Impact of Human Capital on the Organization Performance

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Abstract:
The subject of human capital had been discussed as a recent concept that addresses; capabilities, experiences, knowledge and skills of the workers in an organization, where the importance of studying this subject derived from the new vision of the administrative tough, which views to what individuals own from abilities and experiences and others as the largest capital of the modern organizations, and the concept of human capital has been defined as a cumulative total of attitudes, experience, and knowledge, and innate and acquired capacities, creativity, energy and enthusiasm, shown by individuals to invest in their businesses.

As well as, it discussed the relationship between human capital and knowledge, as human capital as a gathering of knowledge and skills owned by the workers in the organization, thus, the richness of the intellectual mind is characterized by producing the necessary knowledge for the survival and evolution of the organization.

It also discussed the importance of human capital for the organization, as critical and unique sources that are difficult to imitate, also, was discussed on the measurement of human capital, and to identify the measurement problems, and then determine the requirements, and supplies necessary for the measurement process, and finally the most important metrics available and used.