



A Literature Review on the Impact of Investment in Human Capital on Economic Success

By Gina Roberts

Diplom.De Okt 2004, 2004. Taschenbuch. Book Condition: Neu. 210x148x10 mm. This item is printed on demand - Print on Demand Titel. Neuware - Master's Thesis from the year 2004 in the subject Business economics - Operations Research, grade: 1,0, LMU Munich (Psychologie und Pädagogik), language: English, abstract: Inhaltsangabe:Abstract: Champions of Human Capital in organisations, such as Human Resources directors, CEOs and ultimately shareholders why financial investments into Human Capital should be increased or at least maintained. The research questions posed in this thesis take on the challenge to find empirical evidence that investment in Human Capital, through Human Resources, has a positive impact on intermediate as well as accounting and share-value indicators of organisational performance. This literature review summarises, integrates and evaluates research published between 1998 and 2003 pertaining to the direct and indirect relationship between Human Resources on different indicators of intermediate and bottom-line performance. The review is comprised of 31 articles clustered into the following topics: strategic HRM, Human Resources Development, technology, diverse workforces and flexible working conditions and methodological issues in HR-organisational performance research. Evidence for the direct and indirect impact of HR on organisational performance...



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