

Human Capital Development And Competitive Advantage Of Food And Beverages Companies In Port Harcourt Rivers State

Johan Roos

Human Resource Development in Wal-Mart Alfhonce Michael, 2017-08-24 Research Paper (undergraduate) from the year 2016 in the subject Business economics - Industrial Management, grade: 88.2, Kenyatta University, language: English, abstract: This study puts into focus the key challenges of human resource development in Wal-Mart, the aspects of human resource development that the company does well, and the proper human resource development model that works better. All these considerations are aimed at providing various recommendations for the company. Presently, local and multinational organizations are considering the human resource as the most valuable of all assets that can provide a significantly sustainable competitive advantage in a rather volatile business environment. If a human resource in an organization is not effective in the provision strategic advantage, it becomes evident that the human resource management in the given organization is less ineffective in achieving its objectives. At the same time, human resource departments continue to consider the traditional roles of just looking at managing the workforce, recruiting, and training. Instead, current requirements indicate that such departments are also looking at providing a platform for meeting factors such as increased work-life balance of the employees with the aim of ensuring high levels of commitment, productivity, and satisfaction among employees. Human resource development involves several strategies and a set of intentional activities carried out by an organization with the aim of ensuring improved employee's skills, abilities, and the job know how. At the same time, employee development activities aim at directing these skills and abilities acquired by the employees for the benefit of the organization as pointed out by Gennard. The term also refers to the planned procedures and implemented strategies through which the human capital of the given business organization grows to people to the outcomes of developmental procedures. In every context, within this con

Value Initiatives Improving Performance in the Workplace Kimberly Wylie, 2009-06 Research Paper (postgraduate) from the year 2004 in the subject Business economics - Business Management, Corporate Governance, University of Phoenix,

language: English, abstract: Today's hyper-competitive world necessitates that businesses continuously take strategic actions to sustain highly competitive performance. It is these actions, which lead to the competitive advantages that seal a company's fate. Without even a small competitive advantage on their side, businesses are doomed to stumble and eventually be left along the wayside of their industry. A globalized economy has opened new doors of opportunity for organizations; that is certain. Customers can now be solicited around the globe. Thanks to technology, communication that once took days, if not weeks, to transact now can be accomplished instantaneously. Geographic and cultural boundaries have begun to become invisible as a world economy develops. However, just as there are new opportunities to be taken advantage of, new threats have arisen as well. In the rapidly changing environment that organizations now must operate in, traditional human resources approaches have become of less value. Strategic human resource systems are now receiving renewed attention, as a means of building and strengthening business (Chiavenato, 2001). Human resources have become increasingly important in today's organizational strategies, especially in the improvement of individual competencies. Although there is a variety of ways an organization can pursue sustainable competitive advantage, this paper will frame its discussion within the context of Human Resource Management (HRM) strategies, in the form of value initiatives directed at the improvement of individual performance. In this context, value initiatives are only a positive addition to an organization's strategic arsenal, when they improve the performance of the individual members. They are worth the effort only when they enrich individual actions. It follows that the

The Relationship Between Transformational Leadership and Human Capital Development Mona Majed Mohamed Mansoori, 2016 Human capital development is one of the most important enablers for any organization to achieving a sustainable competitive advantage. Thus, organisations are interested in adopting various initiatives and mechanisms to support the development of human capital, such as transformational leadership style, knowledge management practices and building organisational culture. This study intends to examine the mediating effect of knowledge management and organisational culture on the relationships between transformational leadership and human capital development in the Abu Dhabi emirate. This study used a structured questionnaire to collect data from a large sample of employees drawn from government and semi-government entities in the Abu Dhabi Emirate. The questionnaire consists of two parts. The inquiries of the first part based on Bass and Avolio's (1995) MLQ Form 5x-Short to measure and identify the leadership factors incorporated in their model. The inquiries of the second part investigated the various aspects of knowledge management and organisational culture, which might have significant effects on human capital development in an organisation. The human capital development as perceived by respondents is also measured using a separate scale. The quantitative analysis of the questionnaire data was conducted to examine the factor structure of the variables measured, whereas the structural equation model (SEM) estimation tested the hypotheses of the study. The generated results of this study revealed that

transformational leadership as perceived by respondents has positive effects on the human capital development of subordinates. The findings also indicated knowledge management and organisational culture partially mediated the relationship between transformational leadership and the human capital development. The implications of the study findings on theory, practices, and policymaking are providing a roadmap to organisations to put much concern on developing leadership and boosting human capital development in the UAE and similar contexts.

