

DOI: 10.16538/j.cnki.fem.2017.08.005

工作场所正念:研究述评与展望

100872

摘 要:“正念”(mindfulness)是源自东方佛教的一个古老概念,正念在工作场所研究中被定义为“一种对当前事件和经历的可接受的注意力和觉知”(Brown等,2007)。近年来,西方已有实证研究发现正念对工作场所员工幸福感、工作绩效、领导力水平等有积极影响,正念训练在一些知名公司已得到实际应用并获得员工好评,正念研究在工作场所未来潜力巨大。但此类研究尚未在国内引起重视。基于国外现有研究成果,本文介绍了正念的起源、概念内涵和测量情况。继而从正念的前因变量、结果变量和正念作为调节变量三方面,对工作场所正念相关实证研究和理论探索成果进行归纳总结。在此基础上构建了既有研究成果框架图,并就前因变量、结果变量、调节作用、测量和研究方法、本土化研究等方面的不足,提出研究展望。

关键词:正念;正念训练;觉知;员工幸福感

中图分类号:F270 **文献标识码:**A **文章编号:**1001-4950(2017)08-0056-15

一、引 言

the present moment non judgmentally on purpose in

“ ” “ ” “ ” “ ”

Olano 2015 Jha 2015 Tan 2012 West 2014 Wolever

2012 “ ” web of science

“ ” 5000 80% 70%

Glomb 2011

收稿日期:2017-03-06

基金项目:中国人民大学2016年度拔尖创新人才培养资助计划项目

作者简介:张 静(1978—),女,中国人民大学商学院博士研究生;

宋继文(1974—),女,中国人民大学商学院副教授,博士生导师(通讯作者);

王 悦(1994—),女,中国人民大学商学院硕士研究生。

Hülshager 2014 Reb 2015 Liang 2016
Good 2016 Sutcliffe 2016

二、正念:起源、内涵与测量

Stede 1959 lucidity and intentness of mind Davids
Quaglia 2015
mindfulness meditation
Thera Bodhi 1998

Chiesa Serretti 2010 Delmonte 1990 20 90 Weick
Roberts 1993

Brown “
” Brown 2007 Quaglia 2015
a state of consciousness personality
trait Brown 2007 Brown Ryan 2003 Dane 2011 Glomb 2011

——
Brown 2007

1.

Wells 2002 Chambers 2008

2.

Brown Ryan 2003

3.

Baer 2003

4.

Germer 2005

“ ”

Killingsworth Gilbert 2010

Smallwood Schooler 2014

Mrazek 2012

Mrazek 2013

Wadlinger Isaacowitz 2011

Neubauer Fink 2009 Slagter 2007

Tang 2015

Glomb 2011

Walach 30 FMI freiburg
 mindfulness inventory Walach 2006 Baer KIMS
 the kentuckyinventory of mindfulness skills KIMS Baer 2004
 the five factor mindfulness questionnaire FFMQ Baer 2006 2008 Brown Ryan
 the mindful attention awareness scale MAAS Brown Ryan 2003
 Lau 13 the torontomindfulness scale TMS Lau 2006
 Tanay Bernstein 2013 the state mindfulness scale SMS Bernstein
 2013 FMI
 MAAS MAAS
 FFMQ
 1. MAAS MAAS Brown Ryan 2003
 Brown Ryan 2003 15
 “ ”

” Likert / ” “ ” “ ” “ ” “ ”

0.82

2. FFMQ FFMQ Baer Smith 2006

Baer MAAS FMI KIMS CAMS MQ 112

39 “

” “ ” “

” “

” “

” “ ” “ ”

FFMQ

三、工作场所正念: 前因变量和影响因素

Reb 2015

Valentine 2010

Jensen 2012 Michel 2014 Wolever 2012

mindfulness-based stress reduction program

MBSR Kabat-Zinn 2003

Hülshager 2013

mindfulness-based cognitive therapy MBCT Teasdale 2000

Hülshager 2015

140 10 3

10

Hafenbrack 2014

Ostafin Kassman 2012 Papies 2012 Reb Narayanan 2014

Hafenbrack 2014

15 Papies 2012

2013

beauty

simplicity

retreat centers

Mazmanian

natural

MBSR

Bono Judge 2003

“ ”

