

Assessing the influence of human capital development on effective organizational performance; an investigation into the selected private higher education in Nangarhar, Afghanistan

DOI: 10.64104/v4.Issue7-8.n8.2019

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Abstract

Human resource developments are found to be one of the fundamental factors which contribute in the success of any organizations. In the context of the higher institutions sector, the importance and main purpose of the study is to establish the influence of human capital development on organizational performance, in specific within private educational sector of Nangarhar, Afghanistan. For completing this goal 6 higher educational institutions were selected, the study on hand used questionnaire for data collection, a total of 180 participant were viewed there thought, the findings of the study depict a strong and positive relationship between human capital development and organizational performance.

Keywords: *Human Capital Development, Learning Capacity, Leadership Practices and Knowledge Accessibility.*

ISSN: 3078-9583 (Online)

ISSN: 3078-9575 (Print)

ISSUE: FALL, 2019

PAGE No: 18 (6 – 23)

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Background of the Study

With no doubt, almost all the organizations are surviving in today's competitive environment and the survival in such kind of market for organizations is not easy. This in turn can cause the missing of goals and makes the organization unable to work effectively and efficiently for the achievement of goal. Furthermore, it is crystal and clear that the achievement of goal and survival of the organization in this competitive world is not possible without the effective and efficient use of resources. The resources can be best known as the financial, physical, informational, technological and most necessarily stating the Human Resources. The effective use of the Human Resources will make the organization attain the goal very effectively and make the organization profitable, resistant to change and to survive in the market for long term.

It is no exaggeration in the assertion that the most significant resource of any organization is often said to be its people. Of course, an organization is nothing but inter-related groups of people whose activities are planned and coordinated to meet organizational objectives. An organization that exists to produce goods and services has a good chance to survive and prosper if it consists of the right people. Organizations encounter several obstacles in meeting their goals and in a similar way, all employees report some problems in their attempts to be productive and efficient in their jobs, and to feel satisfied in their work-lives. The challenge to human resources management is to minimize these obstacles and problems. The organization/management prepares a Human Resource Development Plan to develop their human resources - they proudly call it as „Human Capital“ (Ghorbanhosseini, 2014).

People knowledge and skills are known as human capital (HC), HC is the core of intellectual capital (IC) that drive business performance (BP). Choudhury and Nayak (2011) stated: People are the organizations greatest asset, providing the IC that drives differentiation and value added. Westphalen (2009) said HC can be defined strictly within an economic context as a production factor, and Koednok (2011a) described HC as an economic term used to describe the skills and knowledge that individuals draw upon to generate outputs of value, such as innovation and productivity in job performance. Moreover, Rephann, (2009) defined HC as the stock of knowledge and skills embodied in labor as a result of training and education that improves labor productivity. While, Papadimitriou (2011) stated: HC is investing in the skills and knowledge that faculty and staffs need in order to be outstanding teachers, scholars, innovators, and leaders. Finally, Enyekit, (2012) pronounced that: HC is the intangible factor of the production that brings human intellect, skills and competencies in the production and provision of goods and services. In summary HC represents individual's knowledge and skills; It is not owned by the

organization, but it can be rented; It is in the minds of individuals (individual property) and finally, it goes with the individual (Sharabati & Nour, 2013).

Research Problem

With fact that organizational performance in private sector organization is one of the key areas to be focused, over past decades, ministries, federal departments, local authorities and all private sector organizations in Afghanistan have experienced a hug loss and faced with numerous problems because of internal and external conflicts, the situation still exists however Afghan government including all private organization. The current disorder, the demand for a more demanding organizational intensive care of deliverables and assessment of its outcomes and impressions, controls are highly required. Thus, the problems are clears and worrying cause uneasiness among people and other different employees working in government and private organizations. Therefore, this study is focused to implement some supporting factors to measure how human capital Development can bring positive affect on organizational performance in higher education sector of Nangarhar.

Significance of the Study

As mentioned the study focused to examine and explore the relationship between human capital management and organization performance with the help of individuals who participated in this study to identify all those factors that can influence organization performance in private and public organization. Additionally, this study aims to provide extra knowledge in translating organization performance which results from human capital management. The author of this research study considered this work as a potential supporting factor for the public and relevant private sectors. In conclusion the finding of this study add on existing knowledge in emphasizing the role and important of human capital on organizational performance. It also gives higher advantages to the practitioners in the field of management and business studies and in academic arena including organizational significant for the decision makers in both public and private organizations.

