the use reproducibility biology energy, the occupation differentiation is simple, seal conservative and so on. The above characteristic had decided its development process is very slow, the power promotes the agriculture social development is mainly the labor force and the land, the manpower factor does not have the remarkable status, the natural factor holds the important position.

2. Industrial society's development power is production tool's enhancement. Industrial society's chief feature is take the second industry (i.e. industrial production) as the major industry metropolis social product; The mechanization, the automation and the specialized degree obviously enhanced, the non-biological energy is widely used; The occupation differentiation is complex, human's work skill compares the agricultural society to enhance day by day. That promotes this social economy sustaining growth and its development is the production tool's enhancement. Production tool's improvement has affected humanity's production and the development, the industrial society makes the agricultural society in originally the simple matter into “the complication”, the physical production activity presented the

factory-like to eliminate the individuality, the mass industrial production; Because the industrial society the complex division of labor and the technical development presented “the outstanding person” (in agricultural society “outstanding person” member only to be able much to be occasionally, small farmer type produces), human's factor compared the agricultural society to be able obviously to enhance.

3. Information society's development power is depends upon person's factor and the displaying of knowledge capital function. Now, the human society life is covered by the networking information primarily about technology. It changed humanity's survival, the world has become “ global village”, the complex market has been reduced and flared-out. The driving force to promote the development of information society has also changed accordingly, under the impetus for the development of knowledge economy will rely more on human capital. This kind obtained afterborn economic value —— knowledge, skills, abilities and thinking, and even health, including quality factors of integrated represented by human capital. Combing it with business and organization structure (is a relationship of production), distribution structure ,through it produce benefits, thereby affecting the growth of production and economic development. Many foreign entrepreneurs consider training as the development of human resources and put it in priority .Developing mind resource is an urgent task, and combine it to such resources as capital, and physical capital and other production elements appropriately , the resulting power is enormous.

Unifies the domestic and foreign practices, you can foresee, along with knowledge economy's in-depth development, human capital stock-based organizational model will become a new driving force to promote the knowledge-based economy .In the information society human capital stock will play a private promoting role.

Under the knowledge economy, enterprise development's power, will affect inevitably the enterprise reform, particularly enterprise's equity system reform. (As represent under knowledge economy's modern Branches of the economy take modern enterprise), enter prise's goal also transforms to accumulate, multiplies and realizes the knowledge capital, it is the knowledge capital transport business process and also the enterprise mechanism establishment and the consummation process. The knowledge capital is the combination about the human capital and the physical capital and enterprise organizational structure. The human capital stock's practice is belongs to the innovation of enterprise organizeing system and distribution system It is one kind of innovation regarding the property rights of enterprises system reform aspect under the new situation.

As the stock of human capital combine the enterprise's reputation, trademarks, ability and loyalty of employees, management, and customer satisfaction, and other traditional things with the management mechanism to match the organizational structure of enterprises, enterprise production capacity, technological innovation, market development and the financial position, income distribution closely .It increasingly become an important resource and enterprise business core competencies. Thus, the enterprise must take seriously the management about the organizational structure, the staff prestige, the occupational ethics, the product quality, the patent trademark and the customer satisfies these unreality property. It can be said that the person shares given for service instead of investment has developed the material capital and the non-material capital concept, the tangible asset and the intangible asset conformity in the same place, this presented the challenge regarding the property rights of enterprises.

A undefined property system is difficult to link with human capital. The position in the production and the relationship is the core of the relations of production,

production can not leave the labor force in this most basic elements, which together with the means of production constitute a prerequisite for the remaining production. In the modern human production activities ,labor,knowledge, skills, information, and the quality is more and more important Labor, as the characteristics of individual workers,has the similar important meaning as the ownership production. Therefore, acknowledges with the currency purchase producer goods capital nature, should also acknowledge the labor force the capital nature. Otherwise, not only cannot convince in logic, is also cannot convince in the society and morality and justice. Only in the clear property rights system can unifies the human capital stock and the physical capital stock, establishes the science the management, the assignment mechanism, rewards the industrious and punishes the lazy, the unified responsibilities and rights and benefits, then promote enterprise progresses, the economic development.

Under the premise of not denying the monetary capital and physical capital theory, the human capital stock and physical capital theory is better to solve required conditions of the essential features about socialism (i.e. the liberation productive forces, the development productive forces; Elimination exploitation, elimination polarization; Common enrichment). (Insisting that the labor force capital theory, the defined property rights of enterprises, changeing the worker to be the enterprise master, arouseing worker's enthusiasm fully, the worker will care about enterprise's production operation and thus better solve the contradictions in labor relations.

In brief, the human capital stock has promulgated the enterprise and other organization's power—one kind that take the staff and organization's skill and the knowledge as the foundation property combination, causeing employers and employees are equal and share the new benefits. This is a kind that takes root deeply in China and conforms to the Chinese national condition system, it is a valuable practice that full of vitality, it is a significant theory question that has caused the proletarian to turn the man of property, the common enrichment and so on, it will certainly to provide the theory instruction for the new situation under state enterprise reform and has the extremely important theory and the practice significance.

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