

2016 第1期 第27巻 总第96期



目 录

工会理论与工作

工会在构建和谐劳动关系中的角色定位	坤 (1)
工会构建枢纽型社会组织的优势与困境——以广东省为例 姚仰	生(7)
切实增强群众性 打造凝心聚力的高校基层工会刘有军	= (14)
劳动法律与维权	
县总工会履行维权职责的问题与对策——浙江省某县总工会为例 李 莆	∮ (18)
上海高校后勤职工同工同酬问题实证研究 任和平 成长生 李 贤	£ (25)
民主管理与实践	
当好职工利益代言人 不断推进基层民主政治建设 张 晗 夏 林	§ (31)
企业和谐与文化	
推动企业发展必须加强基层党组织建设程宏伟	ž (34)
职工素质与培训	
以管理学经典理论为武器 提升班组"战机"的卓越性能 高 文	(37)
国际工运与史料	
德国劳资共决制对我国构建和谐劳资关系的启示 欧阳俊	È (41)
理论探讨与广角	
研究中国职工权利的多重视角——基于中外相关论述 张玉洪	¢ (45)

Content

Trade Union Theory and Work

The Role Orientation of Trade Union in Harmonious Labor Relation EstablishmentJiang Jingkun (01) The Advantages and Difficulties of Trade Union in Pivotal Social Organization
Construction——A Case Study of Guangdong Province————————————————————————————————————
Grassroots Trade Union in Universities Liu Youjun (14)
Labor Law and Right-defending
County Federation of Trade Unions' Difficulties in the Performance of Duties for Legal Right safeguarding and the Countermeasures——A Case Study of a Certain County Federation of Trade Unions in Zhejiang Province————————————————————————————————————
An Empirical Research on the Problem of Unequal Pay for Equal Work Faced by the Logistics Staff of the Colleges and Universities in Shanghai Ren Heping, Cheng Changsheng, Li Xian (25)
Democratic Management and Practice
Serving as a Qualified Spokesman for Staff's Interests for Constant Promotion of Grassroots Democratic Political Construction Zhang Han, Xia Bin (31)
Enterprises Harmony and Culture
Party Construction at Grassroots Level is Prerequisite to the Promotion of Enterprise Development Cheng Hongwei (34)
Employee Quality and Training
Improvement of the Excellent Performance of Team, a "Fighter", with Classic Management Theories as Weapons Gao Wen (37)
International Labor Movement and Historic Material
The Implications of German Co-Determination System in Labor Relations on the Establishment of Harmonious Labor Relations in China Ouyang Jun (41)
Theoretical Consideration and Wide Angle
The Multiple Perspectives for Studies of Chinese Employee's Rights——Based on the Related Theories at Home and AbroadZhang Yuhong (45)



天津市工会管理干部学院 Journal of Tianjin Trade Union Administrators' College

2016 第1期 第27卷 总第96期 Vol.27 No.1 (Sum No.96), 2016

天津市工会管理干部学院学报 (季刊) 2016年第1期 (第27卷 总第96期)

主管单位:天津市总工会 主办单位: 天津市工会管理干部学院

创刊日期: 1990年 主编: 陆路

编辑出版:天津市工会管理干部学院学报编辑部 发行范围: 国内外公开发行

地址: 天津市西青区西青道274号

邮编: 300380 电话: (022) 58321562 邮箱: tjghxb@163.com

印刷: 廊坊市海翔印刷有限公司

出版日期: 2016年3月

JOURNAL OF TIANJIN TRADE UNION ADMINISTRATORS' COLLEGE(QUARTERLY) Vol.27 No.1(Sum No.96),2016

Competent Authority: Tianjin Federation of Trade Unions Sponsor: Tianjin Trade Union Administrators' College

Started in 1990

Editor-in-Chief:LuLu

Edited & published by Quarterly Editorial Department of Tianjin Trade

Union Administrators' College

Issued:Publishing Home and Abroad

Address:No.274 Xi Qing Road, Xiqing District, Tianjin

Postcode:300380 Telephone:(022)58321562

Email:tjghxb@163.com

Printed by:Langfang city Haixiang Printing Ltd.

Publishing Date: March, 2016

ISSN 1008-8636

CN12-1301/D

- ISSN 1008-8636 -



定价: 10元 PRICE: RMB10