Objective of the study:

Current study is focused on following main objectives:

1. To explore the relationship between (independent variable) Human capital Development and (dependent Variable) organizational performance.
2. To explore and understand the relationship between Leadership Practices, Learning Capacity, Knowledge accessibility and Organizational Performance.

Research Questions

- What is the influence of Human capital Development on organizational performance?
- How leadership practices effect organization performance particularly Education sector?
- How knowledge accessibility supports organization performance in particular to higher education sector of Nangarhar?
- To what extend learning capacity can affect higher education sector of Nangarhar?

Research Hypothesis

H1: There is positive relationship between leadership practices and organizational performance

H2: There is significant relationship between the Learning capacity and organizational performance

H3: There is significant relationship between the knowledge accessibility and organizational performance

Literature Review

This chapter of the research is used to provide information about the researchers and their view who has mentioned some relevant information about the topic here discussed. Furthermore, this chapter serves as the important chapter for comparing the proposed ideas and the ideas being found about the human capital management and the organization performance. The chapter also discusses the theoretical framework of the study which displays the graphic presentation of both the dependent and independent variables. The study here performed as of the effect of human capital development on the organization performance considering the case of the private higher institutions in Nangarhar.

Human Capital:

People knowledge and skills are known as human capital (HC), HC is the core of intellectual capital (IC) that drive business performance (BP). Choudhury and Nayak (2011) stated: People are the organizations greatest asset, providing the IC that drives differentiation and value added. Westphalen (2009) said HC can be defined strictly within an economic context as a production factor, and Koednok (2011a) described HC as an economic term used to describe the skills and knowledge that individuals draw upon to generate outputs of value, such as innovation and productivity in job performance. Moreover, Rephann et. al. (2009) defined HC as the stock of knowledge and skills embodied in labor as a result of training and education that improves labor productivity. While, Papadimitriou (2011) stated: HC is investing in the skills and knowledge that faculty and staffs need in order to be outstanding teachers, scholars, innovators, and leaders.

The origin of human capital goes back to materialization of classical economics in (1776) and thereafter developed a scientific theory. The initiative of investing in human capital was first developed by Adam Smith (1776), who argued in the Wealth of Nations that differences between the ways of working of individuals with different levels of education and training reflected differences in the returns necessary to pay the costs of acquiring those skills. Economists such as Elliot (1991) developed the theory of human capital. He is concerned with human capital in terms of the quality, not quantity, of the labour supply. (Baron and Armstrong). After the demonstration of that concept as a theory, Schultz (1961) recognized the human capital as one of the important factors of national economic growth in the modern economy (Odhong', 2014).

Human Capital Development:

The above words are describing a very general and very important term which is regarding the Human capital and its development. Here, the human capital as stated earlier all refers to the abilities, knowledge and the skills the person owns for doing or performing a particular task and the word development refers to the state in which something moves from the good to the better or the best state. Therefore, we can say that the human capital development is all about ways of improving the existing knowledge and understanding of the employees and providing them the new knowledge and understanding for better performances in the organization.

Leadership Practices

This study acknowledged the importance of leadership practices and thus posited it as one of the dimensions of human capital. The study is focused on exploring whether and how leadership practices relates to organizational performance. Studies have found that leadership practices in an organization contribute towards the improvement of overall organizational outcomes (Ozcelik et al., 2008). This notion is supported by previous studies conducted on company performance from the perspective of strategic HRM. Considerable support was found in that leadership practices, aimed at improving individual-level outcomes, such as motivation, engagement and commitment, subsequently lead to better organizational performance (Becker and Gerhart, 1996; Becker and Huselid, 1998; Combs, Liu, Hall & Ketchen 2006).

Additionally, another study has found that leadership practices promoted a positive environment in an organization thereon creating a significant effect on organizational performance. Interestingly, these results add to current knowledge of how some factors relate to the outcomes of organization, by showing that company leaders' management practices could be one of the important factors that potentially determine organizational outcomes. Ozcelik et al., (2008) suggested that future research could

simultaneously examine previously studied high-performance work practices to determine their relative contributions to organizational performance and organizational-level outcomes. Bassi and McMurrer (2007) also conducted a similar study on improving sales and safety at American Standard Companies. They found that leadership practices were most closely associated with high performance, in this case sales performance. This result highlights the possible nature of relationship between leadership practices and organizational performance.

Burg-Brown (2016) conducted a study to identify the ability of Full Range Leadership Theory in order to find the relationship between leadership styles, in particular (transformational and transactional, organizational performance, and employee job satisfaction as a moderating variable. The study was conducted among full-time staffs of U.S. government agencies. The researcher discovered that leadership styles, both transformational and transactional, were positively linked to a number of organizational outcomes.

