

Journal of Human Assets

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Preface

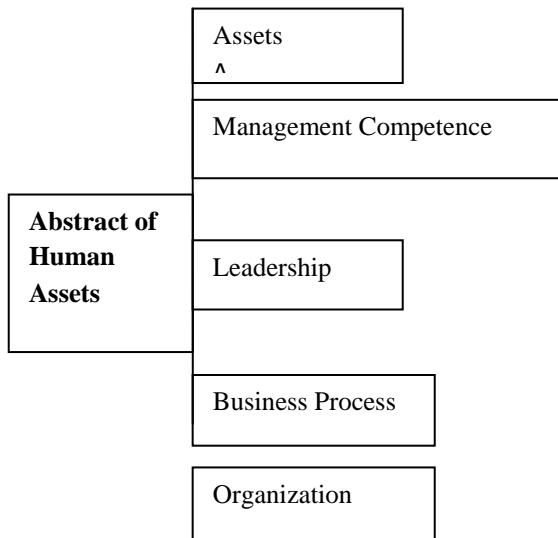
It is my passion to present new idea for corporate to understand the importance of employees. I am very thankful to my parents and friends who has supported me for the completion of my journal.

Abstract

Human Assets is tangible and intangible, it gives positive output. Tangible means physical appearance such as Human Resource, Marketing, Finance, Technical etc. Intangible means profession such as skills, knowledge, intelligence, and experience. Human assets employed in large and complex organization. The dimension of human assets is the potential to express and develop individual managerial competence for organization. With the help of professional training, performance, vision to achieve goal. The leadership existence in organization to develop more conceptual competence and social ability of individual itself. The business process of organization is continuous with his method, structure and service. Organization is a social unit of human which manage their work need with collective goal for cost effective services.

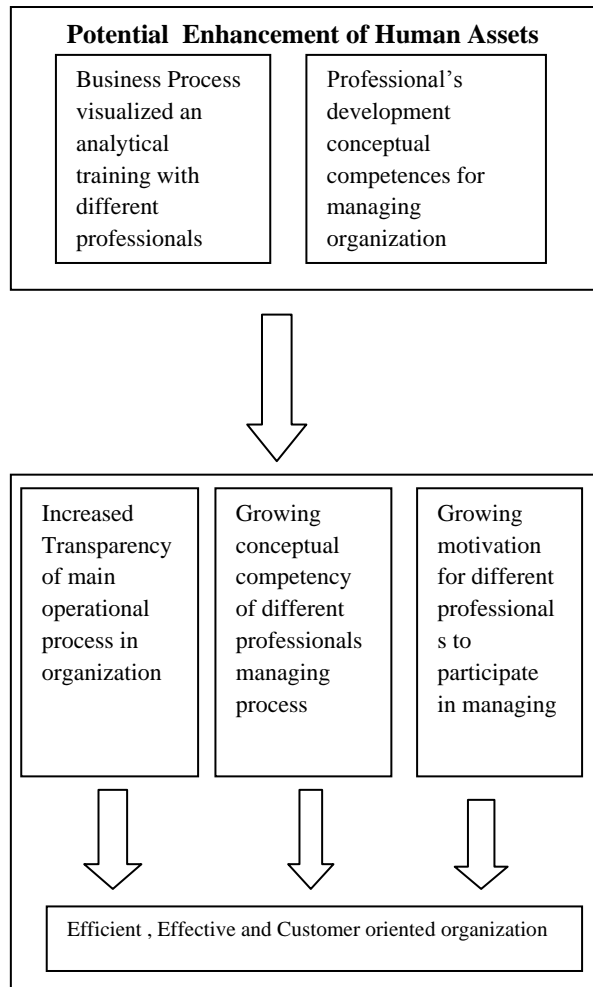
Keywords - Tangible, Intangible, Professional Training, Performance, Vision, Goal, Ability of an Individual, Analytical, Pre-empiric, Team work, Social Influence, Method, Structure, Service, Customer, Social Unit of People, Manage to meet need, Pursue Collective Goal.

