Investing in Human Capital-Miguel Palacios Lleras 2004-03-11 Most higher education finance literature assumes that students cannot pledge their future earnings to finance their education in a free society. Investing in Human Capital, first published in 2004, challenges that assumption and explores human capital contracts as an alternative mechanism for financing higher education. Investing in Human Capital tracks the roots of the idea behind human capital contracts, discusses the beneficial consequences they would have on students and on higher education markets, and describes how they can develop in light of the innovations that have taken place in financial markets during the last decades. The book also explores the challenges - ethical and financial - that such instruments face and offers implementation alternatives that can bring about their existence in the context of a national higher education financing programme.
Investing in Human Capital-Miguel Palacios 2004-03-11 Publisher Description
Investing in Human Capital for Economic Development in China-
Investment in Human Capital-Theodore William Schultz 1971
Investing in Your Company's Human Capital-Jack J. Phillips 2005 A thorough explanation of human investment options from which an executive can make a better decision. -- Jac Fitz-enz, from the Foreword
Human Capital-Gary S. Becker 2009-05-15 Human Capital is Becker's classic study of how investment in an individual's education and training is similar to business investments in equipment. Recipient of the 1992 Nobel Prize in Economic Science, Gary S. Becker is a pioneer of applying economic analysis to human behavior in such areas as discrimination, marriage, family relations, and education. Becker's research on human capital was considered by the Nobel committee to be his most noteworthy contribution to economics. This expanded edition includes four new chapters, covering recent ideas about human capital, fertility and economic growth, the division of labor, economic considerations within the family, and inequality in earnings. "Critics have charged that Mr. Becker's style of thinking reduces humans to economic entities. Nothing could be further from the truth. Mr. Becker gives people credit for having the power to reason and seek out their own best destiny."—Wall Street Journal
Human Capital Investment For Better Business Performance-Eny Lestari Widarni 2020-11 Human Capital Investment is an inevitable necessity in business. Investing in human capital is very important, so this book provides knowledge about how to invest in human capital to develop a better business. Business performance can never be separated from human resources. And the determinants of a business organization's performance are the human resources that drive the business organization. If the human resources drive a quality business, then the business organization will also be of higher quality. Human resources determine the quality of the business in it; therefore, knowledge of how to invest in humans to develop human capital is a need that must be met for business people.
Human Capital Investment For Better Business Performance-Suryaning Bawono 2020-11-02 Human Capital Investment is an inevitable necessity in business. Investing in human capital is very important, so this book provides knowledge about investing in human capital to develop a better business. Business performance can never be separated from human resources. And the determinants of a business organization's performance are the human resources that drive the business organization. If the human resources drive a quality business, then the business organization will also be of higher quality. Human resources determine the quality of the business in it; therefore, knowledge of how to invest in humans to develop human capital is a need that must be met for business people.
Investing in Human Capital-Miguel Palacios 2014-05-14 This 2004 book examines how 'human
Investing in Human Capital as a Key Factor for the Development of Enterprises-Josef Drábek 2017

Small and medium-sized enterprises (SMEs) are considered to be a driving force of the economy in the world. Among the most valuable features of SMEs is their flexibility, decision-making accessibility, implementation, innovation and high adaptability to the market environment. SMEs provide for acceleration and economic growth of the country and its regions. Investment in human capital in SMEs, (meaning investment into intangible assets of the company), it is one of the ways to support this sector. In the same manner as SMEs are considered to be a driving force of the economy, human resources can be seen as its driving force, the source of success, competitiveness and added value of businesses. Human capital is one of the most valuable components of any business and that is why investment in human resources becomes a necessary step ensuring that a business prospers in a changing market environment. Current trends also point to the growing importance of investment in human capital. The future will certainly belong to those companies which pay most attention to effective management of human resources, which, in terms of time factor is an important prerequisite for growth and competitiveness of a company.

Developing Human Capital-Gene Pease 2014-07-21 Don't squander your most valuable resource!

