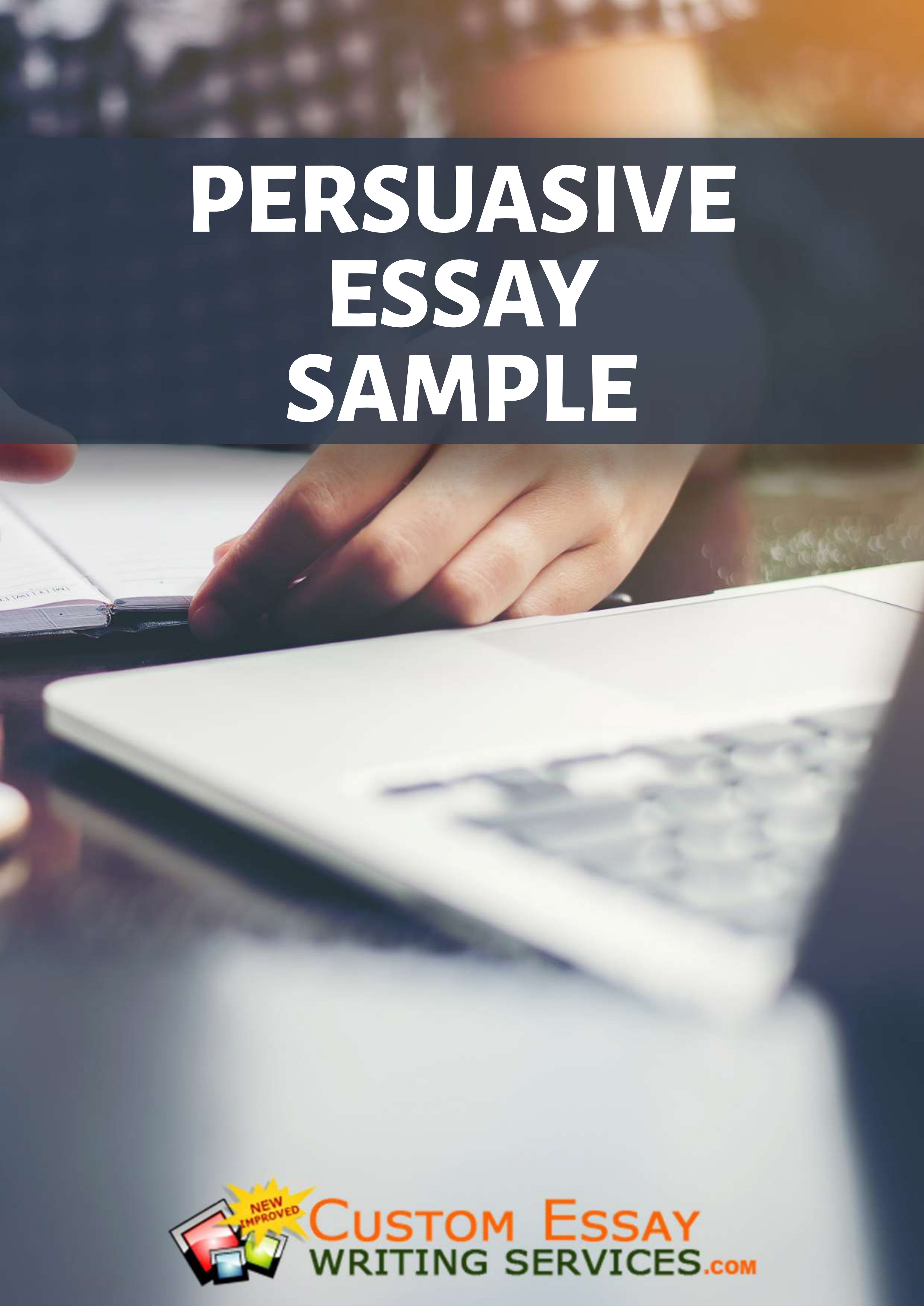
PERSUASIVE ESSAY SAMPLE



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WHY HUMAN CAPITAL SHOULD BE HIGHLY VALUES IN THE ORGANIZATIONAL CONTEXT

