

Human Capital Management (HCM)

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Program: Bachelor of Project Management

1. Introduction

Human Capital Management (HCM) has become one of the most critical strategic functions in modern organizations. As global competition increases and technology evolves, human resources are no longer viewed as supportive assets alone, but rather as key drivers of productivity, innovation, and organizational success.

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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