
Effective management of human capital on the basis of competency evaluation

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The article discusses some aspects of a human capital management method based on parameters proposed by the authors (Compliance-with-Job-Requirements Coefficient and Job Liquidity Coefficient). The coefficients are calculated depending on the competencies of an employee and competencies required for a particular job, taking into account their significance and market value. The article gives an example of using the proposed method and calculating the parameters required for the analysis; it also proposes a definition of intellectual capital and its structure; shows the place of human capital within the structure of intellectual capital; describes the components of human capital; introduces the notion of potential human capital; proposes measures that could be taken for effective human capital management; shows situations in which these measures could provide more efficient use of human capital and increase employee motivation.

Keywords: *intellectual capital, intellectual potential, human capital, Compliance-with-Job-Requirements Coefficient, Job Liquidity Coefficient.*

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