

Rita Asplund  
Editor

# Human Capital Creation in an Economic Perspective



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# Human Capital Creation In An Economic Perspective

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## **Human Capital Creation In An Economic Perspective:**

**Human Capital Creation in an Economic Perspective** Rita Asplund, 2013-11-22 The past few decades have seen a revolutionary increase in interest in the economic role of education and training at the societal business and individual levels This is mainly due to the strong post war growth in industrialized economies which has been driven by rapid technological progress and far reaching structural change and in the end has resulted in increasingly skill intensive production and growing demand for more educated labour Today it is frequently argued that with the increasing importance of the role of know how the workforce has become the most important single input in the production process Simultaneously the dramatic increase in the availability of large micro level databases has opened enormous possibilities to study the economic role of human capital creation also empirically The economic perspective of human capital accumulation is however of utmost importance also in times of deep economic recession Periods of economic slowdown and rapidly increasing unemployment tend to increase the demand for advanced education and training in particular This brings up in turn questions regarding overeducation and satisfying both private and social returns on investments in human capital

**Human Capital Creation in an Economic Perspective** Rita Asplund, 2014-09-01 ICICKM2012-Proceedings of the 9th International Conference on Intellectual Capital, Knowledge Management and Organisational Learning Fernando Chaparro, 2012 The Human Capital: Challenges and Perspectives Cosmin Stoica, Cristina Balaceanu, Dan Boaja, Daniela Penu, Diana Mihaela Apostol, Doina Maria Tilea, Elena Cofas, Gheorghe Marinescu, Mirela Dogaru, Monica Predonu, Valentina Zaharia, 2013-11-01 The nowadays society is confronted with some of the most pronounced disparities in the economic system with direct repercussions on the labor market borne by both employees and employers The main deficiencies of the labor market are caused by the low growth rate of the demand for goods with consequences in terms of employment the effect of decreasing the purchasing power of the population the lack of correlation between the growth rates of labor productivity and the price of labor and also to an insufficient training of a practical nature of the workforce Labor market is therefore a manifestation of the need to work for both the production act from the perspective of the firms sector and the consumer act from the perspective of the households sector each of the two sectors having different determinations for the same objective gaining profit from valuing the work Therefore work is analyzed in the terms of profitability cost for the producer income for the worker benefit for the society in the conditions in which from valuing the work production factor and the human capital it can be created the object of the economic goods market In the current economic and social political development context on the labor market there is an intensification of a series of manifestations that have as substance educational and cultural heterogeneity the institutional dissolution or the dissolution of authorities in what regards the establishment of some normative elements that would favor work and entrepreneurship by means of economic strings mainly fiscal ones the lack of complementarity between educational policies and occupational ones Importance of labor market equilibrium resulting from the decisive role of human

resources in the economic and social development *Delivering On The Promise* Brian S. Friedman, James A. Hatch, David M. Walker, 2012-12-11 Over the past couple of decades management styles have evolved from strategic planning to total quality management to reengineering Now in the newest and most cost effective trend to hit the boardrooms there is a concentrated effort to view employment not as a perishable resource to be consumed but as a valuable commodity to be developed While research shows that investments in capital result in higher returns to shareholders the question is how should these investments be made and how can returns on these investments be measured **DELIVERING ON THE PROMISE** reveals Arthur Andersen's proprietary technically based methodology called The Five Square Approach that will enable any manager to measure, manage and leverage human capital Drawing on case studies and research this book is for any business manager who wants to evaluate and improve the current worth of their company's human resources **Microfoundations of Economic Growth** Gunnar Eliasson, Christopher Green, Charles R. McCann, Jr., 2025-10-01 The contributors to this volume seek further understanding of the microfoundations of economic growth It focuses on three subjects that interested the great Austrian and Harvard economist Joseph A Schumpeter innovation technological change and economic growth The first part of the volume treats institutions markets and entrepreneurs without which analysis of the firm makes little or no sense The second part focuses on the firm as innovator placing heavy emphasis on the role of knowledge formation The subjects of innovation and knowledge formation are approached from three perspectives theoretical industry case studies and empirical cross section and panel data analysis In the third part of the book the action moves from the firm to the macro or economy wide level The volume's unique feature is combining institutions the innovative behavior of firms and an intuitively dynamic macroeconomic analysis all from a Schumpeterian perspective It is argued that the study of micro institutions such as firms and the evolving nature of markets are necessary ingredients to understanding macro oriented phenomena such as economic growth It is in this sense then that the book is concerned with microfoundations Contributors are Daniele Archibugi Spyros Arvanitis David B Audretsch John R Baldwin Gerard Ballot Pontus Braunerhjelm Dagobert L Brito Uwe Cantner Bo Carlsson Robert W Clower Richard Day Rinaldo Evangelista Jan Glete Horst Hanusch Heinz Hollenstein Michael D Intriligator George Johnson Joanne Johnson Aija Leiponen Staffan Laestadius Richard N Langlois Frank M Machovec Maureen McKelvey Valentina Meiciani Douglass C North Giulio Perani Andreas Pyka Fabio Rapiti Roberto Simonetti Frank Stafford Paula E Stephan Erol Taymaz Clas Wihlborg Erica R Worth and S Y Wu Gunnar K Eliasson is Professor of Industrial Economics Royal Technical Institute KTH Stockholm Christopher Green is Professor of Economics McGill University Charles R McCann Jr is Research Associate Department of Economics University of Pittsburgh **Freedom from poverty as a human right: economic perspectives** Andreassen, Bard A., Marks, Stephen P., Sengupta, Arjun, 2010-06-04 **OECD Economic Surveys: Norway 1997** OECD, 1997-03-14 This 1997 edition of OECD's periodic review of Norway's economy includes chapters covering recent developments and short term prospects fiscal and monetary policy and structural reform