四、工作场所正念: 结果变量及作用机制

1. Flook 2014, Krasner 2013, Hülshager 2009, Ruocco 2013, Roche 2013, surface acting, 219, 5, 64

Wasylikiw 2015, 8

2. Leroy 2013, 6, 3, 2, 4

Malinowski Lim 2015

3. Eberth Sedlmeier 2012, Howell 2008, Brown Ryan 2003, Brown 2007, Ryan Deci 2008, Reb 2015

Hülshager 2013, Malinowski Lim 2015

n=183, n=202, 107, Roche 2014, CEO n=205

Reb 2014

1. Miner Glomb 2010 Postlethwaite 2011
Dane 2014 Hunter Thatcher 2007

Reb 2015

Zhang 2013

Zhang Wu 2014

Reb Colleagues 2014
Reb 2014

2. Greaney 2015

Cleirigh

Valentine 2010

781

3. Shonin 2014

Wasylikiw 2015

11

4—8

12—16 8

Grandy Holton 2013

Karssiens 2014 Herring 2016

- 4.

Reb 2015

Krishnakumar Robinson 2015

Reb

2014 need frustration Schultz 2015

5. Baas 2014

1. Howell 2008 rumitation
2010 Howell 2008
Allen Kiburz 2012
Hülshager 2014

Hülshager 2015
sleep duration
2. Allen
Kiburz 2012
Michel 2014
3
2

五、工作场所正念: 作为调节变量

Schultz 2015
Long Christian 2015 109 2x2 264
Liang 2016

Eisenbeiss van Knippenberg 2015

六、结论与展望

1

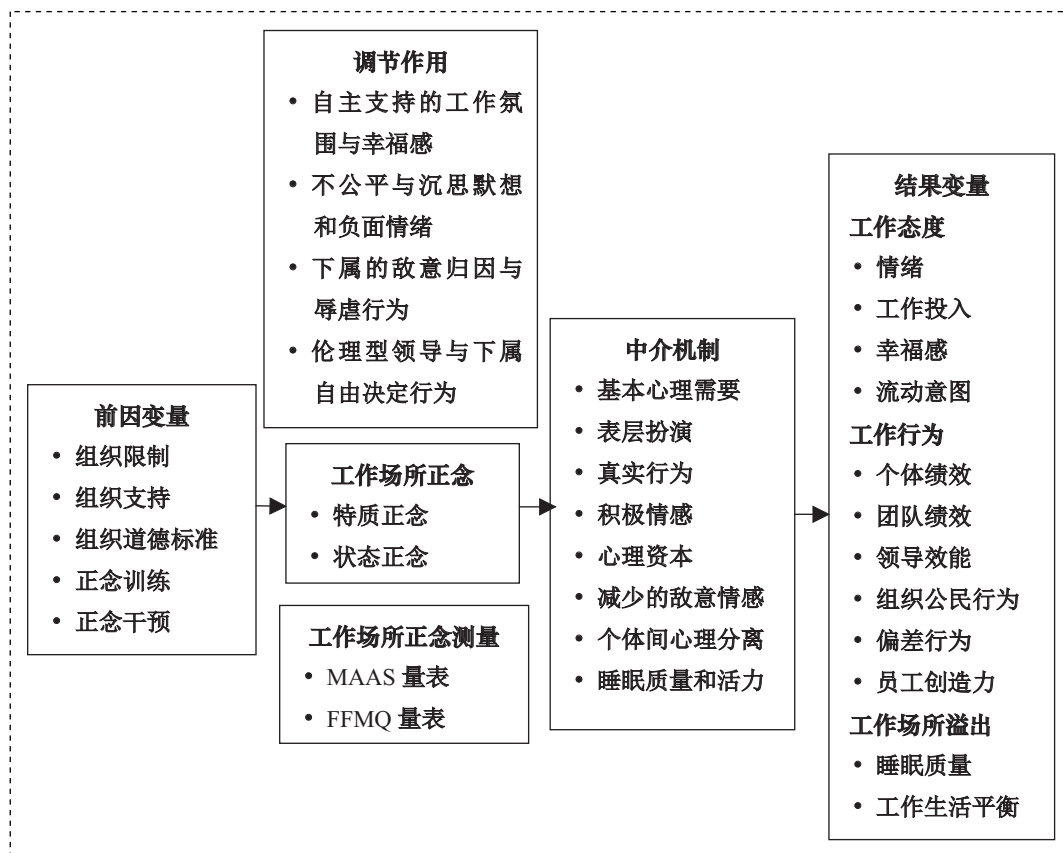


图 1 工作场所正念既有研究成果框架图

1

Simon 1971

“ ”