Managing Human Capital. HR Professionals and the Task of Facilitating Organisational Change Ravi Sivalingam, 2018-03-06 Scientific Essay from the year 2016 in the subject Business economics - Personnel and Organisation, grade: 64, Cardiff Metropolitan University, course: MBA, language: English, abstract: Using a qualitative research approach anchored on secondary data, the objective of this paper is to assess the various roles of HR professionals that are unique to every organisation according to the demands of the organisations that are usually based upon the business objectives of the firm. HR professionals are placed with the task of facilitating the changes that are necessary for achieving organisational change that are vital to the success of the firm. This paper will scrutinize various literature related to HR Roles and provide indisputable facts that reveal the true nature of the functional sphere of the HR professional who often have a misconstrued perception of their true role. This casual research paper will primarily examine multitude secondary data that provide insight into the role of the HR professional coupled with empirical evidence based on observations and surveys conducted by previous researchers over the last three decades on how organisations have relied on HRD as a champion of change that requires them to draw attention to the needs of the organisation and formulate practical and applicable methods towards meeting these changes with the least amount of resistance. The subsequent review of literature that will be presented will start with a review of Collins and the emphasis placed on HR management concepts and approaches that are developed based on organisational structures which are in turn bounded to cultural elements and how these are streamlined with business objectives which further contribute to the complexity of the entire organisational framework. The review of literature will also contain examples of organisations that owe success not only to their products, but also the innovative HR approach that enabled these companies to attract and retain the

The Role of Human Resources in Gaining Competitive Advantage Albana Berisha Qehaja, 2017 It is given that Human Resources are a key source of competitive advantage in firms. Starting from the proven link between human resources and competitive advantage in developed firms worldwide, and on the other side, the generally unsatisfactory handling of human resources in Kosovan firms, we decided to undertake this research. The study was conducted in seven wholesale distribution firms of food and non-food products in the Republic of Kosovo. A total of 35 directors and managers within these firms were surveyed. We have proposed that wholesale distribution firms of food and non-food products in Kosovo do not consider human resources significant resources in providing competitive advantage. Therefore, they do not

possess a standard strategy for human resource development. Another assumption was that most of these firms have human resource departments, but in practice these departments mainly deal with administrative work. Additionally, we have proposed that human resource practices are more or less similar in firms that have or do not have human resource departments. The results of empirical study are generally consistent with the assumptions set out in this research.

The Strategic Management of Intellectual Capital and Organizational Knowledge Chun Wei Choo, Nick Bontis, 2002 This book is the first to present a review and synthesis of the research in knowledge management and strategy management. The readings in this book will help readers get an understanding of the best methods to create and apply knowledge in order to sustain superior organizational performance.

Human Resource Planning and Organisational Sustainability Continue Anddison Eketu, 2019 This study examines the relationship between human resource planning and organisational sustainability. Cross-sectional research survey was employed as a research design. Target population comprises of selected telecommunication firms operating in Port Harcourt. Accessible population consists of five telecom firms in Port Harcourt using a simple random sampling technique. 125 supervisors, human resource managers and general managers were surveyed. Sample size is 95 using Krejcie and Morgan (1970). 95 copies of questionnaire were distributed. 82 copies of the questionnaire were completely filled and returned for data analysis. Required number of people, skill of individual, age, and culture were measured on a 5-point Likert Scale ranging from 5-Great extent, 4-Moderate extent, 3-low extent, 2-very low extent, 1-Not all. Spearman's Rank Correlation Coefficient was used for data analysis with the aid of statistical package for social sciences (SPSS 22.0). The study found that human resource planning has a significant relationship with organisational sustainability. The study concludes that human resource planning measured in terms of competence, age and culture enhances organisational sustainability. One of the recommendations is that human resource professionals should consider the competence of each applicant very seriously for organization to be sustainable.

The Price of Oil Bronwen Manby, Human Rights Watch (Organization), 1999 Attempts to Import Weapons

Managing New Products Thomas D. Kuczmarski, 1992 Focusing directly on the winning practices that the author has used with over 200 companies to increase new product success, *MANAGING NEW PRODUCTS: The Power of Innovation*, Second Edition contains thoroughly revised and updated information on how to manage new products; features a renewed focus on the impact and power of new products on increasing shareholder wealth; adds more up-to-date examples of new product successes and failures; places increased emphasis on managing the process; includes a new chapter on creating newness for non-profit organizations; restructures the material on conducting a diagnostic audit to provide more of a how-to and applications orientation; presents chapter introductions, highlighted key words, chapter summaries, boxed inserts, diagrams/models, charts, graphs, and tables to reinforce the material.