implementing the OECD Jobs Strategy and education and education and training      **Value Creation, Reporting, and Signaling for Human Capital and Human Assets** M. Russ, 2014-12-16 The issues discussed in this book are the building blocks needed for an interdisciplinary theoretical framework that will allow for value creation and reporting by the most important assets organizations have its human capital      *The Oxford Handbook of Human Capital* Alan Burton-Jones, J. -C. Spender, 2012-05-10 Macroeconomic research on human capital the stock of human capabilities and knowledge has been extensively published but to date the literature has lacked a comprehensive analysis of human capital within the organization The Oxford Handbook of Human Capital has been designed to fill that gap providing an authoritative inter disciplinary and up to date survey of relevant concepts research areas and applications Specially commissioned contributions from over 40 authors reveal the importance of human capital for contemporary organizations exploring its conceptual underpinnings relevance to theories of the firm implications for organizational effectiveness interdependencies with other resources and role in the future economy Unlike neoclassical macroeconomic concepts of human capital human capital in organizations is shown to be dynamic and heterogeneous requiring new theories and management frameworks The systemic role of human capital is explored revealing it as the lynchpin of social structural and other forms of intangible and tangible capital Connections between human capital and organizational performance are investigated from HR management procurement alignment value appropriation and accounting perspectives Links between micro and macro perspectives are provided through analyses of inter firm human capital mobility national and regional human capital formation regimes and industry employment relations practices This Handbook is designed for scholars and graduate students of organization and management theory strategy entrepreneurship knowledge and intellectual capital accounting IT HR IR economic sociology and cultural studies For policy makers and practitioners it should provide an up to date guide to the nature and role of human capital in contemporary organizations and the roles that government industry and other extra firm institutions can play in facilitating its development      Labormetrics Lutz Bellmann, Wolfgang Franz, Knut Gerlach, Reinhard Hujer, Wolfgang Meyer, Joachim Wagner, 2016-11-21 No detailed description available for Labormetrics      **Fundamentals of Human Ecology as a Paradigm for a More Sustainable Economy** Nuria Chinchilla Albiol, Pilar García Lombardía, 2024-10-29 This book introduces a groundbreaking perspective on societal dynamics and economic sustainability Delving into the intricate framework of human ecology this book sheds light on the processes of erosion and rejuvenation within our societal ecosystem Just as pollution disrupts natural ecosystems toxic cultural elements threaten the fabric of society leading to societal decapitalization and hindering human development However there s hope This transformative journey begins with individual empowerment emphasizing self leadership the advocacy of values and familial bonds By fostering resilience at the grassroots level we pave the way for the reconstruction of communal and societal connections From there we can rebuild leadership across enterprises politics and culture By reimagining human ecology as a guiding principle this book provides a

comprehensive roadmap for fostering resilience societal cohesion and sustainable leadership across all human endeavors

**Sustainability and Human Resource Management** Ina Ehnert, Wes Harry, Klaus J. Zink, 2013-07-03 The role of HRM in developing sustainable business organizations is increasingly attracting attention Sustainability can be used as a principle for HRM itself and the tasks of Sustainable HRM are twofold On the one hand it fosters the conditions for individual employee sustainability and develops the ability of HRM systems to continuously attract regenerate and develop motivated and engaged employees by making the HRM system itself sustainable On the other hand Sustainable HRM contributes to the sustainability of the business organizations through cooperation with the top management key stakeholders and NGOs and by realising economic ecological social and human sustainability goals This book provides a comprehensive review of the new area of Sustainable HRM and of research from different disciplines like sustainable work systems ergonomics HRM linking sustainability and HRM It brings together the views of academics and practitioners and provides many ideas for conceptual development empirical exploration and practical implementation This publication intends to advance the international academic and practice based debates on the potential of sustainability for HRM and vice versa In 19 chapters 26 authors from five continents explore the role of HRM in developing economically socially and ecologically sustainable organizations the concept of Sustainable HRM and the role of HRM in developing Sustainable HRM systems and how sustainability and HRM are conceptualized and perceived in different areas of the world **TURKISH ECONOMIC ASSOCIATION**

