

# Curriculum Vitae

*Xiangquan Zeng*

## **Personal particulars:**

Xiangquan Zeng is Dean of the School of Labor and Human Resources. He received his PH.D in economics from Renmin University. His research centers on labor economics and compensation theory, and has published many works in China Renmin University Press, Fudan Press and China Labor Publishing Company, also numerous articles in leading academic journals such as *International Labour Review*, *Social Sciences in China*, *Economic Research Journal*, *Management World*, *Journal of Renmin University of China*, *Economic Theory and Business Management*, etc.

As a well-known expert in labor economics, human resource management and compensation management, he has participated in many international academic activities since 1990, and his researches are always the focusing center at home and abroad. On March 28, 2003, he was invited to make a special lecture at the third study of Central Politics Bureau on *World Employment Trend and China's Employment Policy Research*. He has been invited to make lectures and provide policy advice for many state agencies such as Department of Labor and Social Security, National Health Ministry, National Organization Ministry, National Personnel Ministry, etc, and also many cities and provinces including Beijing, Shanghai and Guangdong, etc.

Professor Zeng has served as an advisor and consultant to several large companies in China. He has been interviewed by CCTV, BTV, *People's Daily*, *Guangming Daily*, *Market Newspaper*, *China Youth*, *Lifeweek*, *Chinese Talents Magazine*, *21<sup>st</sup> Century Economic Report*, *The Washington Post* and *American Business Week*, etc. His biography has been included in two influential books: *Light of Hope* and *Biography of Contemporary Chinese Economics*.

## **Educational Background:**

2003-2006

Visiting Scholar for two months each year in Osnabruck University in Germany,

WTO and Employment in China.

1998.8-1999.9

Fulbright Visiting Scholar for one year, Compensation Management and Labor Economics, Case Western Reserved University, Cleveland State University, USA.

1987 Ph.D., Economics, Renmin University of China, Beijing.

1982 M.A., Economics, Zhongnan University of Finance and Economics, Wuhan.

1979 B. A., Politics, Shanxi Normal University, Xi'an, China.

## **Work Experience:**

### **I. International Academic Intercourse**

**June, 2011**

Be invited to attend and chair “The University of Chicago – Renmin University of China International Symposium on Family and Labor Economics”, held by the University of Chicago, and delivered a keynote.

**Aug., 2011**

Be invited to attend “China - ASEAN Human Resources and Employment Forum ” in Bangkok, Thailand, and delivered a keynote *To Create China's New Advantages of Human Resources—Challenges and Resolutions in China's Labor Market.*

**Dec. 9, 2010**

Be invited by the Central Committee of the Communist Youth League to give a speech of “Implementing strategies of employment development, promoting entrepreneurship to create jobs” in “Senior Seminar for Vietnam Ho Chi Minh Communist Youth League cadres”

**Nov. 29, 2010**

Met with Prof. Jean Charest and Prof. Gregor Murray and exchanged the views on student exchange, collaborative research and the corporation of schools.

**Oct. 13-15, 2010**

Be invited to attend “Chinese orbit growth - BNP Paribas 17th China Economic and Investment Forum”, and delivered a speech on *Understanding and thinking of the current labor market changes –labor supply and demand, wage growth, the quality of employment and labor relations.*

**Oct. 7-9, 2010**

Be invited to attend “2nd CIER/IZA Annual Workshop: Research in Labor Economics” in Bonn, Germany, held by IZA.

**Sep. 28-29, 2010**

Be invited to attend “Enterprise Wage Ordinance Seminar” held by ILO and Ministry of Human Resources and Social Security of the People’s Republic of China.

**Sep. 16, 2010**

Be invited to attend “The University of Chicago – Renmin University of China International Symposium on Family and Labor Economics”, held by the Renmin University of China and University of Chicago, and delivered a keynote.

**Aug. 31, 2010**

Be invited to attend "International Symposium on Post-crisis labor market in China ---- Informal Employment and Social Security" held by Chinese Academy of Social Sciences, and chair the Fourth Section “*International experience and outlook of the Chinese labor relations*”.

**Aug. 12-19, 2010**

Be invited to visit School of Industrial and Labor Relations at Cornell University, School of Management and Labor Relations at University of Rutgers, and Department of Economics at Harvard University, and discussed the co-operation in-depth and got the preliminary consensus in exchange of undergraduate.

**Jul. 24, 2010**

Be invited to attend “China Economic Observer” held by China's Macro-economic Research Center of Peking University, and delivered a keynote on *Some Understanding and Thinking on the Changes of Current Employment Market*.

**Jun. 12-13, 2010**

Attended “Global Labor Science Dean Forum”, talked about the development of labor science with 30 deans in the world and signed a declaration.

**Jun. 12, 2010**

Chaired 10<sup>th</sup> China Social Science Forum and promulgated new book *Research on the Strategy of Employability Improvement in the Context of Dual Transformation*.

**Jun. 10, 2010**

Chaired 10<sup>th</sup> China Social Science Forum: International, regional and local Workforce Development Forum.

**May 11-17, 2010**

Met with Prof. WEN-JUI HAN from Columbia University School of Social Work and Prof. CHIEN-CHUNG HUANG from School of Social Work at Rutgers University.

**Mar. 19, 2010**

Met with the State Secretary of Sweden Ms. Eva Uddén Sonnegård.

**Feb. 25, 2010**

Be invited to “2010 Economic Globalization and Trade Union International Forum” and delivered a speech on *Financial Crisis, Employment Promotion and Industry Relations Outlook*.