Leadership Practices and Organizational Performance

Do you believe “the essence of leadership is influence” (B. van Knippenberg, 2005), leadership might have defined in higher level “it’s the art of mobilizing and making others active to strive towards a common goal and shared aspirations” (Kouzes & Posner, 1995). Whatever, now needed are leader and their leadership practices who simultaneously able be agents of change and centers gravity (Shamir, 1999; Revang, 2000), because they importantly focus on internal organizational culture to motivate and enable individuals and organization system to adapt for being successful (Furnham, 2002). Scholar have been discussed different leadership styles and its types importantly transactional and transformational leadership types are critical for top management to practice and implement the pre-planned goals (Den Hartong, 1997).

According to Whittington, Goodwin & Murray, (2004) a transactional leadership practices would be enough to be engaged in an exchange or a transaction where pay, status or other rewards are exchanged for employees work efforts toward organizational performance. While in other hand (Elenkov, 2002; Sashkin & Saskin, 2003) emphasis that transactional leadership practices can lead and motivates subordinates to reforms as expected and hey also discussed the important of transformational leadership that typically inspires the followers to do more than original expectation.

While research scholars view transformational leadership as universal theory (Bass & Avolio, 1994; Kouzes & Posner, 2002; Bass, 1997). But other scholars like (Hofstede, 1980, 1991; Den Hartog, 1999; Koopman, 1999; Hetland & Sandal, 2003, Scherm, Nielsen, Lawrence & Sivesind, 2004) views leadership

practices that may vary between context of different organizational culture. Brett, (2000) also proposed several leadership approaches, including economic return and excellent survival, can be used for research, mainly he suggest that implementing leadership practices such as transformational and transactional would be a good measurement for organizational performance under given circumstances.

Knowledge Accessibility

Knowledge is one of the factors that is essential to sustain a competitive advantage for all organizations particularly business organizations (Kassim et al., 2016). In the current era of rapid change and ambiguity, it is appealed that effective organizations are those that constantly embrace new knowledge, circulate them throughout the organization, and embody them in services and technologies. Technically and organically, an organization's foundation is created, described and defined as an entity capable of solving problems while constantly growing, developing, and applying existing and new stocks of knowledge. However, Georg von Krogh (2000) debated that in most organizations, creating and developing new knowledge are far more significant than keeping track of the existing ones.

Globally, much interest in organizational learning has grown in the wake of a number of weakening well-established organizations. Against an increasingly globalized market, their diminishing competitive power has been observed, and the need for organizational renewal and transformation is urgent. The top management in organizations are convinced on the importance of refining learning in their firms (López et al., 2005).

In the public sector, government agencies are executing knowledge management (KM) practices to improve operations and public service deliverables to the people. In establishing refining performance approaches, organizations including government agencies, need look at being innovative and at the same time enhancing accountability as a service provider. Undoubtedly, government agencies are determined to improve and harness existing internal knowledge within their environment to nurture problem solving skills of employees of all levels.

Knowledge Accessibilities and Organizational Performance

Most of the researchers believe knowledge accessibility linked with different organizational culture, because it heavily relies upon trust, creation, teamwork, and collaboration among employees working for an organization (Chen, C. & Huang, J., 2007). It's a common believe that organization processes lined with knowledge accessibility (Choi, B., Poon, S.K. & Davis, J.G., 2008). Some more research scholars discussed and linked knowledge management with organizational performance and divided into four main approaches such as utilization, sharing, utilization and ownership (Čater, T. & Čater, B., 2009).

Knowledge accumulation means higher the effective of knowledge accumulation internal and through internalization in an organization the greater the performance (Čater, T. & Čater, B., 2009). Utilization means effectiveness of utilizing the existing knowledge in an organization for better advancement (Hair, J. F. et al., 1998). While sharing mean the improvement of sharing knowledge formal or informal that affect organizational performance, and finally ownership mean the better the accessibility of knowledge the greater organizational success and affective performance (Hair, J. F. et al., 1998). Furthermore, organizations are mutli – dimensional construct that defined in different literature, Organization hardly need for combination of knowledge, ability and skill that a n individual have to use for better and effective organizational performance (A. & Siguaw, J. A., 2000).