Flow chart of human assets



I. INTRODUCTION

The author present human asset is based on the industry, which reflect the existence in organization. Due to its knowledge, skills, intelligence and experience possessed by individual. Different professional employed in mini and multi level complex organizations, which represent their professional duties for potential. This potential is connected to the development of individual managerial competence acting in business. The role of leadership is catalyst for enhancing their efficiency and managerial skills of human assets. The professional training develops more conceptual competence with social ability. The author present analytical pre-empiric research for organization, which manage their work need with collective goal for cost effective services



II. LITERATURE OF HUMAN ASSETS

The ability of an individual to bring a certain social benefit. The literature of human assets is resource of anything tangible and intangible that can be owned or controlled by organization to produce positive output.

i.e.

$$\text{Assets} = \text{Liability} + \text{Capital}$$

Where

Assets= Supervision and Liability = Accountability and Capital= Money

Supervision= Accountability+ Money

The calculation of assets in finance term by above equation but it can be transformed by author in different known as:

Human Assets = Accountability + Money

That means activity of benefit depend on accountability and money.

The author can explain another term of Human Assets in PLC which proof by the BCG Matrix also.

The first phase is explained by standard rule and second author try to explain and third give final solution.

A. First: Any organization requirement for manpower for particular job profile. He can publish an advertisement and process of organization select a suitable candidate. PLC explain the first stage of introduction where employee struggle start with high growth with low share that means high growth is his intelligence, skills knowledge, experience etc low share mean making understanding .

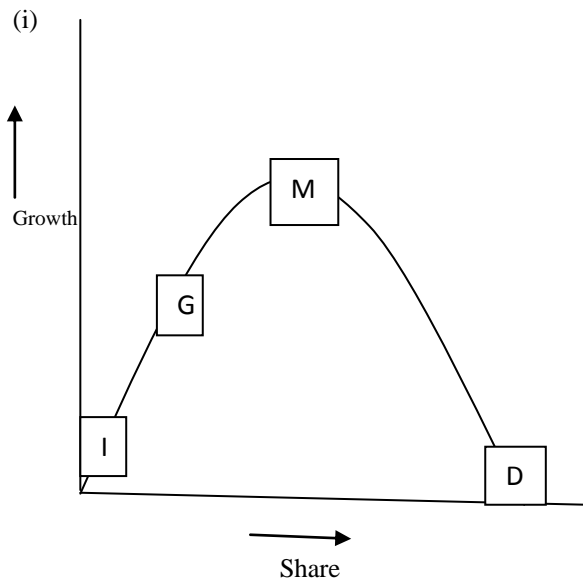
B. Second: When he cross first stage he go to growth where high growth and high share that means high growth cash all opportunity with his skill in a positive way and high share mean good result to organization with support of team. That stage is not long time of human being or any product since the competitive era and substitute always try competing their performance.

C. Third: In this stage it come maturity where low growth and high share that means profit or performance is constant low growth means individual benefit reduce high share means performance and individual goodwill. This stage organization has many opportunity to explore their business.

D. Fourth: The last stage decline but author according depreciation where low growth and low

share , low growth means not give any chance existing employee of coming new demand and technology , low share mean replacement of employee or method of process from that place , it is also important for organization.

According this, cycle is moving constantly and certain time period it come its original point also that maintain records of past methods, studies and inventions etc which is helpful for the running their business successful.