**Feb. 6, 2010**

Be invited to attend “The 3<sup>rd</sup> East Asia HRM Network Formation Workshop”, held by Korea University.

**Feb. 6, 2009**

Be invited to attend “The 2<sup>nd</sup> East Asia HRM Network Formation Workshop”, held by Waseda University.

**Dec. 12-13, 2008**

Be invited to attend “The 3<sup>rd</sup> International Symposium on Labor Economics”, held by Xiamen University, and delivered a keynote of *Labor Market Intermediary and Employment Promotion*.

**Nov. 30-Dec. 1, 2008**

Be invited to attend “The 10<sup>th</sup> Anniversary Events of the Institute for the Study of Labor (IZA)” and chair a session of the conference on “*Frontiers in Labor Economics*”

**Apr. 17-20, 2007**

Participated in the “Developing Countries’ High-Level Labor Economics Seminar”, held in Turin, Italy.

**Dec. 20-21, 2006**

Sponsored “International Workshop on Labor Market Intermediaries and Employment Promotion” by China Institute for Employment Research in Renmin University of China, and delivered the main report of *China Employment Strategy Report 2007: Labor Market Intermediaries and Employment Promotion in China*.

**Sep. 21-24, 2006**

Attended the 5th International Labor and Work Network General Assembly, held by University of Osnabrueck, Germany, and delivered the presentation of Labor Science Research and Education in China.

**Jul. 6<sup>th</sup>, 2006**

Be invited to attend “The 20th Anniversary of the Seminar on the Corporation of Ministry of Finance, People’s Republic of China and the Asian Development Bank”, held in Beijing Shangri-La Hotel, and commented on the Asian Development Bank’s senior economist Maurice’s speech “*Labor Market and Employment: International Experiences and Asian Development Bank’s Suggestion*” as a special guest.

**Jun. 5-11, 2006**

Attended “The Warwick International Symposium on Chinese labor Market Regulation” held by

Warwick University in England, and gave a lecture on *China Employment Strategy Report 2005-06: NAIRU in China: Measurement and Analyses*".

**Jan. 6-8, 2006**

Participated in the 58<sup>th</sup> Annual Meeting of American Employment and Labor Relations, held in Boston, US, and delivered the main report of *Working Time in Transition: the Dual Task of Standardization and Flexibilization in China*.

**Dec. 3-4, 2005**

Attended the *International Workshop of China's Employment and Unemployment Measuring* held in China Renmin University. Delivered the main report of *Constructing China's Employment and Unemployment Measuring System*.

**Nov. 16-18, 2005**

Be invited to attend the International Meeting of *Youth Employment and Sustainable Development* held by APEC in Chiba, Japan, submitted a paper and delivered a presentation of *Youth Employment and the Strategic Emphasis on China Employment Research*.

**Jun. 23-26, 2004**

Be invited to attend the Fifth Asia Pacific Conference of IIRA held in Seoul, South Korea, presided over the 4<sup>th</sup> meeting of *Labor Flow and International Migration*.

**Jul. 17-19, 2004**

Be invited to attend the Academic Conference of *International Academy of China Management Study: Sketching the Blueprint for the Research of China Management*, held in Beijing Restaurant, delivered a report of *Current Situation and the Future of China Management Research*.

**May 2-10, 2004**

Be invited to visit the universities of UBC, SFU in Canada, attended the *Round Table Conference of Canadian Asia Pacific Foundation: Higher Education of Human Resource Management in China and Canada*, and delivered a presentation of *Compensation System in Chinese Colleges*.

**Apr. 28-30, 2004**

Be invited to attend *China's Employment Forum* held by International Labor Office and National Labor and Social Security in Beijing Restaurant, spoke on *the Practice and Development Policy of China Employment Flexibility*.

**Sep. 7-12, 2003**

Participated in *the 13<sup>th</sup> Conference of International Industry Relations Academy* held in Dublin, submitted the academic paper of *China Employment Flexibility: Theory, Practice and Policy Research*, and pressed on the conference.

**Aug.- Sep. 2003**

As a senior visiting scholar, sponsored by DAAD and China Scholarship Council, engaged in the

project of *Research for WTO and Chinese Labor Employment*, in the Social Science Department of Osnabrueck University.

**Sep. 2002**

Visited the ILO central office and training centre in Dublin, Insead Business School in France and Milan University in Italy.

**Jul. 2002**

Be invited to visit Osnabrueck University and Bremen University in German, delivered a presentation of *Chinese Labor Relations and Human Resource Management in Transition*.

**Apr. 2002**

Visited Hong Kong Baptist University, Hong Kong University of Science and Technology, short-term visit and academic intercourse.

**Aug. 2001**

Be invited to attend the 61<sup>st</sup> Annual Party of World Management held in Washington, US, and submitted the research paper of *Current Employee Relations in Chinese Firms*.

**Aug. 1998-Sep. 1999**

As a well-known visiting scholar sponsored by Fulbright Program, engaged in the Research of *Individual Income Distribution and Compensation System Design in Contemporary Firms*, in Cleveland State University and Case Western Reserved University.

**Dec. 1992**

Participated in *the Workshop of China Mainland Economic Transformation* held in Denver, Colorado, delivered a presentation on *the Current Situation and Prospect of the Labor Market in China Mainland*, and won the Special Prize.

**1990**

Participated in *the International Academic Workshop of Economic Calculation and Labor Benefits* held in Minsk, White Russia, and submitted the paper of *Wage Transformation in China and Effectiveness Analysis*.