Collectively, your workers are your company's most important and most valuable asset. To make the most of this asset, nothing beats quantitative performance and investment measurement. Learning and Development is an 80 billion-dollar industry, and every valuable employee represents a sizable investment on the part of your company. To keep your business moving forward, effective management of human capital is crucial. It generates plenty of data, and deep analysis of this data helps you provide feedback and make adjustments to capitalize on the combined knowledge, skills, and creativity of your workers. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments provides a guidebook for collecting, organizing, and analyzing the data surrounding human capital so you can make the most of your employees' potential. Use predictive analysis to optimize human capital investments Learn effective study design and alignment Get the tools you need for measurement, surveys, and analysis Decide what to measure and how to measure it Outline your company's current and future analytics technology needs Map data sources, and overcome barriers to data collection Authors Gene Pease, Bonnie Beresford, and Lew Walker provide case studies in which major companies applied human capital analytics to guide people decisions, and expand upon the role of analytics in Learning and Development. Developing Human Capital: Using Analytics to Plan and Optimize Your Learning and Development Investments is an essential guide to 21st century human resources and management practices, and can keep you from squandering your company's most valuable resource.

Investing in human capital- 1966

Human Capital Investment (Student Edition)-Eny Lestari Widarni 2020-11-05 Human Capital Investment is an inevitable necessity in business. Investing in human capital is very important, so this book provides knowledge about how to invest in human capital to develop a better business. Business performance can never be separated from human resources. And the determinants of a business organization's performance are the human resources that drive the business organization. If the human resources drive a quality business, then the business organization will also be of higher quality. Human resources determine the quality of the business in it; therefore, knowledge of how to invest in humans to develop human capital is a need that must be met for business people.

Building the Competitive Workforce-Philip H. Mirvis 1993-06-07 Prominent experts in business and academia examine the priorities and practices of over 400 companies to highlight where industry is keeping pace with the demands of change and where it is behind. Describes what leading firms are doing to redesign work, diversity, education and training, work/family issues, health care costs and the aging workforce. Provides benchmark strategies to develop and maintain a workforce which would meet competitive international standards.

Investing in Human Capital-Time, inc 1988

The Return to Firm Investment in Human Capital-Rita Almeida 2006 In this paper the authors
estimate the rate of return to firm investments in human capital in the form of formal job training. They use a panel of large firms with unusually detailed information on the duration of training, the direct costs of training, and several firm characteristics such as their output, workforce characteristics, and capital stock. Their estimates of the return to training vary substantially across firms. On average it is -7 percent for firms not providing training and 24 percent for those providing training. Formal job training is a good investment for many firms and the economy, possibly yielding higher returns than either investments in physical capital or investments in schooling. In spite of this, observed amounts of formal training are small.

Investment in Women's Human Capital-T. Paul Schultz 1995-06-15 How are human capital investments allocated between women and men? What are the returns to investments in women's nutrition, health care, education, mobility, and training? In thirteen wide-ranging and innovative empirical analyses, Investment in Women's Human Capital explores the nature of human capital distributions to women and their effect on outcomes within the family. Section I considers the experiences of high-income countries, examining the limitations of industrialization for the advancement of women; returns to secondary education for women; and state control of women's education and labor market productivity through the design of tax systems and the public subsidy of children. The remaining four sections investigate health, education, household structure and labor markets, and measurement issues in low-income countries, including the effect of technological change on transfers of wealth to and from children in India; women's and men's responses to the costs of medical care in Kenya; the effects of birth order and sex on educational attainment in Taiwan; wage returns to schooling in Indonesia and in Cote d'Ivoire; and the increasing prevalence of female-headed households and the correlates of gender differences in wages in Brazil.

Human Capital Creation in an Economic Perspective-Rita Asplund 1994-11-25 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.

