

Human Capital Management (HCM)

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Abstract

This study examines Human Capital Management (HCM) as a modern strategic organizational discipline. It highlights the role of recruitment, development, performance systems, and engagement practices in promoting organizational growth. The research emphasizes the importance of adopting comprehensive HCM strategies to enhance employee productivity and achieve sustainable institutional performance.

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1. Introduction

Human Capital Management (HCM) represents a strategic approach that views employees as essential assets whose value can be enhanced through structured development, effective performance systems, and aligned organizational strategies. Modern organizations rely heavily on HCM to drive innovation, maintain competitiveness, and build sustainable growth models.

2. Research Problem Statement

Despite the increased emphasis on Human Capital Management, many organizations still struggle to implement comprehensive and effective HCM practices. The central problem addressed in this research is: How can organizations develop effective HCM strategies that support employee performance, organizational development, and sustainable growth?

3. Research Importance

This research is significant for several reasons including enhancing performance, supporting strategic planning, improving employee experience, and addressing modern workplace challenges.

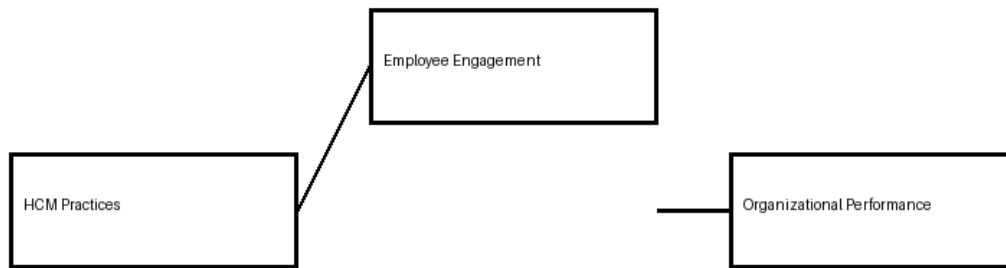
4. Research Fundamentals

- Human Capital Definition
- Human Capital Development
- Talent Acquisition and Recruitment
- Performance Management
- Workforce Planning
- Employee Engagement and Retention
- Strategic Alignment

5. References

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Research Model Diagram



Conclusion

This research underscored the critical role of Human Capital Management in achieving organizational excellence. By leveraging recruitment quality, performance management, development programs, and employee engagement, organizations can significantly enhance productivity and long-term performance. Future studies may further examine digital HCM tools and their transformative impact on workforce optimization.