Knowledge management and organizational competitiveness: a framework for human capital analysis

Abstract

Knowledge management literature highlights the fact that, in the new economy, the achievement of a sustained competitive advantage depends on firm's capacity to develop and deploy its knowledge-based resources. However, not all resources are equally important for the achievement of this competitive edge. In this sense, this paper proposes an integrative framework for the analysis of human capital combining the advances from three different areas of research: knowledge management, intellectual capital, and strategic human resource management. Juxtaposing two dimensions – value and uniqueness – it analyzes the different forms of firm's human capital. These are the following: idiosyncratic, ancillary, core and compulsory. Furthermore different human resources practices that should be used to manage such specific forms of human capital are described.

Keywords

Human capital, Human resource management, Knowledge management.

Citation


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requires that HR managers act proactively rather than reactively, and HCM helps them to do so by bringing HR functions together in one accessible place, such as an HCM software suite. What software does your organization use for human capital management? Join the Discussion. Sponsored News. FrieslandCampina uses Syniti Knowledge Platform for data governance and data quality to improve its SAP ERP and other enterprise SAP Q3 earnings tumble in wake of pandemic economic woes.