## **II. Research Projects**

### **■ Completed Research Projects**

- ◆ 2012.06 Completed World Bank and National Development and Reform Commission's Program: *Study on Employment Strategy of China Rural Migrant Workers*.
- ◆ 2011 Completed the ILO Project: *Country studies on Export Processing Zones(EPZs)*.
- ◆ 2011 Completed the ILO Project: *Reconstruing and social dialogue in the chemical industry in China*.

- ◆ 2010 Completed the World Bank's Program: *Regulatory mechanism and Countermeasures of the Income Gap for Civil Servants.*
- ◆ 2010 Completed Beijing Dongcheng District Government Program: *Beijing Dongcheng District Personal Development Plans 2009-2030.*
- ◆ 2010.08 Completed the ILO Project: *An analysis of the policy measures adopted by G20 to address the crisis and their impacts.*
- ◆ 2010 Completed Chinese Academy of Governance Program: *China Labor Economics in 12<sup>th</sup> Five-Year Plan.*
- ◆ 2011.05 Completed the National Foundation for Social Science's Project: *The Implementation of the Expansion of Employment Development Strategy: The Policy and Mechanism of Jobs Creation, Capacity Improvement, Intermediary Services and Anti-Discrimination.*
- ◆ 2010.12 Completed China State Administration of Civil Service's Program: *Reform of the Civil Service Examination System in China.*
- ◆ 2008.8 Completed the World Bank's Program: *Regulation Mechanism and Countermeasures of Civil Servants' Regional Income Gap.*
- ◆ 2008.12 Completed the central project in philosophy and social science of National Education Ministry: *Research for the China Employment Strategy in the Process of Building a Well-off Society in an All-round Way.*
- ◆ 2006.12 Presided over the *Research for the Establishment of Beijing Hospital Human Resources System.*
- ◆ 2006.6 Presided over the Beijing City Organization Department Program: *The Research for the Utilization and Integration of Human Resources in the Capital.*
- ◆ 2006.4 Completed the project of *Human Resources Strategic Planning of the Palace Museum.*
- ◆ 2006.3 Presided over the *Research for the Management Platform and Performance Appraisal System of College Leaders in Beijing.*
- ◆ 2005.12 Completed the *Research for Shunyi Human Resources Development Planning During 11th Five-Year Plan.*
- ◆ 2005.9 Completed the research report of *Quality Model and Competence Improvement Plan of Director General in National Education Ministry.*
- ◆ 2005.8 Presided over the research project of *Management Platform Construction and Performance Management System of Principles in Beijing State Owned Enterprises.*
- ◆ 2005.5 Presided over the program of foreign expert office in China: *Research for the Talents Indrought Plan in the Eleventh-Five Period*
- ◆ 2005.3 Presided over the *Research for Beijing Human Resource Plan in Education.*

- ◆ 2004.6 Presided over the Beijing City Council Program: *Research for 2004-2008 Talents Plan in Beijing*
- ◆ 2003-2004 Presided over the project sponsored by National foundation for social science: *job seeking of college graduates in china.*
- ◆ 2003-2004 ILO program: *working time in china*
- ◆ 2002 As Chinese expert, participated in the project of ILO in China *improve china's human resource development and management and labor relations*, which was co-sponsored by ILO, china Government and Switzerland Government
- ◆ 2002-2004 Presided over the project sponsored by National Education Ministry: *the method and technology of compensation system designing.*
- ◆ 2002.7 Presided over the research program sponsored by Beijing city: *Planning the Human Resource of Zhongguancun Science Park.*
- ◆ 2002.5 Presided over the project of National Education Ministry: *WTO and the prospect of undergraduate employment*
- ◆ 1996-1999 Presided over the social science layout project of Beijing in the Ninth-Five period: *adjust the policy of Beijing individual's income distribution and prevent the polarization*, completed the main report.
- ◆ 1990-1994 Presided over the project sponsored by National Foundation for Social Science: *Cultivation and Development of Chinese Labor Market.*
- ◆ 1987 Presided over the program of Botou City, Hebei Province: *2002 Strategic Plan for Economic and Social Development.*
- ◆ 1986 Participated in the project of National Department Price Research Center: *Analysis for the changes in the overall price level.* The research result has been published in the National Department Economic Technology and Social Development Research Center, Report 48<sup>th</sup>, 1986.
- ◆ 1986 Presided over the program of Anxiang City, Hunan Province: *2000 Strategic Plan for Economic and Social Development.*
- ◆ 1985 Presided over the Shangluo District, Shanxi Province Program: *2000 Strategic Plan for Economic and Social Development*, and has been interviewed by People's Daily and Shanxi Daily.
- ◆ 1985 Participated in the research program of the previous National Economic Council and National Physical Development: *Firm's Policy in the Seventh-Five Period*, and drafted out the special report for the labor wages.

#### ■ **Current Research Projects in Process**

- ◆ “The Mode of Civil servants’ Additional Allowance Decisions and Operation” sponsored by Ministry of Human Resources and Social Security of the People’s Republic of China.



- ◆ “The Construction of Industry Relations in Beijing” sponsored by Beijing Bureau of Education.
- ◆ “Research on Human Resource Allocation of Beijing Social Welfare Institutions” sponsored by The Administrative Centre of Beijing Social Welfare Affairs.

## Teaching

Labor economics  
 Compensation theory and management

## Field of Research

Labor economics  
 Human resource management  
 Compensation theory and management  
 Labor relations  
 Social securities in China

## Publications:

### I. Papers

**The Effect of Market Discrimination on Gender Wage Gap in Urban China**, *Economic Research Journal*, 6<sup>th</sup>, 2011. In this paper, Zeng is the second author.

