



IT WORKERS HUMAN CAPITAL ISSUES IN A KNOWLEDGE BASED ENVIRONMENT



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Human Capital Claudia Goldin Department of Economics Harvard University ... labor earnings have risen over time and why they did not for much of human history. As is clear ... cannot explain by the increase in physical productive factors such as the capital stock, the number of workers and their hours and weeks of work.

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More recently, Frank & Bemanke (2007) define that human capital is 'an amalgam of factors such as education, experience, training, intelligence, energy, work habits, trustworthiness, and initiative that affect the value of a worker's marginal product'.

HUMAN CAPITAL AND ITS MEASUREMENT - OECD.org

3. Sources of Human Capital Differences It is useful to think of the possible sources of human capital differences before discussing the incentives to invest in human capital: (1) Innate ability: workers can have different amounts of skills/human capital because of innate differences.

The Basic Theory of Human Capital - London School of

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There are some accesses to the definition of human capital and approaches to the human capital according to some economists and economic theory schools. In microeconomic view, there are two basic approaches. In terms of business economics is human capital considered as production factor.

HUMAN CAPITAL DEFINITIONS AND APPROACHES

Human capital became especially popular in historical research after the rise of growth theory in the 1950s and the human capital theory advocated by Becker (1964) and Schultz (1961). Yet, historians already used human capital, education, or skills in their work before that period.

2. Literature on the relation between human capital and

Although there is a broad assumption that human capital has positive effects on firms' performance, the notion of performance for human capital remains largely untested. Hence, this paper attempts to look into the connection between human capital and firm's performance in the developmental economics.

HUMAN CAPITAL DEVELOPMENT AND ITS IMPACT ON FIRM

On-the-job learning is more important for workers' human capital development than formal training Keywords: informal learning, human capital, learning by doing, knowledge spillovers, high performance workplace