Some researcher believes that the combination of all four element knowledge accumulation, utilization and knowledge sharing practices and knowledge ownership identification have a positive impact on overall organizational performance (Kiessling, T.S. et al., 2009). In this research study we assessed the need of knowledge accessibility for better organizational performance, there are several approaches and practices to organizational performance measurement the financial perspective examines if company's implement and execution its strategy which can contributes bottom line improvement (Kulkarni, U. & St Louis. R2003).

Learning Capacity

Organizational learning is a platform to gain a competitive advantage and also considered one of the key variables that enhance performance (Brockmand & Morgan, 2003). Organizations that are able to learn and improve have a better sense in understanding important trends (Tippins & Sohi, 2003). Learning organizations are more flexible and quicker in responding than others (Slater & Narver, 1995), and combined, they help firms to retain and remain competitive.

A study conducted by Rhodes, Lok, Hung, and Fang (2008) confirmed the significant positive correlation between learning organization characteristics, namely learning intention, absorption capacity, and integration capacity, and organizational performance and innovation. Furthermore, Prieto and Revilla (2006) concluded that the performance of organizations, in terms of both financial and non-financial, depended on the configuration of organizational learning capability.

Similarly, a study conducted by López, Peón, and Ordás (2005) also revealed the correlation between learning, innovation and competitiveness, where the correlation between innovation and competitiveness, and organizational financial performance indicated positively. This study supported a previous one by Lane, Salk, and Lyles (2001) which found that the knowledge acquired from organizational absorptive

capacity increased performance. The results are also in line with Jamal's (2008) study which discovered that organizational learning capacity is related to the performance of organizations, reporting a positive correlation between the two. Not surprisingly, management studies have stressed on the importance of organizational learning in enhancing a firm's performance thus creating a competitive advantage (Brockmand & Morgan, 2003; Jiménez-Jiménez, 2011).

Additionally, literature that presented research on learning outcomes, resultant from workplace-learning, articulated various outcomes such as abilities and skills, employee performance, learning motivation, knowledge, performance of organization, and commitment (Dysvik & Kuvaas, 2008; Lankau & Scandura, 2002; Velada et al., 2007). As scholars continue to debate about the importance of learning in refining performance, they cautioned the inadequacy of current research (Daryoush et al., 2013; Velada et al., 2007). Essentially, learning capacity can be defined as the organization's overall ability to learn, change, innovate, and continually improve through training and development, as well as value and support (Jamal, 2008).

Learning Capacity and Organizational Performance

It's very understood that learning capacity is a key feature for organizational development in both economic and as well as organizational term (Imran, Nisar, & Asraf, 2014), and at the moment organizations are facing with high level innovative technology which provide though competitive environment, at the present capacity of learning or trying towards improving learning capacity within individual is not an easy task (Easterby-Smith, 1997).

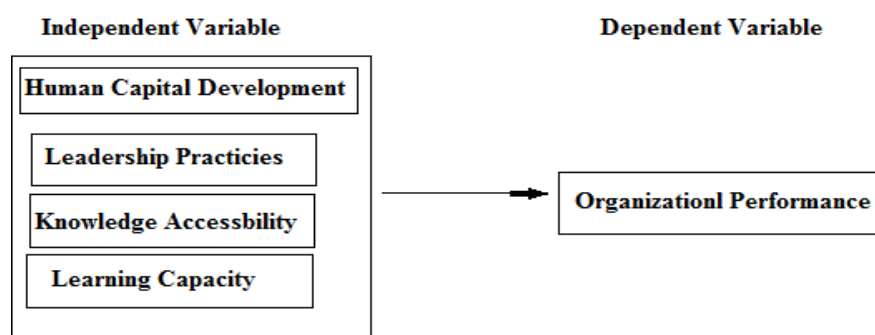
Learning capacity is counted as most important focal of the research and become an interdisciplinary topic which influence variety of field in advance level (Castaneda, 2000) literature explores a great contribution of learning capacity in almost every field of the study Duncan y Weiss, 1979). The idea of existence of a insignificant relationship between learning capacity, knowledge development, learning processes and organizational performance often linked the potential effects to economic success, so the suggestion is that the effect of learning capacity on organizational performance has a dual nature the first nature is economic and the second nature is not economic (Zahra, 1999; Goh & Ryan, 2002).

The double nature of effect – economic and not economic on current competitive environment is not the only consequence of learning capacity; this process is linked with other perspectives and consistent with the other different efforts to measure intellectual capital in an organization (Kaplan and Norton, 1992, 1993, 1996; Stewart, 1997; Martin, 2000; Carlucci, 2002). With this sense Mintzberg (1995) and Bontis, (2002) argues that the performance level provides essential feedback about the efficiency of learning

process and ultimate affect and assessment opportunity for organizations how to proceed and support individuals towards preserving learning capacity as well as for their enlargement.