A Review on Civil service remuneration incentives influencing factors, *Economic Perspectives*, 4<sup>th</sup> 2011

**THE IMPACT OF VOCATIONAL QUALIFICATION CERTIFICATES ON TECHNICAL WORKERS SKILLS AND EARNINGS—Evidence from Twenty-one Workshops in Five Enterprises in the Manufacturing Industry**, *Economic Theory and Business Management*, 6<sup>th</sup> 2011.

Improving Employability for Resolving the Problem of the Structural Unemployment of University Graduates, *Population & Economics*, Vol. (03), pp. 49-56.

**Strategic Labor Relations Management: Contents, Challenges and Outlook**, *Journal of China Institute of Industrial Relations*, 4<sup>th</sup> 2011.

**On Employment Effect of the Restructuring in the Chemical Industry in China**, *Journal of China Institute of Industrial Relations*, 2<sup>th</sup> 2011.

Reconstructing and social dialogue in the chemical industry in China, Xiangquan Zeng, Xiaoman Li and Liwen Chen, working paper No. 285, ILO Geneva, 2011

Labor Economics: The Stared Economics in China, *Chinese Social Science Report*, Dec. 21, 2010.

The Action of Talent Country Strategy, *Education and Vocation*, 25<sup>th</sup> 2010. In this paper, Zeng is the third author.

Forward in Crisis: Major Events of China Human Resources in 2009, *Journal of Human Resources Development and Management*, 6<sup>th</sup> 2010.

Ten measures of Promoting Innovation in Human Resource Management, *Human Resource Management*, 5<sup>th</sup> 2010. In this paper, Zeng is the second author.

Impact of the Regional Financial Ability to Pay on Civil Service Income Gap, *Public Finance Research*, 1<sup>st</sup> 2010.

The Converging of Two Human Resources Management Model, *Business Management Practice and Thinking*, 1<sup>st</sup> 2010.

Labor Market Intermediaries and Employment Promotion, *Journal of Renmin University of China*, 6<sup>th</sup>, 2009; Reproduced in *Xinhua Digest*, 3<sup>rd</sup>, 2010.

Employment Situation and Strategic Choice in Chinese Mainland Labor Market, *Employment and Labor Relations Quarterly* (Taiwan), 12<sup>th</sup>, 2009.

Human Resource Market and Public Employment Service, published in *Employment and Labor Relations in Contemporary China*. Beijing: China Labour and Social Security Publishing House, 2009.

The Challenges and Changes of Japanese Style Human Resource Management System in Chinese Context, *Economic Theory and Business Management*, 9<sup>th</sup>, 2009.

Social Exchange and Knowledge Sharing among Knowledge Workers: The Moderating Role of Perceived Job Security, Kathryn M. Bartol, Wei Liu, Xiangquan Zeng, Kelu Wu. Abstract. Published Online: 4 Feb 2009(SSCI), DOI 10.1111/j.1740-8784.2009.00146.x

Review of Job Creation, *Economic Perspectives*, 6<sup>th</sup>, 2009. In this paper, Zeng is the second author.

Pay More Attention to The Working Poor, *People's Daily*, Aug. 4<sup>th</sup>, 2009.

Tide over the Crisis of "Work sharing", *People's Daily*, Jul. 17<sup>th</sup>, 2009.

Take more targeted employment measures, *People's Daily (Theory)*, June 17<sup>th</sup>, 2009.

Research on the Reason and Proposal of College Graduates Structural Unemployment, *Education & Economy*, 1<sup>st</sup>, 2009.

Correctly Coordinate Five Relationships in Employment Policy, *Research on Economics and Management*, 3<sup>rd</sup>, 2009.

College Students' Employability and Employment Strategy, *China University Students Career Guide*, 4<sup>th</sup>, 2009.

Challenges of Market, Institutional and Responsibilities: The Review of the Major Events of

Human Resources of 2008 in China, *China Labor Security Paper*, Jan. 16<sup>th</sup>, 2009.

Macro Significance of Full-caliber Unemployment Rate, Outlook, 18<sup>th</sup>, 2009; Reproduced in *Labor Economy and Relations*, 4<sup>th</sup>, 2009.

The Implementation of Education Reforms to Improve the Performance of Human Capital Investment, *Human Resources*, 5<sup>th</sup>, 2009; Reproduced in *Labor Economy and Relations*, 5<sup>th</sup>, 2009.

How to Ensure High-Quality Performance Assessment, *Information Compilation of China - Canada Symposium Civil Service Evaluation*, 4<sup>th</sup>, 2009.

Changes in the Human Resource Management in East Asia, *International Academic Developments*, 4<sup>th</sup>, 2008.

Job search, labour market intermediaries and employment promotion: The evidence from China, *International Labour Review*, Vol. 147 (2008), No.2-3 (SSCI)。

Prediction and Analysis of Changes in Labor Supply and Selection of Employment Strategies (continued), *Teaching and Research*, 7<sup>th</sup>, 2008.

Prediction and Analysis of Changes in Labor Supply and Selection of Employment Strategies (continued), *Teaching and Research*, 6<sup>th</sup>, 2008.

An Empirical Study on the Relationship between Rewards and Individual Creativity, *Journal of Renmin University of China*, 5<sup>th</sup>, 2008.

Study on Headhunter's Matchmaking Effectiveness in China Based on the Perspective of Corporation and Managers, *Management World*, 1<sup>st</sup>, 2008

What the Colleges and Universities Need to Do for Enhancing the College Students' Employability, *Chinese Education*, Jan. 7<sup>th</sup>, 2008.

