

英汉人力资源管理核心词汇 PDF转换可能丢失图片或格式，  
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[https://www.100test.com/kao\\_ti2020/54/2021\\_2022\\_\\_E8\\_8B\\_B1\\_E6\\_B1\\_89\\_E4\\_BA\\_BA\\_E5\\_c37\\_54522.htm](https://www.100test.com/kao_ti2020/54/2021_2022__E8_8B_B1_E6_B1_89_E4_BA_BA_E5_c37_54522.htm) 16PF 卡特尔16种人格因素测试360-degree appraisal 360度评估360-degree feedback 360度反馈7S 7S原则/模型New 7S 新7S原则/模型80/20 principle 80/20 法则AAR-After Action Review 行动后学习机制Ability Test 能力测试Ability of Manager 管理者的能力Absence Management 缺勤管理Absence rate 缺勤率Absent with leave 因故缺勤（被）许可缺勤Absent without Leave 无故缺勤 擅离职守 Absenteeism 缺勤Accelerating Premium 累进奖金制Accident Frequency 事故频率Accident Insurance 意外伤害保险Accident Investigation 事故调查Accident Loss 事故损失Accident Prevention 事故预防Accident Proneness 事故（频发）倾向Accident Severity 事故严重程度Accident Severity Rate 事故严重率Accident Work Injury 工伤事故Achievement Need 成就需求Achievement Test 成就测试Action Learning 行动（为）学习法Action Research 行动研究Active Practice 自动实习Adjourning 解散期 解散阶段Administer 管理者Administrative Level 管理层次Administrative Line 直线式管理ADR-Alternative Dispute Resolution 建设性争议解决方法Adventure learning 探险学习法Adverse Impact 负面影响Advertisement Recruiting 广告招聘Affective Commitment 情感认同Affiliation Need 归属需求Affirmative Action 反优先雇佣行动Age Composition 年龄结构Age Discrimination 年龄歧视Age Retirement 因龄退休Agreement Content 协议内容ALIEDIM 费茨帕特里克出勤管理模型Allowance 津贴Alternative Ranking

Method 交替排序法 Amoeba Management 变形虫式管理 Analytic Approach 分析法 Annual Bonus 年终分红 Annual Leave 年假 Annuity/Pension 退休金 Applicant-Initiated Recruitment 自荐式招聘 Application Blank 申请表 Appraisal Feedback 考评反馈 Appraisal Interview 考评面谈 Appraisal Standardization 考评标准化 Appraiser Training 考评者培训 Apprenticeship Training 学徒式培训 Arbitration/Mediation 仲裁 Assessment Center 评价中心 ATS-Applicant Tracking System 求职跟踪系统 Attendance 考勤 Attendance Incentive Plan 参与式激励计划 Attendance Rate 出勤率 Attitude Survey 态度调查 Attribution Theory 归因理论 Audiovisual Instruction 视听教学 Authority 职权 Availability Analysis 可获性分析 Availability Forecast 供给预测 Background Investigation 背景调查 Balance-Sheet Approach 决算表平衡法 Bargaining Issue 谈判问题 BARS-Behaviorally Anchored Rating Scale Method 行为锚定等级法 Basic Skill 基础技能 Behavior Modeling 行为模拟 Behavior Modification 行为矫正疗法 Behavioral Description Interview 工作方式介绍面试 Behavioral Rating 工作方式考核法 BEI-behavior event interview 行为事件访谈法 Benchmark Job 基准职位 Benchmarking Management 标杆管理 Benefit Plan 福利计划 Benefit/Welfare 福利 BFOQ-Bona Fide Occupational Qualification 实际职业资格 Biological Approach 生物型工作设计法 Board Interview 会议型面试 BOS-Behavior Observation Scale 行为观察量表 Bortner-Lawlers theory of Expectancy 波特劳勒期望激励理论 Bottom-Line Concept 底线概念 Boundaryless Organizational Structure 无疆界组织结构 Bounded Rationality 有限理性 Brainstorm Ideas 头脑风暴