Intellectual Capital Johan Roos,1998-03 Beginning appropriately with an executive summary, this guide to the new business world introduces an intellectual capital approach. The Scandinavian editors define IC as a language for thinking, talking and doing something about the drivers of companies' future earnings. Such a new language entails new measures (the IC-index approach), ways to connect to shareholder value, and ultimately, a new meaning of management. Annotation copyrighted by Book News, Inc., Portland, OR

The Adult Learner Malcolm S. Knowles,Elwood F. Holton III,Richard A. Swanson,Petra A. Robinson,2020-12-21 How do you tailor education to the learning needs of adults? Do they learn differently from children? How does their life experience inform their learning processes? These were the questions at the heart of Malcolm Knowles' pioneering theory of andragogy which transformed education theory in the 1970s. The resulting principles of a self-directed, experiential, problem-centred approach to learning have been hugely influential and are still the basis of the learning practices we use today. Understanding these principles is the cornerstone of increasing motivation and enabling adult learners to achieve. The 9th edition of The Adult Learner has been revised to include: Updates to the book to reflect the very latest advancements in the field. The addition of two new chapters on diversity and inclusion in adult learning, and andragogy and the online adult learner. An updated supporting website. This website for the 9th edition of The Adult Learner will provide basic instructor aids. For each chapter, there will be a PowerPoint presentation, learning exercises, and added study questions. Revisions throughout to make it more readable and relevant to your practices. If you are a researcher, practitioner, or student in education, an adult learning practitioner, training manager, or involved in human resource development, this is the definitive book in adult learning you should not be without.

Diversified Development Indermit S. Gill,Ivailo Izvorski,Willem van Eeghen,Donato De Rosa,2014-02-26 Eurasian economies have to become efficient more productive, job-creating, and stable. But efficiency is not the same as diversification. Governments need to worry less about the composition of exports and production and more about asset portfolios natural resources, built capital, and economic institutions.

Courageous Training Tim Mooney,Robert O. Brinkerhoff,2008-06-16 Dozens of books have been written about how to do training more effectively, with more impact, and so on. Yet despite all that well-meaning advice, of the \$70 billion spent on training in the U. S., only 12-15 percent actually gets applied in ways that contribute tangible value to organizations. But Tim Mooney and Robert Brinkerhoff have discovered that some iconoclastic trainers achieve breakthrough results by having the courage to break away from the usual approaches and identify what is really needed and what really works. Studying why these bold training leaders were so successful implementing Brinkerhoff and Mooney's High Impact Learning tools and methods led them to distill the principles and practices outlined in Courageous Training. Mooney and Brinkerhoff lay out the Four Pillars of Courageous Training, illustrating each with real-life examples that highlight specific concepts, methods, and

tools. Going deeper, they delve into the mindset needed to truly transform training, which they summarize in the Courageous Training Code. And they present four in-depth case studies, written by training leaders in major organizations, showing the audacious actions these leaders took to produce dramatic—and measurable—business results.

Resource-Based Theory Jay B. Barney, Delwyn N. Clark, 2007-04-26 Barney and Clark examine the resource-based view of the firm in a holistic and in-depth manner. They explore the applications of the theory in research, teaching, and practice, its early roots in traditional economic theory, and its development and proliferation in the 1990s.

Global Value Chain Development Report 2021 Banque asiatique de développement, WORLD TRADE ORGANIZATION SECRETARIAT, 2022-01-25 A radical shift is underway in global value chains as they increasingly move beyond traditional manufacturing processes to services and other intangible assets. Digitization is a leading factor in this transformation, which is being accelerated by the coronavirus disease (COVID-19) pandemic. The Global Value Chain Development Report, the third of a biennial series, explores this shift beyond production. The report shows how the rise of services value chains offers a new path to development and how protectionism and geopolitical tensions, environmental risks, and pandemics are undermining the stability of global value chains and forcing their reorganization geographically. It is co-published by the WTO, the Asian Development Bank, the Research Institute for Global Value Chains at the University of International Business and Economics, the Institute of Developing Economies, and the China Development Research Foundation.