**INTERNATIONAL CONFERENCE ON ECONOMICS ICE-TEA 2018** Ercan Uygur, Huseyin Karamelikli, 2018-12-31 **On the Sustainable Development of African Countries** Ebes Aziegbe-Esho, 2025-02-03 Despite Africa's vast and diverse natural resources the developmental challenges plaguing the continent still remain Indeed a common factor that seems to bind all African countries together is developmental problems and challenges From North Africa to Southern Africa across West Africa through to Central and East Africa African countries especially those in Sub Saharan Africa are faced with the same or similar developmental challenges Many reasons have been offered for Africa's developmental challenges Amongst developmental economists the reasons range from geographical historical cultural and tribal factors to institutional factors The unfavourable geographical landscape its colonial and other peculiar histories the huge diversity in culture and tribe that seem to hinder efforts at unity and lack of good governance and the institutions of quality governance have all been given as reasons for the inability of the continent to make good developmental progress This book offers a strategic human capital approach as a pathway to the sustainable development of African countries The book synthesizes different knowledge domains on human capital and presents ways on how human capital can be strategically developed and accumulated by African countries for sustainable development The book highlights how the continent's growing youthful population can be strategically harnessed into human capital for sustainable development Unlike other books on human capital and Africa's development that rely on a single disciplinary perspective usually from economics this book takes a multi disciplinary and

inter disciplinary approach The book draws from theories and studies of human capital in economics the originating discipline of the concept strategic management entrepreneurship and Strategic Human Resources Management Thus it is able to present the discuss and recommendations from a holistic integration of the concept of human capital The book also presents case studies of three countries Singapore Finland and Canada that have successfully made strategic use of human capital in their national development in different ways another unique feature of the book Lessons on national human capital development are drawn from each case study Another unique feature of the book is its integration of the various global human capital indices available for a comprehensive understanding of the indices their components and utility for countries Finally the book is replete with many generic and specific recommendations on how human capital can be developed by various stake holders in Africa A whole chapter is dedicated to generic strategic approaches to human capital development that can be adopted by African countries and indeed by all countries as they can be applied by other countries The generic approaches are cumulatively drawn from resource based theory RBT transaction cost economics and human capital theory Another chapter is also dedicated to more specific recommendations on human capital development and accumulation

*Global Perspectives on Human Capital in Early Childhood Education* Theodora Lightfoot-Rueda,Ruth Lynn Peach,2016-04-29 Human capital theory developing children as future workers shapes thinking about early childhood education policy around the globe International contributors problematize this thinking and offer alternatives **Eurasian Business and Economics Perspectives** Mehmet Huseyin Bilgin,Hakan Danis,Ender Demir,2021-05-31 This book presents selected papers from the 31st Eurasia Business and Economics Society EBES Conference which took place as a virtual conference due to the global COVID 19 health crisis The theoretical and empirical papers gathered here cover diverse areas of business economics and finance in various geographic regions including not only topics from HR management finance marketing but also contributions on public economics political economy and regional studies The Role of the State Mario Scerri,Helena M. M. Lastres,2020-11-29 This series of books brings together results of an intensive research programme on aspects of the national systems of innovation in the five BRICS countries Brazil Russia India China and South Africa It provides a comprehensive and comparative examination of the challenges and opportunities faced by these dynamic and emerging economies In discussing the impact of innovation with respect to economic geopolitical socio cultural institutional and technological systems it reveals the possibilities of new development paradigms for equitable and sustainable growth This volume first in the series analyses the relationship between the state and the evolution of the national systems of innovation Putting forward several valuable considerations and policy recommendations it argues that the experiences and knowledge gathered here may deeply impact the way we conceive of the theory of innovation systems and implement policies and strategies for their development Original and detailed data together with expert analyses by contributing authors on wide ranging issues will make this an invaluable resource for researchers and scholars in economics development studies

and political science as well as for policy makers and development practitioners interested in the BRICS countries **Ibss:**  
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*Perspectives on Human Capital-Intensive Firms* Cézanne, Cécile,Saglietto, Laurence,2018-12-14 A firm s productivity has  
mainly been based on human capital resources with organizational value and performance dependent on the knowledge and  
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## Unveiling the Energy of Verbal Art: An Mental Sojourn through **Human Capital Creation In An Economic Perspective**

In some sort of inundated with screens and the cacophony of instantaneous transmission, the profound power and psychological resonance of verbal beauty frequently disappear into obscurity, eclipsed by the regular barrage of sound and distractions. Yet, nestled within the lyrical pages of **Human Capital Creation In An Economic Perspective**, a captivating function of fictional beauty that impulses with fresh feelings, lies an unforgettable journey waiting to be embarked upon. Composed by way of a virtuoso wordsmith, this exciting opus instructions viewers on a mental odyssey, lightly exposing the latent possible and profound influence embedded within the complex web of language. Within the heart-wrenching expanse with this evocative evaluation, we will embark upon an introspective exploration of the book is central themes, dissect their charming writing fashion, and immerse ourselves in the indelible impact it leaves upon the depths of readers souls.

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