Sharing the Results of Scientific Development: Retrospect for the Seven HR Influential Events of China in 2004, *China Labor*, 12<sup>th</sup>, 2007; *Human Resource Development and Management*, 2<sup>nd</sup>, 2008.

Macro Foreign Human Resources Strategic Planning, *Vocational and Technical Education*, 12<sup>th</sup>, 2007.

Strengthen the Public Employment Services; Improve the Management of the Labor Market Intermediaries, Chinese Labor and Social Security, *China Labor Security Paper*, Aug. 22, 2007.

The Evolution of the Concept of Pay and Its Significance, *Dynamic Labor & Wage*, 5<sup>th</sup>, 2007.

How Are We Going to Face the Challenges of International Talent, *Think Tank of Science & Technology*, 6<sup>th</sup>, 2007.

Human Resources Management and Firms Performance: Thinking on Domestic and Foreign Positive Analysis, *Economic Theory and Business Management*, 6<sup>th</sup>, 2007; Reproduced in *Xinhua Digest*, 17<sup>th</sup>, 2007. In this paper, Zeng is the second author.

Regulate "the Imbalance of Distribution" by Mediation, *People's Tribune*, 11<sup>th</sup>, 2007.

Building a Scientific and Reasonable Income Distribution System, *People's Daily*, May 8, 2007.

Social Partnership and Human Resource Practice in China, *Journal of Renmin University of China*, 3rd, 2007.

Ideas and Advices regard to promote the Capital's Human Resources Integration, *Talent*, 2<sup>nd</sup>, 2007.

NAIRU in China: Measurement and Analyses , *Social Sciences in China*, 1<sup>st</sup>, 2007.

Improve the Labor Market Regulation, and Raise the Level of Employment, *China Labor Security*, 1st, 2007.

Reflections on a Number of Issues of Well-Off Society's Employment Strategy, *Labor Economics and Labor Relations*, 1<sup>st</sup>, 2007.

Development Justice Balance---Retrospect and Prospect for the China HR Events in 2006 under the Harmonious Society, *China Labor*, 12<sup>th</sup>, 2006.

Measuring and Analyzing China's Natural Rate of Unemployment, *Social Sciences in China*, 4<sup>th</sup>, 2006.

Establishing a Scientific and Reasonable Social Income Distribution System, *Economic Daily News*, July 14, 2006.

Employment and Unemployment in China: Scientific Measurement and Positive Analysis, *Economic Theory and Business Management*, 6<sup>th</sup>, 2006.

Total Reward Model and its Application in China, *Dynamic Labor & Wage*, 6th, 2006.

Dual Challenge of Standardization and Flexibility—On Working Time of Chinese Firms in the Process of Transition, *Journal of Renmin University of China*, 1<sup>st</sup>, 2006; Reprinted in *Labor Economics and Labor Relations*, 3<sup>rd</sup>, 2006.

Analysis and Prospect of China Labor Supply and Demand Posture: Thoughts on the Coexisting of the Shortage of Migrant Workers and the Hardship of Employment in China, *China Labor*, 1<sup>st</sup>, 2006.

Retrospect and Prospect for the China HR Events in 2005, *China Labor*, 2<sup>nd</sup>, 2006; *Human Resource Development and Management*, 2<sup>nd</sup>, 2006.

Working Time in Transition: the Dual Task of Standardization and Flexibilization in China, *Conditions of Work and Employment Series No.11*, Printed by the International Labor Office, Geneva, Switzerland 2005.

Youth Employment: Focusing Point of China's Employment Strategy, *China Labor*, 11<sup>th</sup>, 2005; *Labor Economics and Labor Relations*, 6<sup>th</sup>, 2005.

Strategic Plan for 2004-2008 Talents Development in Beijing, *Report for the Chinese Talents Development*, P161-183, Xiangquan Zeng, Tao Lou, Social Science Literature Press, 2005.

Talents for National Development and Historical Wisdom, *Chinese Talents Magazine*, 5<sup>th</sup>, 2005.

Retrospect for the 2004 HR Influential Events in 2004, *Chinese Talents Magazine*, 2<sup>nd</sup>, 2005.

Xiangquan Zeng Comments on 2005 HR Trends, *China Labor Newspaper*, Jan. 2005, *Human Resource Development and Management*, 1<sup>st</sup>, 2005.

Historical Evolution of Wage Systems in China's College, *China Higher Education Research*, 2004, Xiangquan Zeng, Lijun Zhao.

Basic Medicare Budget Analysis for Flexibility Employment, *Economic Theory and Business Management*, 9<sup>th</sup>, 2004, Zeying Wang, Xiangquan Zeng.

Diagnosing HRM Abnormal Symptoms in State Owned Enterprises, Xiangquan Zeng, *Human Resource Development and Management*, 9<sup>th</sup>, 2004.

Changing Employment Relations and Human Resources Management in China, Perspectives on Work, Winter 2004. Volume 7 Number 2.

Employment Environment in Transition and Job Seeking of College Graduates, *Economic Research Journal*, 6<sup>th</sup>, 2004.

Discussion of the Fairness Issues of Basic Endowment Insurance System in China, *Academic Journal of Zhongzhou*, 6<sup>th</sup>, 2004, Zeying Wang, Xiangquan Zeng.

Income Incentives of Chinese Social Endowment Insurance and Analysis for the Employee's Retirement Ages, *Journal of Renmin University of China*, 6<sup>th</sup>, 2004, Zeying Wang, Xiangquan Zeng.

China's Practice in Employment Flexibility and Development Policy, *China Labor Security Paper*, May. 22, 2004.