“ ”

MBSR

Hülshager 2013

5

Reb Narayanan 2014

15

Hafenbrack 2013

Chiesa Malinowski 2011

Sin Lyubomirsky 2009

Dutton Heaphy 2003

Wasyliw 2015

1.

2.

1

Dane 2011

39%—64%

Dalal 2014 Mullins

2014

2

Sun Foundation 2010

Shambhala

Kernis Goldman 2006 Lakey 2008

Dekeyser 2008

Mayer 1995

3

Luthans 2007

Glomb 2011

empathy
Neff 2003

4

Good 2016

3.

Roelofs 2005

Glomb 2011

Elzinga

4.

Edmondson McManus 2007

5.

MAAS

Grossman 2011

FFMQ

Grossman 2008 Frewen 2008

6.

2017

meditation

mindfulness

2012 2014

1997

Dreyfus 2011

Weick Putnam 2006

2016

2015

2016

”

“

”

“

”

“

主要参考文献

- [1] , . : — • [M]. : , 2012.
- [2] , . : [J]. , 2014, 4 : 36–43.
- [3] . [M]. : , 1997.
- [4] , . : [J]. , 2017, 3 : 3–23.
- [5] . : [J]. , 2015, 4 : 66–71.
- [6] . — [J]. , 2016, 7 : 150–155.
- [7] , . — [J]. , 2016, 2 : 83–90.
- [8]Allen T D, Kiburz K M. Trait mindfulness and work-family balance among working parents: The mediating effects of vitality and sleep quality[J]. *Journal of Vocational Behavior*, 2012, 80 2 : 372–379.
- [9]Baas M, Nevicka B, Ten Velden F S. Specific mindfulness skills differentially predict creative performance[J]. *Personality and Social Psychology Bulletin*, 2014, 40 9 : 1092–1106.
- [10]Baer R A. Mindfulness training as a clinical intervention: A conceptual and empirical review[J]. *Clinical Psychology: Science and Practice*, 2003, 10 2 : 125–143.
- [11]Baer R A, Smith G T, Hopkins J, et al. Using self-report assessment methods to explore facets of mindfulness[J]. *Assessment*, 2006, 13 1 : 27–45.
- [12]Bono J E, Judge T A. Self-concordance at work: Toward understanding the motivational effects of transformational leaders[J]. *Academy of Management Journal*, 2003, 46 5 : 554–571.
- [13]Brown K W, Ryan R M. The benefits of being present: Mindfulness and its role in psychological well-being[J]. *Journal of Personality and Social Psychology*, 2003, 84 4 : 822–848.
- [14]Brown K W, Ryan R M, Creswell J D. Mindfulness: Theoretical foundations and evidence for its salutary effects[J]. *Psychological Inquiry*, 2007, 18 4 : 211–237.
- [15]Chambers R, Lo B C Y, Allen N B. The impact of intensive mindfulness training on attentional control, cognitive style, and affect[J]. *Cognitive Therapy and Research*, 2008, 32 3 : 303–322.
- [16]Chiesa A, Malinowski P. Mindfulness-based approaches: Are they all the same?[J]. *Journal of Clinical Psychology*, 2011, 67 4 : 404–424.
- [17]Chiesa A, Serretti A. A systematic review of neurobiological and clinical features of mindfulness meditations[J]. *Psychological Medicine*, 2010, 40 8 : 1239–1252.
- [18]Cleirigh D O, Greaney J. Mindfulness and group performance: An exploratory investigation into the effects of brief mindfulness intervention on group task performance[J]. *Mindfulness*, 2015, 6 3 : 601–609.
- [19]Dalal R S, Bhawe D P, Fiset J. Within-person variability in job performance: A theoretical review and research agenda[J]. *Journal of Management*, 2014, 40 5 : 1396–1436.
- [20]Dane E. Paying attention to mindfulness and its effects on task performance in the workplace[J]. *Journal of Management*, 2011, 37 4 : 997–1018.
- [21]Dane E, Brummel B J. Examining workplace mindfulness and its relations to job performance and turnover intention[J]. *Human Relations*, 2014, 67 1 : 105–128.
- [22]Davids T W R, Stede W B. *The Pali text society's Pali-English dictionary*[M]. London: Luzac and Company, 1959.
- [23]Dekeyser M, Raes F, Leijssen M, et al. Mindfulness skills and interpersonal behavior[J]. *Personality and Individual Differences*, 2008, 44 5 : 1235–1245.
- [24]Delmonte M M. The relevance of meditation to clinical practice: An overview[J]. *Applied Psychology*, 1990, 39 3 : 331–354.
- [25]Dreyfus G. Is mindfulness present-centred and non-judgmental? A discussion of the cognitive dimensions of mindfulness[J]. *Contemporary Buddhism*, 2011, 12 1 : 41–54.
- [26]Eberth J, Sedlmeier P. The effects of mindfulness meditation: A meta-analysis[J]. *Mindfulness*, 2012, 3 3 : 174–189.
- [27]Edmondson A C, Mcmanus S E. Methodological fit in management field research[J]. *Academy of Management Review*, 2007,

