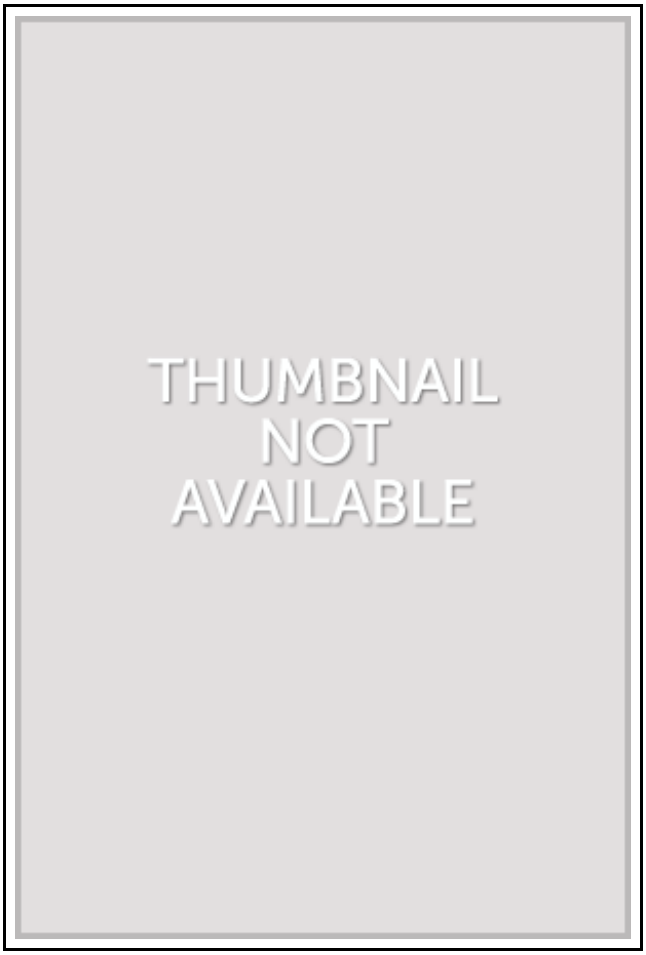
Human Capital - A South African Perspective



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Reviews

This is basically the finest publication i actually have go through till now. We have read and i also am confident that i am going to likely to read through again once more in the foreseeable future. It is extremely difficult to leave it before concluding, once you begin to read the book.
(Prof. Adell Lubowitz)

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GRIN Verlag Nov 2012, 2012. Taschenbuch. Book Condition: Neu. 210x148x12 mm. This item is printed on demand - Print on Demand Neuware - Doctoral Thesis / Dissertation from the year 2012 in the subject Business economics - Personnel and Organisation, grade: -, The DaVinci Institute, course: PhD, language: English, comment: The work considers the role of Norms in Education and Training and concludes with a finding that underpins the importance of introducing Consciousness into training. The study is focused on creating awareness and thinking preferences. Recommendations are applicable on an international level. The development of a Corporate Qualifications Framework demonstrates how Strategic planning should be used to determine required &amp, actual human Capital. Performance can be measured against norms that can equated to educational standards. , abstract: he research problem addresses the issue of learning taking place on broad walks of life. Such learning attracts limited recognition. The objective is to develop a system where structure could be given to such learning, for inclusion in formal systems. The researcher considers amongst other the role of organizational objectives, in determining required skills. Required human capital could be benchmarked against formal learning programs , with a view to create a formal credit transfer system. The research also probes the possibility of using such a system to determine specific skills gaps. Collectively, the research is contextualized within a Corporate Qualifications Framework (CQF), that measuring human capital in terms of a strategic plan. A Corporate Qualifications Framework operates on three principles the required human capital (demand side), the actual human capital (supply side) and the gap. The demand side consists of job descriptions, qualifications and occupational profiles. Supply side standards are used to measure actual human capital by means of performance management, performance assessment and the recognition of prior learning (RPL). The development of...

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