Employment Environment in Transition and Job Seeking of College Graduates, *2004 China's Employment Strategic Report: Employment Transition and Job Seeking of College Graduates*, China Renmin University Press, May. 2004.

Designing a Compensation System in Favor of College Talents Team Construction, *China Higher Education*, 5<sup>th</sup>, 2004, Xiangquan Zeng, Lijun Zhao.

2004-2008 Talent Plan in Beijing, *Designing a Modern Talent Management System in the New Century: Strategic Report for the Talents Development in Beijing*, China Renmin University Press, Mar. 2004.

Constructing Modern Conception of Talents, *People's Daily*, Feb.3, 2004. Theoretical edition.

Employment Policy Support in Chinese Labor Market (Korean), Korean Academy of Labor Science, Feb. 2004.

China's Education Development and Human Resource Exploitation under Globalization Context, *Human Resource Development of China*, 1<sup>st</sup>, 2004.

Development of Education Talents: Status, Problems and Countermeasures, *Report for Chinese Talents Development*, P207-224, Xiangquan Zeng, Li Li, Social Science Literature Press, 2004.

Study Development: Labor Economics, *China Renmin University Research Report for Chinese Social Science Development 2004: Conscious of Problems and Spirit of Transcending*, edited by

Dachun Liu, P120-133, China Renmin University Press, 2004.

The Context and Trend of Chinese Employment Changes, *China Renmin University Research Report for Chinese Social Science Development 2004: Conscious of Problems and Spirit of Transcending*, P120-133, China Renmin University Press, 2004.

Study of the Strategic Plan of Macro Human Resources in Foreign Countries, *Report for China's Human Resource Development: Human Resource Management in Chinese Firms under Transition*, China Labor and Social Security Publishing House, 2004.

Important System and Strategy Transformations in Income Distribution, *People's Daily*, Oct. 12, 2003.

International Employment Trends in the Economic Development, *Chinese International Talents*, 6<sup>th</sup>, 2003.

Theory, Practice and Development of Employment Flexibility, *Chinese Social Security*, 6<sup>th</sup>, 2003.

World Employment Trends and Government Employment Policies, *Qiushi Journal*, 18<sup>th</sup>, 2003.

Employment Policy Support for Vulnerable Groups in Labor Market, *Xinhua Digest*, 5<sup>th</sup>, 2003.

Employment Policy Support for Vulnerable Groups in Labor Market, *Journal of Renmin University of China*, 1<sup>st</sup>, 2003.

The Trend of World Employment Development in Economic Development, *People's Daily*, Apr. 22, 2003, 9<sup>th</sup> edition.

Compensation Problems and Compensation Design in Chinese Firms, *Chinese Talents Magazine*, 2<sup>nd</sup>, 2003.

Employment Policy Support in Chinese Labor Market, *Journal of Renmin University of China*, 1<sup>st</sup>, 2003.

WTO and Employment Changes in China, *2002 Economic Development Report by China Renmin University*, China Renmin University Press.

Chinese Skilled Workers after China Entering WTO: Problems Confronted and Countermeasures, *Economic Theory and Business Management*, 12<sup>th</sup>, 2002.

Important Transformation of Income Distribution System and Strategy, *People's Daily*, Oct. 12<sup>th</sup>, 2002, 6<sup>th</sup> edition.

Highlighting the Concept of Position, Improve the Validity of Market Compensation Information: Comments on the 'Education Wages' Phenomenon in the Market Wage Guidelines, *Chinese Talents Magazine*, Oct. 2002.

Influences of WTO on Employment in Chinese Labor Market, *labor and social security under globalization* (paper series), China Labor and Social Security Publishing House, Aug. 2002

Eliminating Discriminations in Employment, *People's Daily*, Jun. 24<sup>th</sup>, 2002, 9<sup>th</sup> edition.

Values, Income Distribution Gap and Construction of Social Security System, *Journal of Renmin*

*University of China*, Mar. 2002.

The Two Prominent Problems in Current Income Distribution: Inequalities and Egalitarianism, *People's Daily*, Feb. 6, 2002.

WTO and the Development of Chinese Labor Market, *China Education*, Sep. 19, 2001.

Going the Market-oriented, standardized and Internationalized Road of Human Resource Development and Management, *Special Edition of Human Resource Development and Management*, May. 2001. Winning the first prize of Excellent Achievements in 2003 Chinese Academy of Human Resources.

An Empirical Study of the Changes in Beijing employees' Income Gap, *Labor Economics and Labor Relations*, Jan. 2002.

Charm of Civil Servants Occupation, *Beijing Youth*, Aug. 20, 2000.

Analysis of Career and Position Changes in the Future 20 Years, *China Labor and Social Security*, Feb. 2000, *Labor Economics and Human Resource Management*, Jul. 2000.

Expedite Career Promotion, Ensure Justice Law, *Special Issues for Monitor Daily*, Jul. 28, 2000.

How can the Personnel System Transformation Take Effect in Enterprises Corporation? *Chinese News Week*, 13<sup>th</sup>, 2003.

Expanding the Red Income, Controlling the Gray Income, or the Income Gap is to Expand in China, *Beijing Youth*, May. 2000; *Labor Economics and Human Resources*, 8<sup>th</sup>, 2000.

WTO and Human Resource Strategy, *Briefing of Beijing Consultants Group*, 1999.

China's Employment at Stake, *China's Capital News*, 1998.

Strategy for China's Medicare and Health, *the Theory Monthly*, 1998.

Property Rights Transformation Create Conditions for Distribution Transformation, *China Labor Newspaper*, 1997.

Why Yearly Compensation Ambling, *Guangming Daily*, 1997.