32 4 : 1246–1264.

- [28]Eisenbeiss S A, van Knippenberg D. On ethical leadership impact: The role of follower mindfulness and moral emotions[J]. *Journal of Organizational Behavior*, 2015, 36 2 : 182–195.
- [29]Elzinga B M, Roelofs K. Cortisol-induced impairments of working memory require acute sympathetic activation[J]. *Behavioral Neuroscience*, 2005, 119 1 : 98–103.
- [30]Flook L, Goldberg S B, Pinger L, et al. Mindfulness for teachers: A pilot study to assess effects on stress, burnout, and teaching efficacy[J]. *Mind, Brain, and Education*, 2013, 7 3 : 182–195.
- [31]Frewen P A, Evans E M, Maraj N, et al. Letting go: Mindfulness and negative automatic thinking[J]. *Cognitive Therapy and Research*, 2008, 32 6 : 758–774.
- [32]Germer C K, Siegel R D, Fulton P R. *Mindfulness and psychotherapy*[M]. New York: The Guilford Press, 2005.
- [33]Glomb T M, Duffy M K, Bono J E, et al. Mindfulness at work[A]. Joshi A, Liao H, Martocchio J J. *Research in personnel and human resources management*[C]. volume 30. Emerald Group Publishing Limited, 2011: 115–157.
- [34]Good D J, Lyddy C J, Glomb T M, et al. Contemplating mindfulness at work: An integrative review[J]. *Journal of Management*, 2016, 42 1 : 114–142.
- [35]Grandy G, Holton J. Leadership development needs assessment in healthcare: A collaborative approach[J]. *Leadership & Organization Development Journal*, 2013, 34 5 : 427–445.
- [36]Hafenbrack A C, Kinias Z, Barsade S G. Debiasing the mind through meditation: Mindfulness and the sunk-cost bias[J]. *Psychological Science*, 2014, 25 2 : 369–376.
- [37]Howell A J, Digdon N L, Buro K, et al. Relations among mindfulness, well-being, and sleep[J]. *Personality and Individual Differences*, 2008, 45 8 : 773–777.
- [38]Howell A J, Digdon N L, Buro K. Mindfulness predicts sleep-related self-regulation and well-being[J]. *Personality and Individual Differences*, 2010, 48 4 : 419–424.
- [39]Hunter L W, Thatcher S M B. Feeling the heat: Effects of stress, commitment, and job experience on job performance[J]. *Academy of Management Journal*, 2007, 50 4 : 953–968.
- [40]Hülshager U R, Alberts H J E M, Feinholdt A, et al. Benefits of mindfulness at work: The role of mindfulness in emotion regulation, emotional exhaustion, and job satisfaction[J]. *Journal of Applied Psychology*, 2013, 98 2 : 310–325.
- [41]Hülshager U R, Feinholdt A, Nübold A. A low-dose mindfulness intervention and recovery from work: Effects on psychological detachment, sleep quality, and sleep duration[J]. *Journal of Occupational and Organizational Psychology*, 2015, 88 3 : 464–489.
- [42]Hülshager U R, Lang J W B, Depenbrock F, et al. The power of presence: The role of mindfulness at work for daily levels and change trajectories of psychological detachment and sleep quality[J]. *Journal of Applied Psychology*, 2014, 99 6 : 1113–1128.
- [43]Jensen C G, Vangkilde S, Frokjaer V, et al. Mindfulness training affects attention—or is it attentional effort?[J]. *Journal of Experimental Psychology: General*, 2012, 141 1 : 106–123.
- [44]Kabat-Zinn J. *Coming to our senses: Healing ourselves and the world through mindfulness*[M]. New York, NY: Hyperion, 2005.
- [45]Karssiens A E A, van der Linden C, Wilderom C P M, et al. Embodied mind knowledge in leadership practice: Creating space in patterned thoughts and behaviors[J]. *Journal of Management Inquiry*, 2014, 23 3 : 231–241.
- [46]Kernis M H, Goldman B M. A multicomponent conceptualization of authenticity: Theory and research[J]. *Advances in Experimental Social Psychology*, 2006, 38: 283–357.
- [47]Killingsworth M A, Gilbert D T. A wandering mind is an unhappy mind[J]. *Science*, 2010, 330 6006 : 932.
- [48]Krishnakumar S, Robinson M D. Maintaining an even keel: An affect-mediated model of mindfulness and hostile work behavior[J]. *Emotion*, 2015, 15 5 : 579–589.
- [49]Lakey C E, Kernis M H, Heppner W L, et al. Individual differences in authenticity and mindfulness as predictors of verbal defensiveness[J]. *Journal of Research in Personality*, 2008, 42 1 : 230–238.

