

ROLUL ȘI IMPORTANȚA CAPITALULUI UMAN ÎN ORGANIZAȚIILE CONTEMPORANE

THE ROLE AND IMPORTANCE OF HUMAN CAPITAL IN CONTEMPORARY ORGANIZATIONS

Drd.ec. Alexandra DĂDÂRLAT

Prof.dr. Dănuț DUMITRAȘCU
Universitatea „Lucian Blaga” din Sibiu

Abstract: The paper has as an object of research, human capital/intellectually capital, in the context of organizational culture. The importance of the theme derives from the complex problem of capital management with an important role in ensuring global financial stability. Among the objectives laid down we had to identify the level of satisfaction of the employees from the position/place which they occupy in the organization. This objective has been made possible by the achievement of a research-based on quantitative questionnaire. The sample was employed by various organizations from Sibiu, which falls under the category of SMEs. From research undertaken, we can say that the degree of satisfaction of the human capital of organizations are at an average level. A negative feedback given by resigning employees in the company's value increases due to a direct effect on its competitiveness and productivity. To be successful, an organization must have a strong organizational culture and to better understand the role of intellectual capital/human capital. People are a vital resource of all organizations, which ensure the survival, resource development and the success of their competitive.

Keywords: human capital, intellectually capital, organizational culture, change management organization, employee satisfaction.