Investing in People-Wayne F. Cascio 2019 The demand for organizational accountability has never been greater. The future of work, talent, and employment are changing at an unprecedented pace, and organizational decisions about how to invest in people are under increasing scrutiny. Leaders realize their decisions about human resources are crucial in an uncertain and interconnected world, yet decisions about people remain among the least systematic and evidence-based, compared to resources such as money and technology. Investing in People draws upon state-of-the art practice and research across disciplines including psychology, economics, accounting, and finance to provide HR professionals and leaders with proven guidelines for evaluating key HR initiatives. It is based on a comprehensive framework that clarifies and supports strategic linkages between investments in human capital and important outcomes that senior leaders most care about, such as talent acquisition, engagement, learning, customer service and higher financial returns. Readers will master crucial foundational principles such as risk, return, and economies of scale and use them to evaluate investments objectively in everything from work/life programs to training. Also included are powerful ways to integrate HR with enterprise strategy and budgeting and gain decision buy-in from business leaders outside HR.
Human Capital Investment-Harriet Duleep 2021-04-28 In 1965, a family-reunification policy for admitting immigrants to the United States replaced a system that chose immigrants based on their national origin. With this change, a 40-year hiatus in Asian immigration ended. Today, over three-quarters of US immigrants originate from Asia and Latin America. Two issues that dominate discussions of US immigration policy are the progress of post-reform immigrants and their contributions to the US economy. This book focuses on the earnings and human capital investment of Asian immigrants to the US after 1965. In addition, it provides a primer on studying immigrant economic assimilation, by explaining economists’ methodology to measure immigrant earnings growth and the challenges with this approach. The book also illustrates strategies to more fully use census data such as how to measure family income and how to use “panel data” that is embedded in the census. The book is a historical study as well as an extremely timely work from a policy angle. The passage of the 1965 Immigration and Nationality Act set the United States apart among economically developed countries due to the weight given to family unification. Based on analyses by economists—which suggest that the quality of immigrants to the US fell after the 1965 law—policymakers have called for fundamental changes in the US system to align it with the immigration systems of other countries. This book offers an alternative view point by proposing a richer model that incorporates investments in human capital by immigrants and their families. It challenges the conventional model in three ways: First, it views the decline in immigrants’ entry earnings after 1965 as due to investment in human capital, not to permanently lower “quality.” Second, it adds human capital investment and earnings growth after entry to the model. And finally, by taking investments by family members into account, it challenges the policy recommendation that immigrants should be selected for their occupational qualifications rather than family connections.

Human Capital Analytics-Gene Pease 2012-10-30 Human capital analytics, also known as human resources analytics or talent analytics, is the application of sophisticated data mining and business analytics techniques to human resources data. Human Capital Analytics provides an in-depth look at the science of human capital analytics, giving practical examples from case studies of companies applying analytics to their people decisions and providing a framework for using predictive analytics to optimize human capital investments.

Investment in Human Capital Through Institutions of Higher Education for the Revival of Kenya’s Economy-Nelson W. Wawire 2006 Despite economic theory postulating that increases in investment in human capital and physical capital leads to increase in economic growth, in the Kenyan case, this has not been true. This paper empirically examines the contribution of human capital and physical capital to economic growth in Kenya. Measures to be undertaken by higher education institutions in revamping Kenya’s real economic growth by investing in human resource development are recommended. (Contains 1 table.).

In the Era of Human Capital-Richard Crawford 1991

Investment in Human Resources-Monsia Ali Abdo 2011 This thesis is set to study the effect of investing in human resources over a business enterprises' (say a bank) financial position. Simply, investing in HR can be defined as boosting profits by increasing productivity of employees through motivating them, offering the suitable trainings that brings out their capabilities, and most of all through providing an encouraging work environment. Going through this thesis I will try to measure the sensitivity of the employees' performance over the financial compensations, training, and seminars. I will define in more details what investment in human resources is and how it is done. I seek from this research to show the importance of human capital as a main input factor in institutions. Also, my findings will give human resource managers clear insights whether to invest in human resources or not, and if yes, to what extent they need to invest and how? And if invested what will the ratio of increase in profits be? My hypothesis is that the financial position of a bank, affected by employee performance will look better if they adequately invest in human resources, the employees' performance will increase and thus the productivity and efficiency will increase, decreasing the costs and increasing profits. To test the hypothesis I will use a questionnaire to get data from many institutions especially banks regarding the human resources strategies applied by
each, and download public financial statements to show the return trend over 3 to 5 years as a result of investing in human inputs. Also, some interviews with human resources managers will be done in order to support my findings. In addition to that, internet researches are needed to show findings and constraints of similar studies. Using SPSS, I will prove whether the hypothesis stands or not, and based on my findings I will give the suitable recommendations to human resource managers.