- [50]Leroy H, Anseel F, Dimitrova N G, et al. Mindfulness, authentic functioning, and work engagement: A growth modeling approach[J]. *Journal of Vocational Behavior*, 2013, 82 3 : 238–247.
- [51]Liang L H, Lian H W, Brown D J, et al. Why are abusive supervisors abusive? A dual-system self-control model[J]. *Academy of Management Journal*, 2016, 59 4 : 1385–1406.
- [52]Long E C, Christian M S. Mindfulness buffers retaliatory responses to injustice: A regulatory approach[J]. *Journal of Applied Psychology*, 2015, 100 5 : 1409–1422.
- [53]Luthans F, Avolio B J, Avey J B, et al. Positive psychological capital: Measurement and relationship with performance and satisfaction[J]. *Personnel Psychology*, 2007, 60 3 : 541–572.
- [54]Malinowski P, Lim H J. Mindfulness at work: Positive affect, hope, and optimism mediate the relationship between dispositional mindfulness, work engagement, and well-being[J]. *Mindfulness*, 2015, 6 6 : 1250–1262.
- [55]Mayer R C, Davis J H, Schoorman F D. An integrative model of organizational trust[J]. *Academy of Management Review*, 1995, 20 3 : 709–734.
- [56]Michel A, Bosch C, Rexroth M. Mindfulness as a cognitive-emotional segmentation strategy: An intervention promoting work-life balance[J]. *Journal of Occupational and Organizational Psychology*, 2014, 87 4 : 733–754.
- [57]Miner A G, Glomb T M. State mood, task performance, and behavior at work: A within-persons approach[J]. *Organizational Behavior and Human Decision Processes*, 2010, 112 1 : 43–57.
- [58]Mrzcek M D, Franklin M S, Phillips D T, et al. Mindfulness training improves working memory capacity and GRE performance while reducing mind wandering[J]. *Psychological Science*, 2013, 24 5 : 776–781.
- [59]Mrzcek M D, Smallwood J, Schooler J W. Mindfulness and mind-wandering: Finding convergence through opposing constructs[J]. *Emotion*, 2012, 12 3 : 442–448.
- [60]Mullins H M, Cortina J M, Drake C L, et al. Sleepiness at work: A review and framework of how the physiology of sleepiness impacts the workplace[J]. *Journal of Applied Psychology*, 2014, 99 6 : 1096–1112.
- [61]Neff K. Self-compassion: An alternative conceptualization of a healthy attitude toward oneself[J]. *Self and Identity*, 2003, 2 2 : 85–101.
- [62]Neubauer A C, Fink A. Intelligence and neural efficiency[J]. *Neuroscience & Biobehavioral Reviews*, 2009, 33 7 : 1004–1023.
- [63]Olano H A, Kachan D, Tannenbaum S L, et al. Engagement in mindfulness practices by U. S. adults: Sociodemographic barriers[J]. *The Journal of Alternative and Complementary Medicine*, 2015, 21 2 : 100–102.
- [64]Ostafin B D, Kassman K T. Stepping out of history: Mindfulness improves insight problem solving[J]. *Consciousness and Cognition*, 2012, 21 2 : 1031–1036.
- [65]Papies E K, Barsalou L W, Custers R. Mindful attention prevents mindless impulses[J]. *Social Psychological and Personality Science*, 2012, 3 3 : 291–99.
- [66]Quaglia J T, Brown K W, Lindsay E K, et al. From conceptualization to operationalization of mindfulness[A]. Brown K W, Creswell J D, Ryan R M. *Handbook of mindfulness: Theory, research, and practice*[M]. New York: Guilford Press, 2015: 151–170.
- [67]Reb J, Narayanan J. The influence of mindful attention on value claiming in distributive negotiations: Evidence from four laboratory experiments[J]. *Mindfulness*, 2014, 5 6 : 756–766.
- [68]Reb J, Narayanan J, Chaturvedi S. Leading mindfully: Two studies on the influence of supervisor trait mindfulness on employee well-being and performance[J]. *Mindfulness*, 2014, 5 1 : 36–45.
- [69]Reb J, Narayanan J, Ho Z W. Mindfulness at work: Antecedents and consequences of employee awareness and absent-mindedness[J]. *Mindfulness*, 2015, 6 1 : 111–122.
- [70]Roche M, Haar J M, Luthans F. The role of mindfulness and psychological capital on the well-being of leaders[J]. *Journal of Occupational Health Psychology*, 2014, 19 4 : 476–489.
- [71]Ruocco A C, Direkoglu E. Delineating the contributions of sustained attention and working memory to individual differences in mindfulness[J]. *Personality and Individual Differences*, 2013, 54 2 : 226–230.