Furthermore, researchers like (Chiva & Alerga, 2008; Templeton, 2002; Ceylan & Aydin, 2009) argues that organizational learning is type of essential process through which organizations know and understand this learning takes different alternative in organizational model that explores the work enhancement of individuals, development and maintenance of organizational performance which is the key objective of every organization. The effectiveness of an organization can be measured how an organization achieve their pre-planned goal and objectives and this can be happening effectively through learning capacity and by fully sharing information, quick and timely decision making, shared tasks and felling for self-responsibilities (Rojas, 2000).

Theoretical Framework



Research Methodology

1. Research Design

Since very research or study which is undertaken by the researcher would vary because of the objective it achieves. As far as my study is concerned, it is comes to know the effect of the human capital development on the performance of the organization considering the case of private higher institutions in Nangarhar. The research here is conducted to know the effect of the human capital development on the organization performance keeping in view the case of private higher institutions in Nangarhar. The total sample size for this study was 180 while 30 participants from each university have been selected, the following table clearly explores the number of participant from each private higher educational institutions serving in Nangarhar.

Nwoga (2007) developed a model to access the impact of HCM on OP considering private higher education in Nangarhar, Afghanistan. In this model specification, the organizational (OP) is the dependent variable while Learning Practices (LP), Knowledge Accessibility (KA) and Learning Capacity

(LC) are the constructive independent variables. On this basis, the simple regression model is hereby specified thus: $HCD = f(LP, KA, \text{ and } LC)$... (1) The econometric model of equation 1 is: $HCD = \beta_0 + \beta_1 LP + \beta_2 KA + \beta_3 LC + \mu_i$. (2) Where; HCD = Human Capital Development LP = Leadership Practices LC = Learning Capacity OP = Organizational Performance β_0 = Intercept of the model $\beta_1 - \beta_3$ = Parameters of the regression coefficients μ_i = Stochastic error term

5.1 N	S/ N	5.2 Name of the University/Institute	5.3 Address	5.4 Number of Employees
5.5	1	5.6 Khurasan University	5.7 Phase #3	5.8 30
5.9	2	5.10 Alfalah University	5.11 Phase #4	5.12 30
5.13	3	5.14 Spinghar University	5.15 Phase #3	5.16 30
5.17	4	5.18 Aryana Institute of Higher Education	5.19 Phase #7	5.20 30
5.21	5	5.22 Al Taqwa Institute of Higher Education	5.23 Phase #3	5.24 30
5.25	6	5.26 Rokhan Institute of Higher Education	5.27	5.28 30
5.29		5.30 Total		5.31 180

2. Data Analysis and Interpretation

The study applied here is used to undergo with the likert scale to measure a range of factors establishing the effectiveness of Human Capital Development on organization performance and an interval scale in determining the relationship between human capital development and the organization performance. Descriptive statistics was used to analyze this data. The mean responses, standard deviation and other relevant statistics were computed to better understand the data. The data collected was compiled and edited to check for logical inconsistencies. The data was then coded according to the responses. Relationships between responses was assessed and presented using tables and graphs and analysis was done using SPSS. Regression and Correlation analysis was applied in this study to reveal relationships among variables in the findings from the data.

3. Demographics of Participants

Gender				
	Frequency	Percent	Valid Percent	Cumulative Percent
Male	178	98.9	98.9	98.9
Female	2	1.1	1.1	100.0
Total	180	100.0	100.0	
Age				
	Frequency	Percent	Valid Percent	Cumulative Percent
25-35	102	56.7	56.7	56.7
36-44	67	37.2	37.2	93.9
45-55	11	6.1	6.1	100.0
Total	180	100.0	100.0	
Education				
	Frequency	Percent	Valid Percent	Cumulative Percent
Bachelor Degree	170	94.5	94.5	94.5
Master Degree	10	5.5	5.5	100.0
Ph.D Holders	0	00.0	00.0	100.0
Total	180	100.0	100.0	
Experience				
	Frequency	Percent	Valid Percent	Cumulative Percent
0-3 Years	38	21.1	21.1	21
4 – 5 Years	94	52.2	52.2	73.3
6 - 10 Years	37	20.6	20.6	93.9
11 or Above	11	6.1	6.1	100
Total	180	100.0	100.0	

