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文章摘要：	
<p>企业文化管理是一种行之有效的人本管理方式。本文在分析蕴涵于企业文化中管理人性观转变的前提下，考察了企业文化管理的实施方法，即通过“外部规定——内在接受——外显行为”过程发挥管理作用，并提出企业文化管理可以通过企业文化自身所涵盖的价值观体系、制度规范、行为模式之间层级嵌套关系的匹配情况反映出一种良好的管理预警功能。</p> <p>The Study on Corporate Culture Management and Management Forwarning Shang Yu-fan, Xi You-Min (The School of Management of Xi'an Jiaotong University, Xi'an 710049 China )</p> <p>Abstract: Corporate culture management is a kind of effective management fashion based on human-as-the-first. In this article, after analyzing the change about the view of human nature, we saw about the implementation of corporate culture management, that is, corporate culture management exerted its function through "outside regulation--inside acceptance--apparent action". We also suggested that corporate culture management could be a good preventive management system through matching among the value system of its own, institutional criteria and model of action.</p>	
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