- [72]Ryan R M, Deci E L. Self-determination theory and the role of basic psychological needs in personality and the organization of behavior[A]. John OP, Robins RW, Pervin L A. Handbook of personality: Theory and research[C]. 3rd ed. New York, NY: Guilford Press, 2008: 654–678.
- [73]Schultz P P, Ryan R M, Niemiec C P, et al. Mindfulness, work climate, and psychological need satisfaction in employee well-being[J]. *Mindfulness*, 2015, 6 5 : 971–985.
- [74]Shonin E, van Gordon W, Dunn T J, et al. Meditation awareness training MAT for work-related wellbeing and job performance: A randomised controlled trial[J]. *International Journal of Mental Health and Addiction*, 2014, 12 6 : 806–823.
- [75]Simon H A. Designing organizations for an information-rich world[A]. Greenberger M. Computers, communication, and the public interest[M]. Baltimore, MD: Johns Hopkins Press, 1971.
- [76]Sin N L, Lyubomirsky S. Enhancing well-being and alleviating depressive symptoms with positive psychology interventions: A practice-friendly meta-analysis[J]. *Journal of Clinical Psychology*, 2009, 65 5 : 467–487.
- [77]Tan C M. Search inside yourself: The unexpected path to achieving success, happiness and world peace [M]. New York: Harper Collins Publishers, 2012.
- [78]Tang Y Y, Hölzel B K, Posner M I. The neuroscience of mindfulness meditation[J]. *Nature Reviews Neuroscience*, 2015, 16 4 : 213–225.
- [79]Teasdale J D, Segal Z V, Williams J M G, et al. Prevention of relapse/recurrence in major depression by mindfulness-based cognitive therapy[J]. *Journal of Consulting and Clinical Psychology*, 2000, 68 4 : 615–623.
- [80]Valentine S, Godkin L, Varca P E. Role conflict, mindfulness, and organizational ethics in an education-based healthcare institution[J]. *Journal of Business Ethics*, 2010, 94 3 : 455–469.
- [81]Wadlinger H A, Isaacowitz D M. Fixing our focus: Training attention to regulate emotion[J]. *Personality and Social Psychology Review*, 2011, 15 1 : 75–102.
- [82]Wasylikiw L, Holton J, Azar R, et al. The impact of mindfulness on leadership effectiveness in a health care setting: A pilot study[J]. *Journal of Health Organization and Management*, 2015, 29 7 : 893–911.
- [83]Weick K E, Putnam T. Organizing for mindfulness: Eastern wisdom and western knowledge[J]. *Journal of Management Inquiry*, 2006, 15 3 : 275–287.
- [84]Weick K E, Roberts K H. Collective mind in organizations: Heedful interrelating on flight decks[J]. *Administrative Science Quarterly*, 1993, 38 3 : 357–381.
- [85]Wells A. GAD, meta-cognition, and mindfulness: An information processing analysis[J]. *Clinical Psychology: Science and Practice*, 2002, 9 1 : 95–100.
- [86]Wolever R Q, Bobinet K J, McCabe K, et al. Effective and viable mind-body stress reduction in the workplace: A randomized controlled trial[J]. *Journal of Occupational Health Psychology*, 2012, 17 2 : 246–258.
- [87]Zhang J Y, Ding W D, Li Y J, et al. Task complexity matters: The influence of trait mindfulness on task and safety performance of nuclear power plant operators[J]. *Personality and Individual Differences*, 2013, 55 4 : 433–439.
- [88]Zhang J Y, Wu C X. The influence of dispositional mindfulness on safety behaviors: A dual process perspective[J]. *Accident Analysis & Prevention*, 2014, 70: 24–32.