World Development Report 1994 ,1994 World Development Report 1994 examines the link between infrastructure and development and explores ways in which developing countries can improve both the provision and the quality of infrastructure services. In recent decades, developing countries have made substantial investments in infrastructure, achieving dramatic gains for households and producers by expanding their access to services such as safe water, sanitation, electric power, telecommunications, and transport. Even more infrastructure investment and expansion are needed in order to extend the reach of services - especially to people living in rural areas and to the poor. But as this report shows, the quantity of investment cannot be the exclusive focus of policy. Improving the quality of infrastructure service also is vital. Both quantity and quality improvements are essential to modernize and diversify production, help countries compete internationally, and accommodate rapid urbanization. The report identifies the basic cause of poor past performance as inadequate institutional incentives for improving the provision of infrastructure. To promote more efficient and responsive service delivery, incentives need to be changed through commercial management, competition, and user involvement. Several trends are helping to improve the performance of infrastructure. First, innovation in technology and in the regulatory management of markets makes more diversity possible in the supply of services. Second, an evaluation of the role of government is leading to a shift from direct government provision of services to increasing private sector provision and recent experience in many countries with public-private partnerships is highlighting new ways to increase efficiency and

expand services. Third, increased concern about social and environmental sustainability has heightened public interest in infrastructure design and performance.

Special Economic Zones in Africa Thomas Farole, 2011-01-01 This book, designed for policymakers, academics and researchers, and SEZ program practitioners, provides the first systematic and comprehensive analysis of SEZ programs in Sub-Saharan Africa. It is the result of detailed surveys and case studies conducted during 2009 in ten developing countries, including six in Sub-Saharan Africa. The book provides quantitative evidence of the performance of SEZs, and of the factors which contribute to that performance, highlighting the critical importance not just of the SEZ itself but of the wider national investment climate in which it functions. It also provides a comprehensive guide to the key policy questions that confront governments establishing SEZ programs, including: if and when to launch an SEZ program, what form of SEZ is most appropriate, and how to go about implementing it. Among the most important findings from the study that is stressed in the book is the shift from traditional enclave models of zones to SEZs that are integrated ? with national trade and industrial strategies, with core trade and social infrastructure, with domestic suppliers, and with local labor markets. Although the book focuses primarily on the experience of Sub-Saharan Africa, its lessons will be applicable to developing countries around the world.

Employee Training and Development Raymond A. Noe, 2005 Seeks to find a balance between research and company practices. This text provides students with a background in the fundamentals of training and development - needs assessment, transfer of training, designing a learning environment, methods, and evaluation.

The Second Machine Age: Work, Progress, and Prosperity in a Time of Brilliant Technologies Erik Brynjolfsson, Andrew McAfee, 2014-01-20 The big stories -- The skills of the new machines : technology races ahead -- Moore's law and the second half of the chessboard -- The digitization of just about everything -- Innovation : declining or recombining? -- Artificial and human intelligence in the second machine age -- Computing bounty -- Beyond GDP -- The spread -- The biggest winners : stars and superstars -- Implications of the bounty and the spread -- Learning to race with machines : recommendations for individuals -- Policy recommendations -- Long-term recommendations -- Technology and the future (which is very different from technology is the future).

Public Services Or Corporate Welfare Dexter Whitfield, 2001-01-20 Explains the need for public ownership and the welfare state in the face of increasing globalization.

Whispering the Secrets of Language: An Psychological Quest through **Human Capital Development And Competitive Advantage Of Food And Beverages Companies In Port Harcourt Rivers State**

In a digitally-driven earth where displays reign supreme and immediate connection drowns out the subtleties of language, the profound techniques and emotional nuances concealed within phrases often move unheard. Yet, nestled within the pages of **Human Capital Development And Competitive Advantage Of Food And Beverages Companies In Port Harcourt Rivers State** a charming literary prize pulsing with fresh feelings, lies a fantastic journey waiting to be undertaken. Penned by a skilled wordsmith, this marvelous opus encourages readers on an introspective journey, gently unraveling the veiled truths and profound influence resonating within the very fabric of every word. Within the emotional depths with this touching evaluation, we will embark upon a honest exploration of the book is key subjects, dissect its interesting publishing fashion, and fail to the effective resonance it evokes deep within the recesses of readers hearts.

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