The above-given table shows that gender proportion of female and female participants study. It can be trace that out of 180 employees, there are 178 males and only 2 female participants of the study. Thus, the percentages of male and female participants are 98.9 and 1.1 percent. The research was carried in Jalalabad which is Pashtoon populated have a man dominated culture. Despite this, the female literacy

rate in Afghanistan is quit lower. Furthermore, given tables present an overview of the age of participants of the study. On basis of age brackets the respondents of the study were assigned to 3 categories or age groups. Out of 180 employees, 102 employees that are 57 % of the total sample has an age in range of 25to 35 30 years. While 67 employees which make 37 percent of the sample has aged from 36 to 44 years. It is important to note that the only 11 employees which 6 percent of samples have age between 45 to 55 years. 9 Thus, it can be observed that most employees working in mentioned organization has an average age and are young. Moreover, the given table shows that; 170 of total employees' are bachelor that makes 94.5% of the sample while 10 respondents of the study are masters that make 5.5% of the total sample. In short, it shows that there is no PhD doctor in mentioned organization and the majority of them are bachelor. But, now days the masters' level is also growing fast. Furthermore, table and illustration show related the working experience of participants of study. From the sample of the study of 180 employees Only 11 employees which are 6.1 percent of the sample has more than 10 years' experience. While remaining 94 percent of sample of having less than 10-years' experience. Out of 180, 94 respondents of study which is 52 percent of study have experience 4 to 5 years. While the 21 percent of study have experienced less than 3 years' experience and 37 employees which are 21 percent of the employee have experience 6 to 10 years of experience. Thus it implies that most of the respondents of the sample have enough of professional experience.

4. Regression Analysis and interpretation

Correlations			
Human Capital Development	Pearson Corelation	1	.607
	Sig. (2-tailed)		0
	N	180	180
Organizational Performance	Pearspm Corelation	.607	1
	Sig. (2-tailed)	0	
	N	180	180

**Correlation is significant at the 0.01 level (2-tailed)

The correlation matrix of the analysis is one of the most important parts of the data analysis in which we want to find out the relationship between the two variables. The above mentioned table is used to

discuss the independent variable (Human Capital Development) and the dependent variable (Organizational Performance) in which it is stated that there exists positive relationship between the human capital development and organization performance. The correlation value is .607 which states there is average strong relationship between the human capital development and the organization performance.

5. Model Summary

	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.607	.549	.499	.7549

a. Predictors: (Constant), Human Capital Management)

The regression analysis of the study is used to describe the variation of the variables, the significance of the model and as well the beta change. Here, the model summary table of the analysis is used to state the the R square value .549 is used to indicate the level of the variation caused between the independent variable Human capital development and the organization performance.

6. Annova

	Sum of Squares	Df	Mean Square	F	sig.
Regression	59.277	1	59.277	103	.000
Residual	101.46	178	0.57		
Total	160.737	179			

a. Predictors: (Constant), Human Capital Development

b. Dependent Variable: Organizational Performance

This table of the analysis is used to mention the fitness of the model keeping in view the significance value. Therefore, the above table of the analysis has found out that the significance value is .000 which is less than .05. Hence, we can state that the model is statistically significant.

Discussion

The study which was conducted is to examine the effect of the human capital management on organization performance considering the case of private higher education institutes/ universities. The study has used the survey approach for collection of the data in which the researcher distributed the

adopted questionnaire for collected the data. The total sample size of the study was the 200 in which the valid respondents were 180 and participated in the filling of questionnaires. As far as the analysis of the study is concerned, the analysis has shown the positive correlation between the human capital management and the organization performance in private higher education institutes. In the above analysis, the correlation value is .607 which is above the standard correlation value .05. Therefore, the correlation table is used to indicate the average strong positive correlation between the human capital management and the organization performance. In addition to this, the regression analysis of the study mentions the significance, variation and the unitary changed. The innova table in the analysis is used to show the significance value in which we indicate the fitness of the model. So in the table above, the significant value in the table is .000 which is less than the standard value.05 and this states that the model is statistically fit.

Recommendations

As far as the research has been concerned, the researcher has indicated that the human capital can be the best reason for increasing the organization performance. Therefore, it is highly recommended for the organization take care of their human resources not only in the practice of the recruitment but they should also be utilized in their best of the possible ways. As my personal interest, I have selected the area of the studying the effect of the human capital development on organization performance keeping in view the case of private higher education organization. The further recommendations for the similar study are to be conducted by NGO and other Public organizations. The sample size shall also be increased and the variable should be increased from three to five.

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