Mindfulness in the Workplace: A Literature Review and Prospects

Zhang Jing, Song Jiwen, Wang Yue

School of Business, Renmin University of China, Beijing 100872, China

Abstract: Mindfulness is an ancient concept, whose roots lie in Eastern Buddhist thought.

(84)

A Literature Review and Prospects of Social Capital Cross-level Fit in New Ventures

\ jgpi "Hcpi %& . "" Rgpi \ jgpi {kp% . "" Fw" Fcp {cpi

30" Uejqqn"qh"Dwukpguu."Vkcplkp"Wpkxgtukv{"qh"Hkpcpeg"cpf"Geppqokeu."Vkcplkp"522444."Ejkpc 40"Rquwfqevqtcn
Tgugcte j"Uvcvkqp"qh"Dwukpguu"Cfokpkuvtcvkqp."Vkcplkp"Wpkxgtukv{"qh"Hkpcpeg"cpf"Geppqokeu."Vkcplkp"522444.
Ejkpc 50"Vkcplkp"Owpkekrn"Qti cpk/cvkqp"Frctvogpv."Vkcplkp"522268."Ejkpc

Abstract: Uqekcn"ecrkvcn"ku" c" o wnvk/ngxgn"eqpegrv0"Vjg"vtcpuhqt o cvkqp"qh"kp fxxkfwcn"uqekcn"ecrkvcn
kpvq"gpvtrtkug"uqekcn"ecrkvcn."ku"cp"ko rqtvcpv"yc{"hqt"pgy" xgpvwtgu"vq"ceeguu"gpvtgrtggwtkc"tguqwtegu
cpf"tgo gf {"pgy"gpvt {"fghgevu0"Dcugf"qp" c"tgxky y"qh"kp fxxkfwcn/qticpk|cvkqp"hkv"vjgqt {"pgy" xgpvwtg
uqekcn"ecrkvcn"uwvf {"cpf"uqekcn"ecrkvcn"etquu/ngxgn"tgugcte j."vjkurcrgt"rtqrqugu"vjg"eqpuvtwev"qh"etquu/
ngxgn"hkv"qh"uqekcn"ecrkvcn0"Vjqtwi j"etquu"kpvgi tcvkqp"qh"tguwteg/dcugf" xky ."hkv"vjgqt {"uqekcn"ecrkvcn
vjgqt {"cpf" o qvxcvkqp"vjgqt {"fgfwevxxg"vjgqgtvkecn"eqpuvtwevqp"qh"etquu/ngxgn"hkv"ku"fkuewuugf0"Vjgp
dcugf"qp"vjg"eq o dkpcvkqp"ykvj"tgncvkqpujkr."uvtwevwtg"cpf"eq ipkvkqp"qh"uqekcn"ecrkvcn."vjg"rtqegu"qh
uqekcn"ecrkvcn"etquu/ngxgn"hkv"kp"pgy" xgpvwtgu"ku" fgeppuvtwevgf"kpq"vjtg"uvcigu."pcogn {"tgeq ipk|cvkqp.
eqppgevkqp"cpf"kpvgtpcn|cvkqp0"Hkpcn {"vjkurcrgt"rtqxxkfgu"rtqurgevuhqt"hwvwtg"uwvf {"dcugf"qp
fghkegpekgu"qh"gzkuvki"uwvf {0"Vjkurcrgt"pqv"qpn {"jgnru"vq"enctkh {"kpvgtpcn" o gejcpcu o "dgv yggp"etquu
ngxgn"qh"uqekcn"ecrkvcn."dvw"cnuq"rtqrqugu" c"pgy" kfgc" hqt"hwvwtg"uwvf {0