The Impact of Investments in Human Resources Activities-Muna Al-Ghazawi 2012 The purpose of this study is to measure the impact of investment in human resources activities on the effectiveness of investment in human capital in the commercial banks in Jordan. Through a comprehensive test of human resource activities investments’ factors (investment in: staffing, training & development, incentives plans, and retention policy), the study investigated the relationship between human capital Investment. Finally the study examined the real practices of human capital investment in the commercial banks in Jordan.

A Literature Review on the Impact of Investment in Human Capital on Economic Success-Gina Roberts 2004-10-25 Inhaltsangabe:Abstract: Champions of Human Capital in organisations, such as Human Resources directors, are in need of empirical evidence to justify to board members, 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 is discussed and the findings are interpreted with reference to Ostroff and Bowen s Multi-Level Model (2000), which explains the individual, organisational and inter-level relationships between Human Resources and organisational performance. Enabling conditions that strengthen the HR-organisational performance relationship are identified. Methodological issues such as levels of analyses, short-term vs. long-term perspectives and generalisability are evaluated in detail. Employee benefits from enhanced organisational performance and barriers to the diffusion of high-performance work practices are research questions that still remain unanswered (Ichniowski et al., 2000). Future research should focus on building up a portfolio of studies at different levels of analyses and include a broader range of organisational performance variables that are also relevant employees as well as shareholders and top management. The implications of the research findings for HR directors and corporate strategy functions are presented. Inhaltsverzeichnis:Table of Contents: 1.Introduction4 2.Theoretical Background7 2.1How is Human Capital Conceptualised in the Management Literature?7 2.2The Human Capital Project8 2.3The Story so Far: Theoretical Perspectives on Human Resources Management9 2.3.1Current State of Research on HR Practices and Firm […]

Human Asset Management - The Significance and Challenges of investing in Human Resources-Philipp Schmieja 2011-11-15 Studienarbeit aus dem Jahr 2011 im Fachbereich BWL - Personal und Organisation, Note: 1,0, AKAD University, ehem. AKAD Fachhochschule Stuttgart, Veranstaltung: Issues in International Human Resources Management (PER10), Sprache: Deutsch, Abstract: In a rapidly changing business environment organizations are increasingly realizing that people are the most critical contributors to success. In order to compete in the twenty-first century, Human Resources professionals have to focus on various tasks and challenges. Managing knowledge workers becomes a new challenge. Companies that want to cope with the challenges have to invest in the development of the skills of their employees. The tools and methods for identification and transfer of knowledge can be grouped under the term of “Skill Management”. But can Skill Management actually contribute to the entrepreneurial success? What are the tasks and challenges
that have to be faced by a modern HRM? Why are people the most important asset of an organization, and what are currently important requirements to attract, engage, and retain knowledge workers?

China's Investment in Human Capital-James J. Heckman 2002 This paper discusses evidence on human capital investment in China. Policies through the mid 1990s favor physical investment over schooling.

Investing in Human Capital-Burton Allen Weisbrod 1964

Investing in Human Capital in the Financial Services Industry-Mike Johnson 2000 At a time when the financial services sector is undergoing a period of dynamic change, the way ahead lies in nurturing human capital. Those who create a climate that sustains human capital will achieve competitive advantage; those who fail to will falter. What is the industry doing to ensure a supply of the best people for the job? What are the people factors that count? What are the future trends? This comprehensive and stimulating new report reveals the answers. Drawing on extensive interviews with senior managers across the industry in Europe and North America, this report explores the key human capital issues facing the sector. Through detailed case studies, it offers a unique insight into current and best practice, so you can learn the best ways of recruiting, developing, rewarding and retaining the best people to build your organisation for the future. Contents include: Under the financial services umbrella things are really very different Super specialists, new entrants and cool places to work Creating the next generation of employees Case studies Europay Banco Commercial Portugues Bristol & West IBJ Whitehall Zurich Financial Services Citibank Banco Santander Developing human capital - how 15 nations are meeting the challenge.