法Broadbanding Pay Structure 扁平薪资结构BSC-balanced scorecard 平衡计分卡Burnout 精力耗尽Business Necessity 经营上的必要性Cafeteria-Style Benefit 自助式福利CAI-Computer-assisted Instruction 电脑辅助指导Campus Recruiting 校园招聘Candidate-Order Error 候选人次序错误Career Anchors 职业锚/职业动机Career Counseling 职业咨询Career Curve 职业曲线Career Cycle 职业周期 Career Development Method 职业发展方法Career Path 职业途径Career Path Information 职业途径信息Career Planning 职业规划career plateau 职业高原Career Stage 职业阶段Career Training 专业训练职业训练Career-Long Employment 终身雇佣制Case Studay Training Method 案例研究培训法CBT-Computer Based Training 以计算机为载体的培训Central Tendency 居中趋势CIPP-Context,Input,Process,Product CIPP评估模型CIRO-Context Evaluation,Input Valuation,Reaction Evaluation,Output Evaluation CIRO培训评估模式CIT-Critical Incident Technique 关键事件技术Classification Method 分类法Classroom Training 课堂培训Closed Shop 闭门企业CMI-Computer-managed Instruction 电脑管理指导Coaching 辅导 教练Co-Determination 共同决策制Coercive Power 强制权力Cognitive Aptitude Test 认知能力测试Cohesiveness 凝聚力Colleague Appraisal 同事考评Collective Bargaining 劳资谈判Comparable Worth 可比价值Comparative Appraisal Method 比较评估法Compensable Factor 报酬要素Compensation & Benefit 薪酬福利Compensation Committee 报酬委员会Compensatory Time Off 补假Competence-Based Interview 基于

能力的面试Competency Assessment 能力评估Competency 胜任特征Competency Model 胜任特征模型Competency-Based Education and Training 能力本位教育与训练Competency-Based Pay/Skill-Based Pay 技能工资Complex 情结Compressed Workweek 压缩工作周Compulsory Binding Arbitration 强制性仲裁Computerized Career Progression System 电脑化职业生涯行进系统Computerized Forecast 电脑化预测Conceptual Skill 概念性技能Conciliation 调解Concurrent Validity 同期正当性Conference Method 会议方法Conflict 冲突Conflict Management 冲突管理Construct Validity 结构效度Constructive Discharge 事实上的解雇Content Validity 内容效度Contractual Right 契约性权利Contrast Error 比较性错误Contributory Plan 须付费的退休金计划Coordination Training 合作培训Copayment 共同付费Core Competency 核心竞争力Core Value 核心价值观Core Worker 核心员工Core Workforce 核心工作团队Corporate Culture 企业文化Corporate Identity 企业识别Corporate Image 企业形象Correlation Analysis 相关分析Cost Per Hire 单位招聘成本Criterion-Related Validity 标准关联效度Critical Job Dimension 关键性工作因子Cross-Functional Training 跨功能训练Cross-Training 岗位轮换培训Culture Shock 文化冲突Cumulative Trauma Disorder 累积性工伤Cutoff Score 录用分数线Cyclical Variation 循环变动Decertification 取消认可Defined Benefit Plan 固定收益制Delphi Analysis 德尔菲分析Deutero Learning 再学习Differential Piece Rate 差额计件工资Dimission 离职Dimission Interview 离职面谈Dimission Rate 离职率Disciplinary Action 纪律处分Discriminant Analysis 判别分析

dismissal reason 解雇理由 disparate impact 差别性影响 disparate treatment 差别性对待 distribute bonus/profit sharing 分红 distributive bargaining 分配式谈判 distributive justice 分配公正 diversity management 多样性管理 diversity training 多样化培训 division structure 事业部结构 Double-Loop Learning 双环学习 Downsizing 裁员 DTL-Decision Tree Induction 决策树归纳法 Dual Career Path 双重职业途径 dust hazard 粉尘危害 EAP-Employee Assistance Program 员工帮助计划 Early Retirement 提前退休 Early Retirement Factor 提前退休因素 Early Retirement Window 提前退休窗口 Earnings 薪资 Economic Strike 经济罢工 Education 学历 Education Subsidy 教育津贴 EEO-Equal Employment Opportunity 公平就业机会 EEOC-Equal Employment Opportunity Commission 公平就业机会委员会 Effect Factors of Career Planning 职业规划影响因素 Effect Factors of Development 开发影响因素 Effective Coaching Technique 有效的训练方法 Effective Working Hour 有效工时 Efficiency of Labor 劳动效率 Efficiency Wage 效率工资 Ego-Involvement 自我投入 E-Learning 网络化学习 Election Campaign 选举活动 Electronic Meeting 电子会议 Emotional Appeal 感召力 Employee Attitude Surveys 员工态度调查 Employee Career Management 员工职业生涯管理 Employee Consultation Services 员工咨询服务 100Test 下载频道开通，各类考试题目直接下载。详细请访问 [www.100test.com](http://www.100test.com)