Key words: uqekcn"ecrkvcn="etquu/ngxgn"hkv="pgy" xgpvwtg="fgfwevxxg"vjgqgtvkecn"eqpuvtwevqp=
"rtqegu" fgeppuvtwevqp

(责任编辑: 雨 橙)

"

* 92 +

O kpfhwnpguu"kp"vjg"y qtmrnceg"ku" fghkpgf"cu"öc"tgegrvxxg"cvvgpvkqp"vq"cpf"cy ctgpguu"qh"rtgugpv"gxgpvu"cpf
gzrgrtgkpegeö"d {"Dtqyp"ge" *4229+0"kp"tgegpv" {gctu."uq o g"g o rktkecn"uwfkgu"kp"vjg"y guv"jcxg"ujqyp"vjg
rqukvxxg"ghhgevu"qh" o kpfhwnpguu"kp"vjg"y qtmrnceg."uwej"cu"g o rnq {gg"y gmn/dgkpi."lqd"rgthqt o cpeg."cpf
ngcftgjkr"ghhgevxgpguu0"O kpfhwnpguu"vtckkpi" jcu"dgpp"cr rnkfgf"cpf" jcu"dgpp"y gmn"tgegxgf" d {"swkv" c
hgy"y gmn/mpqyp"eq o rcpkgu0"O kpfhwnpguu"tgugcte j"kp"vjg"y qtmrnceg" jcu"i tgcvt"rqvgpvkcn"kp"vjg"hwvwtg0"Dwv
vjku"nkpg"qh"tgugcte j"uvknn"pggfu"vq"dg" fgxgnqrgf"kp"Ejkpc0"Dcugf"qp"vjg"gzkuvki"tgugcte j"tguwnvu.vjku
rcrgt"htuv"kpvtqfwegu"vjg"qtiki p."eqpegrv"eqppqvcvkqp"cpf" o gcuwtg o gpv"qh" o kpfhwnpguu0"Vjgp."kv
encuukhkgu"vjg" o kpfhwnpguu"kp"vjg"tg"curgevu"vjg"cpvgegfgpv" xctkcdngu."vjg"qwveq o g" xctkcdngu"cpf
o kpfhwnpguu"cu" c" o qfgtcvkpi" xctkcdng0"Kv"uw o o ctk | gu"tgncvfg" g o rktkecn"tgugcte j"cpf"vjgqgtvkecn
gzrnqtcvkqp"cejkgxg o gpvu0"Qp"vjku"dcuku."kv"u {uvg o cvkecn {"eqpuvtwev" c"htc o gy qtm"dcugf"qp"gzkuvki
tgugcte j"tguwnvu0"Kv"rqkpvu"qw"vjg"rtqdnq o u"qh"cpvgegfgpvu."qwveq o g" xctkcdngu." o gcuwtg o gpv" ("tgugcte j
yc {"u"cpf"eqpvzvwcn|gf"tgugcte j"cpf"rtqxxkfgu" c"tqcf o cr" hqt"hwvwtg" fgxgnqrgp

Key words: o kpfhwnpguu=" o kpfhwnpguu"vtckkpi="cy ctgpguu="g o rnq {gg"y gmn/dgkpi

(责任编辑: 雨 橙)