Investing in Human Capital- 1995

Human Capital and the Personal Distribution of Income-Gary Stanley Becker 1967

Human Capital in History-Leah Platt Boustan 2014-11-05 America’s expansion to one of the richest nations in the world was partly due to a steady increase in labor productivity, which in turn depends upon the invention and deployment of new technologies and on investments in both human and physical capital. The accumulation of human capital—the knowledge and skill of workers—has featured prominently in American economic leadership over the past two centuries. Human Capital in History brings together contributions from leading researchers in economic history, labor economics, the economics of education, and related fields. Building on Claudia Goldin’s landmark research on the labor history of the United States, the authors consider the roles of education and technology in contributing to American economic growth and well-being, the experience of women in the workforce, and how trends in marriage and family affected broader economic outcomes. The volume provides important new insights on the forces that affect the accumulation of human capital.

The State of Adult Literacy Report-State Education Agency Adult Education & Family Literacy 2007

Innovative Approaches to Investing in Human Capital in an Enlarged Europe-Albert C. Tuijnman 2004

Human Capital Investment-Harriet Orcutt Duleep 2020 In 1965, a family-reunification policy for admitting immigrants to the United States replaced a system that chose immigrants based on their national origin. With this change, a 40-year hiatus in Asian immigration ended. Today, over three-quarters of US immigrants originate from Asia and Latin America. Two issues that dominate discussions of US immigration policy are the progress of post-reform immigrants and their contributions to the US economy. This book focuses on the earnings and human capital investment of Asian immigrants to the US after 1965. In addition, it provides a primer on studying immigrant economic assimilation, by explaining economists methodology to measure immigrant earnings growth and the challenges with this approach. The book also illustrates strategies to more fully use census data such as how to measure family income and how to use panel data that is embedded in the census. The book is a historical study as well as an extremely timely work from a policy angle. The passage of the 1965 Immigration and Nationality Act set the United States apart among...
economically developed countries due to the weight given to family unification. Based on analyses by economists which suggest that the quality of immigrants to the US fell after the 1965 law, policymakers have called for fundamental changes in the US system to align it with the immigration systems of other countries. This book offers an alternative viewpoint by proposing a richer model that incorporates investments in human capital by immigrants and their families. It challenges the conventional model in three ways: First, it views the decline in immigrants entry earnings after 1965 as due to investment in human capital, not to permanently lower quality. Second, it adds human capital investment and earnings growth after entry to the model. And finally, by taking investments by family members into account, it challenges the policy recommendation that immigrants should be selected for their occupational qualifications rather than family connections.

Investing in Human Capital-Rhonda Vonshay Sharpe 1998

Investing in People-Wayne Cascio 2010-12-08 More than ever before, HR practitioners must empirically demonstrate a clear link between their practices and firm performance. In, Investing in People: Financial Impact of Human Resource Initiatives, Wayne F. Cascio and John W. Boudreau show exactly how to choose, implement, and use metrics to improve decision-making, optimize organizational effectiveness, and maximize the value of HR investments. They provide powerful techniques for looking inside the HR "black box," implementing human capital metrics that track the effectiveness of talent policies and practices, demonstrating the logical connections to financial and line-of-business, and using HR metrics to drive more effective decision-making. Using their powerful "LAMP" methodology (Logic, Analytics, Measures, and Process), the authors demonstrate how to measure and analyze the value of every area of HR that impacts strategic value. Among the areas covered in depth are: Hiring · Training · Leadership Development · Health and Wellness · Absenteeism · Retention · Employee Engagement Readers will master crucial foundational principles such as risk, return, and economies of scale and use them to evaluate investments objectively in everything from work/life programs to training. Also included are powerful ways to integrate HR with enterprise strategy and budgeting and for gaining commitment from business leaders outside HR.
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