People are those who have in themselves a unique and inherent power to generate value. All other variables, money and loans, energy, machinery and equipment offer nothing but an inert potential. By their nature, these variables may exist but they cannot create values until a certain person (man) raises that potential by placing it in function. This move makes the worker from the lowest hierarchical level to the largest professional or top management in the organization, certainly each in their sphere and domain of work and expertise. But regardless of the function they have in the organization, but above all, each is a human being, an individual for itself. This is one of the facts that contributes to changing the perceptions of stakeholders, managers, owners of companies for the value and importance of each employee individually, that is, of the organizational Human capital. Nowadays, many managers are aware of the fact that employees-employees should inevitably not consider them a factor of cost (cost) for organizations. Their value needs to be identified and accepted as wealth. People need to be regarded as a benefit, not as an expense, precisely because of their uniqueness to create a value that no other resource can generate. Any effort to be formal or informal is needed to develop the skills and abilities that will provide conditions for people, so that they can further contribute to the potential of the organization in which they work, but also on themselves. In the context of managing the organizations, attempts have been made and the value of the employees for the organization to be embodied in some way, that is, to assign a certain expression that will describe it in the most appropriate way. One such value-oriented view of employees would allow some way of countering their pure calculation as a cost factor for organizations and hence the very status of human resources to grow. In any case, people should not in any case be seen as ownership of the organization or be valued as "goods, goods". Such a relationship would fit and resemble a "slaveholding economy", and it would be far from a modern way of understanding governance and management. The very term Human Capital is more recent. It can be said that this term comes from economist Theodore Schultz. His field of interest was the state of the underdeveloped countries in the world. According to him, traditional economic concepts fail to cope with the problem of underdevelopment of such countries. Schultz (1981), who won the Nobel Peace Prize in 1979, described this notion in a specific way: Imagine that all human abilities are either inborn (natural) or acquired. Every person is born with a set of genes that determine his natural abilities. The attributes of the acquired popular quality, which Schultz (1981), who won the Nobel Peace Prize in 1979, described this notion in a specific way: Imagine that all human abilities are either inborn (natural) or acquired. Every person is born with a set of genes that determine his natural abilities. The attributes of acquired popular quality, which are valuable and can be increased by an appropriate investment, will be treated as human capital. According to him, the biggest irony is that the only economic component that can add value to the organization, and that is the human component, is exactly the one that is most difficult to evaluate. Therefore, this organizational advantage is most difficult and is managed. Today, with many downloads and purchases of companies, the impression is that

the buyer is more interested in buying the organization without employees. Employees, especially now, are seen as staff costs as well as future financial expenses for the firm. Until the financial value of the workforce can be financially assessed, in the sale of companies it can not be taken as the decisive criterion for the transaction. Moreover, in an era of tough economic times, investment in staff development is very "reluctantly" occurring. This is probably the case because the return on investment is immeasurable and impossible to document. To accept the viewpoint, human resources in organizations must be monitored from a purely economic and governance aspect (freed from all anthropological, ethical and sociological or other aspects), a fully operational terminology is needed. This goes even further, which, from the operational perspective, and from the perspective of the Human Resources Management, people (employees) do not stand in the foreground as individuals.

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Much more is about their motivation and qualifications that they possess necessary for providing personal services to the organization, which are necessary and demanded in order to realize the organizational goals. They, in addition to material factors, further create another important factor of production, and these are not the people who, when applying the component "Human", are intentionally inserted intimately. The more organizations understand the development of human capital as an integral part of their business strategy, the significant increase in the need for learning value can be expected. Unfortunately, no strong and clear record has been noticed that the learning function has been shifted to the organization's strategic needs, optimizing the allocation of rare resources to indexing the priority needs of the business, and demonstrating the values in terms of business benefits versus training activities. Human capital acquired through better and longer-lasting training and education enables more efficient and faster operation, higher productivity, easier acceptance of new ideas and methods, more innovation and creativity. In this way, the developed human capital leads to higher production results after invested working hours: the working productivity grows. Inevitably it must be noted that during education, students are not available to the production process, which, of course, from a macro point of view, shortens the growth potential of the entire economy in the short run. But that time is an opportune expense. As increased investment in tangible assets, for example machines, increases productivity, so in a much similar way, the more developed Human capital allows such growth. Such a link between productivity and HK, by empiricism and economic policy, is too long overlooked. The majority of models for predicting future income are still based exclusively on used material assets and the invested workforce. An untrained worker is constantly being provided with newer and more complicated machines does not lead to a mandatory increase in production. It is more likely that production will start to grow significantly if additional money is not invested in new machines, but they are investing in the development of the organizational Human capital. However, such an investment may create conflicts of interest, since at least one part of the newly acquired knowledge remains bound and locked in the employee himself, and his possible departure from the firm will mean the dissemination of that knowledge from the organization forever. In China, a number of organizations have had such experience in the early years of this century.

Unfortunately, at the time and in the conditions in which we live the valuation of human capital is still not done in the manner and the level at which it deserves. Human capital, as something that does not have a very easily manageable and concrete financial value, is not yet taken into consideration as a specific capital of an organization, and therefore it does not attach the necessary and deserved position in the organizations. Probably precisely the absence of relevant indicators and knowledge of the real values in this sphere is the reason more for such a relationship. Human capital to date is still a "virtual" part of the organization's value. Its increase leads to an increase in organizational value. The development of human capital can be controlled by introducing appropriate control instruments as well as for the personal development of employees. The value of Human Capital is the only financial proof of the success of a human resource management. Until the moment when human capital begins to be valued as a benefit for the organization, until then, investing in the "brain" of employees as an organization's capital will be considered as an expense for the organization, instead of being regarded as a long-term investment that is of common interest, both for the individual and for the organization itself. A major advance in this area would be when organizations in the future could have the value of employees and the costs incurred for them to counter them and thus measure them. In this way, the CDM sector could be in a state through one so-called. "Employee balance" to contribute to the strategic decisions of the organization. The future will be built by successful organizations that will be based on the knowledge of the true value of human capital. Organizational managers who recognize the value of HK will survive and develop. All others will be in the past or in the best case only followers.