

Innovation Dynamism And Economic Growth: A Nonlinear Perspective



International Journal of Economic Research

ISSN : 0972-9380

available at <http://www.serialsjournals.com>

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Volume 14 • Number 15 • 2017

Professional Competences of Personnel as a Factor of Forming Intellectual Capital of Business Entities

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ABSTRACT

This article considers theoretical approaches to understanding the essence of the term "professional competences" and states theoretical and empiric interrelations of the personnel's professional competences with the level and cost of intellectual capital of business entities. Based on the stated materials, the following conclusions have been made:

1. Firstly, it has been defined that the personnel's professional competences are a core cognitive resource absolutely required for competitive development and balanced economic growth of business entities,
2. Secondly, based on the analysis of large amounts of statistical information, the data that the contribution of the personnel's professional competences in forming intellectual capital is as important as the contribution of the business talent in the development of a competitive business model has been obtained, and
3. Thirdly, there are five most important parameters (knowledge productivity, activity in obtaining new knowledge, openness to changes, quality of managing the development of a business entity, and competences maturity), whose dynamics allows to veraciously determine the business entity's ability to accumulate and intensively use the intellectual capital.

Keywords: Professional competences, personnel, business, intellectual capital, knowledge, skills, development.

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