Build Modern Personnel Management System in Firms, *Modern Firms Leader*, 1996.

Cultivation and Development of Chinese Labor Market, *Chinese Business World*, 1993.

The Study of Knowledge Supply Behavior in the Labor Market since Transformation, *Academic Journal of Management and Education*, 1992. Winning the second prize.

Chinese Economy Going towards the Market, *Chinese Business World*, 1992.

Analysis for the Employment Strategy in the 90<sup>th</sup>, *China's Transformation and Development in the 90<sup>th</sup>*, edited by Muqiao Xue, Guoguang Liu, 1991.

Wage Mechanisms in the Economic Growth, *Reference for Economic Research*, 1998.

'Double Ways' Mechanism is not a Successful Approach, *Economic Theory and Business Management*, 1988.

Compelling Saving, Short-term Restriction and Monetary Inflation, *China's Transformation and Development*, 1988.

Wage Mechanisms in the Expansion of Total Demand, *China's Transformation and Development*, 1988.

Analysis of Overall Price Changes since 1949, *Management World*, 1987.

Wage Analysis in the Structural Changes of Chinese Industry, *Economic Theory and Business Management*, 1987.

Currency Quantity, Monetization, Supply and Demand Structure and Overall Price Level, *Going towards the Future*, 1986.

## **II. Books**

*Compensation Management*. China Renmin University Press, November, 2010.

*Labor Economics* (2<sup>nd</sup> edition). Fudan University Press, August, 2010.

*Study on Employment Development Strategy in the Process of Building a Well-off Society*. Economic Science Press, October, 2010.

*China's Employment Strategy Report 2008-2010: Research on the Strategy of Employability Improvement in the Context of Dual Transformation*: China Renmin University Press, May, 2010.

*Human Resources Management and Innovation: Theory, Practice and Mechanisms*. China Renmin University Press, 2009.

*Human Resources Management*. China Renmin University Press, January, 2007.

*Compensation: Macro, Micro and Trends*. China Renmin University Press, December, 2006.

*China's Employment Strategy Report 2007: Labor Market Intermediaries and Employment Promotion in China*. China Renmin University Press, 2007.

*China's Employment Strategy Report 2005-06: The Measurement of Employment and Unemployment in China*. China Renmin University Press, 2006.

*China's Employment Strategy Report 2004t: Employment Environment and Job Seeking of College Graduates*, China Renmin University Press, May, 2004.

*Labor Economics*, China Social and Security Publishing House, 2005.

*Constructing Modern Talents Management System in the New Century: Research Report for Talent Development Strategy in Beijing*, China Renmin University Press, Apr. 2004.

*Labor Economics*, Fudan University Press, 2003.

*Policy for Advancing Human Capital Investments*, written by Hackman, translated by Xiang Quanzeng, etc. Dec. 2003.



*Employment Environment and Social Security under Transition*, China Labor and Social Security Publishing House, 2003.

*Economic Development Report by Renmin University, Social Development Report by Renmin University* (vice editor in chief), 2002.

*Income Distribution and Social Security*, China Labor and Social Security Publishing House, 2002.

*Labor Economics*, China Renmin Publishing House, 1994.

*China's Social Security System*, China Labor Publishing Company, 1994.

*Wage Mechanisms in Economic Growth: Macro and Dynamic Review of China's Wage Issues*, China Renmin University Press, 1990. This work has won *the First Prize of Achievements in One Decade Transformation*, China Labor Science. People's Daily Abroad has introduced this book by the special subject of *Expanding New Area in China Wages Study*.

*The Management of Human Resources in Joint Venture Hotels in China*, China Tourist Publishing House, 1992.

*Contemporary Theory of Labor Economics*, Hongqi Publishing House, 1990. This work has won the third prize of Chinese Academy of Labor.

*Firm's Exterior Environment*, Enterprising Management Publishing Company, 1987.

## **Awards:**

The book of "Compensation Management" won the prize of "*National Excellent Textbook for Higher Education*" from Ministry of Education in November, 2011.

The book of "Labor Economics" won the prize of *Beijing Excellent Textbook* from Ministry of Education in December, 2011.

The book of "To create new advantages of our human resources: 'double high' drive, mechanism innovation" got the 2<sup>nd</sup> prize from Ministry of Human Resources and Social Security.

Sep., 2010, instructed the Zhou Yu's doctoral dissertation "*Does the Hybridism of Multiple Differentiated Human Resource Management Modes Matter? and How? — An Empirical Study from China*". This dissertation has won the Renmin University of China's award for outstanding doctoral dissertation. Prof. Zeng won the *Outstanding Doctoral Thesis Instructor Certificate*.

July, 2010, instructed the Zhou Yu's doctoral dissertation "*Does the Hybridism of Multiple Differentiated Human Resource Management Modes Matter? and How? — An Empirical Study from China*". This dissertation has won the Beijing Award for Outstanding Doctoral Dissertation. Prof. Zeng won the *Outstanding Doctoral Thesis Instructor Certificate*.

June, 2010, got the prize of "6th Beijing Renowned Teachers".

Nov., 2009, instructed the Su Zhongxing's doctoral dissertation "*High Performance Human Resource Management System in China: Contents and Mechanism*". This dissertation has won the

Renmin University of China's award for outstanding doctoral dissertation. Prof. Zeng won the *Outstanding Doctoral Thesis Instructor Certificate*.

Sep. 2009, *the series of 21 Century Human Resource Management (textbook)* won *National Teaching Achievement Award*.

Dec. 12, 2008, *the series of 21 Century Human Resource Management (textbook)* won the "First Prize of Teaching Achievement at Renmin University of China".