Where,

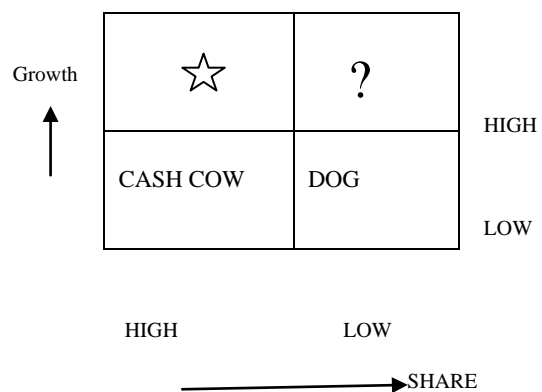
I= Introduction

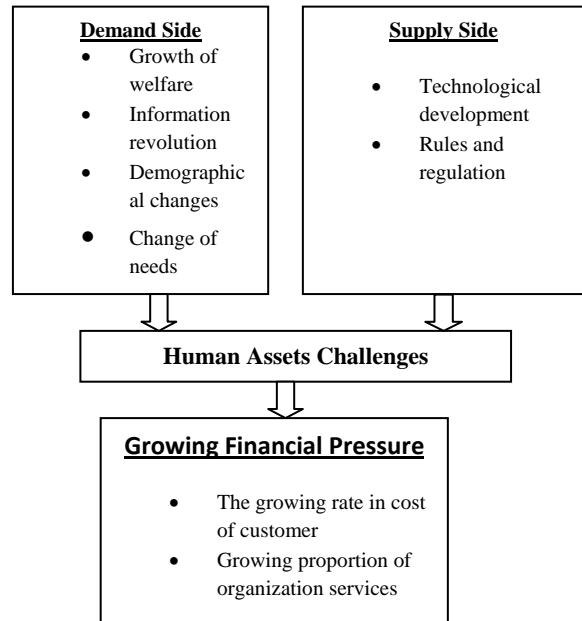
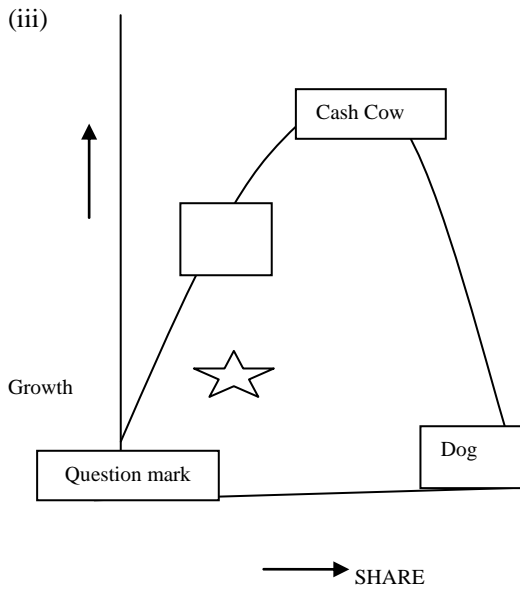
G= Growth

M=Maturity

D=Depreciation

(ii)





The model of Human Assets Challenges

III. CHALLENGES OF HUMAN ASSETS

The capability of human assets inevitably creates challenges for corporate system. The specialization of professionals has been essential improvements through the development of in depth expertise and application of sophisticated technologies. This challenge has come with its own problems in the form of growing complexity of demands. The factors to change could be identified in both supply and demand.

Demand for the professionals to introduce new technologies which can potentially improve outcomes. The use of those technologies that help management in other sphere of efficient economy. When professional conflict may arise among them. The collective responsibility to solving problems of an individual. It has other option available in controlling conflict with limitation of professional autonomy. The former are under pressure which limits their ability to make independent decisions for which they are accountable only to other professionals and veto power of the highly recognized professionals which allows performing reforms only as far as compromise permits. The ability of management to co-ordinate each other and give opportunity with warning against policy of organization

IV. SOWT ANALYSIS OF HUMAN ASSETS

According this method author prove that from his knowledge and mental ability. The matrix of SWOT help to growth of human assets and how it works in the organization. The cognitive ability has conscious and subconscious competence. It shows the existence of human assets in the organization. The fundamental

competency comprised values, attitude, motive and polarization. Which prove positivity of individual but organization has opposite. But support of management it also helpful to organization. The leadership who have inclusion of skills such as communication conflict resolution, time management, negotiation, delegation, team work, community services. In the management which reflect his competency of human assets and organization both emerging competitors, change in environment, change attitude human assets and negative coverage of media.

Strength	Weakness
<p><u>Cognitive Ability</u></p> <ul style="list-style-type: none"> • Conscious Competence • Unconscious Competence 	<p><u>Fundamental</u></p> <ul style="list-style-type: none"> • Values • Attitude • Motives • Polarization
<p><u>Leadership Role</u></p> <ul style="list-style-type: none"> • Communication • Conflict resolution • Time management • Negotiation • Delegation • Team work • Community services 	<p><u>Management Role</u></p> <ul style="list-style-type: none"> • Emerging competitors • Change in environment • Negative coverage of media
OPPORTUNITY	THREAT

New model of SWOT analysis

V. CONCLUSION

The human assets concept could be applied to a potential to develop new competencies.

Newton's law of motion support the activity of human assets-

First – Law of inertia- without any external force no change i.e. no growth and output. It explains the accountability of work.

Second - $F=ma$ where a- acceleration is directly proportional to force (F) mean supervision and accountability both work in same manner which gives unexpected output where mass(m) present importance of individual which help in growth

Supervision with motivation (F) = Importance (m)
*Accountability (a)

Third – One body exerts a force on a second body the second body simultaneously exerts a force equal in magnitude and opposite in direction on the first body.

It is similar to human assets and management policy which is positive or negative that reflects the output of organization.

Advance methods and technologies help the potential for human assets.

The polarization of human assets may be positive or negative because it depends on personal benefit of individual.

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