June, 2008, awarded the *Second Prize of Lingshan Speech* by Beijing Municipal Publicity Department.

In 2008, awarded "*Outstanding Communist Party members of Beijing Colleges*" by Beijing Municipal CPC Committee, Work Committee of Education

The Book of "*China's Employment Strategy Report 2005-06: The Measurement of Employment and Unemployment in China*" won the First Prize of the 10th Beijing Philosophy and Social Sciences Excellent Achievements in 2008.

Sep., 2007, instructed the Tang Kuang's doctoral dissertation "*Theory Review, Data Survey and Determinants of Job Vacancies -- Employment Survey Research from the Perspective of Labor Demand*". This dissertation has won the Renmin University of China's award for outstanding doctoral dissertation. Prof. Zeng won the *Outstanding Doctoral Thesis Instructor Certificate*.

June 2007, the book "*China's Employment Strategy Report 2004: Job Seeking of College Graduates in Employment Environment under Transition*" co-written by Xiangquan Zeng, Dinghong Yi and Dajian Ding won the First Prize of Excellent Achievements in the China Association of Labor Studies.

April 2007, *Policy Support for Employment in Chinese Labor Market*, Journal of Renmin University of China, 1<sup>st</sup>, 2003. Winning the first prize for the Ninth Renmin University of China's Outstanding Scientific Research Paper Category together with Lilin li.

Awarded the title of "*Expert with outstanding contribution for Beijing in the field of science and management*" by Beijing Committee of Communist Party of China and Beijing Municipal People's Government in December 2006.

"*China's Employment Strategy Report 2004: Job Seeking of College Graduates in Employment Environment under Transition*" co-written by Xiangquan Zeng, Dinghong Yi and Dajian Ding won the Second Prize of the 9th Beijing Philosophy and Social Sciences Excellent Achievements in December 2006.

*Labor Economics*, Fudan Press, 2003. This work won the First Prize for the 2<sup>nd</sup> National Labor and Social Security Outstanding Professional Teaching Materials in Aug. 2006.

The project collaborated with Jin Tang and Dinghong Yi named "*Job Seeking of College Graduates in Employment Environment under Transition*" won the Second Prize of the 5<sup>th</sup> National Personnel Scientific Research Achievements awarded by Ministry of Personnel of the People's Republic of China in February 2006.

"*The Research for Competency Model and Evaluation System of the Secretaries in Ministry of*

*Education*” won the Second Prize of the 5<sup>th</sup> National Personnel Scientific Research Achievements awarded by Ministry of Personnel of the People’s Republic of China in February 2006.

“*Constructing the modern human resources management system of New Century---The Capital’s Talent Development Strategy*”, China Renmin University Press. This work has won the First Prize of the 5<sup>th</sup> National Personnel Scientific Research Achievements.

“*The Research Report on the Subject of the Colleges and Universities’ Income Distribution Situation and the Basic Reform Thought*” won the First Prize of the 4<sup>th</sup> National Personnel Scientific Research Achievements awarded by Ministry of Personnel of the People’s Republic of China.

“*Combining Traditional Advantages and Innovation, Training Complex Talents for the Major of Labor and Social Society*” declared together with Gongcheng Zheng, Kai Chang, Shuhan Sun and Dajian Ding won the First Prize of Excellent Achievements in the Major Building & Training Category in Dec. 2003. This prize was awarded by the China Association of Labor Studies, China Social Insurance Association, and Labor Science Education Section of China Association of Labor Studies.

Instructed the paper *Cost-Benefit Analysis of Pursuing Graduate Degree at Own Expenses: An Empirical Research Study Based on Beijing Colleges*. This paper has won the most excellent prize in the 9<sup>th</sup> Challenge Cup National College Student Extracurricular Academic Research Work. Won the honor of *Excellent Instructor*, title given by the National Education Ministry and Central Communist Youth League of China.

*Going the Market-oriented, standardized and Internationalized Road of Human Resource Development and Management*, Special Edition of Human Resource Development and Management, May. 2001. Winning the first prize of Excellent Achievements in 2003 Chinese Academy of Human Resources.

*Wage Mechanisms in Economic Growth: Macro and Dynamic Review of China’s Wage Issues*, China Renmin University Press, 1990. This work has won the *First Prize of Achievements in One Decade Transformation*, China Labor Science. People’s Daily Abroad has introduced this book by the special subject of *Expanding New Area in China Wages Study*.

Dec. 1992, participated in the *China’s Mainland Economic Transformation Seminar and Annual Party of Technology Academy in American Mid-west*, submitted the paper of Chinese Economy Going towards the Market, winning the special prize.

*The Study of Knowledge Supply Behavior in the Labor Market since Transformation*, Academic Journal of Management and Education, 1992. Winning the second prize of excellent achievements.

*Contemporary Theory of Labor Economics*, Hongqi Publishing House, 1990. This work has won the third prize of Chinese Academy of Labor.

## **Off-campus Positions**

Member of American Academy of Management

Member of American Academy of Labor Relations

Member of American Compensation Association

Commissioner of the 4th and 5th Expert Council of Policy and Management Study of Chinese Health Department

Vice President of Labor Academy of China

President of Labor Science Academy for Teaching and Research

Vice President of Human Resource Development and Research Association of China

Counselor of the Compensation Commission of Sino-Oil-Chemistry Group, Advisor to Sino-GT (General Technology) Group and other large companies.

## **Contact**

**Email:** [zengxq@ruc.edu.cn](mailto:zengxq@ruc.edu.cn)

**Phone:** 086-010-62511934