

Valuing Human Resources for Enriched Economy: A Novel Criterion of Impacts on Others' Life Quality

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This editorial was developed with the key objective to underline the importance of optimal valuing of organizational human resources based on their influence on others' life quality in securing enriched economy for the human resources and the entire organization. This theory applies from micro- to macro-economics. Every individual or human resource in a given organization is supposed to have certain skills and professional expertise for which he or she receives financial reimbursement (i.e., salary). The greater the degree of profession's importance and its contribution to total organizational income, the greater its devoted salary. However, to ensure that an optimal utilization of each and every profession and individual occurs, scientific and logistic valuing of jobs and their assigned individuals/employees must be conducted.

Valuing human resources is considered a foundation for future success of any organization [1,2]. Optimal education would be a fundamental step in developing and advancing highly economical concepts for human resources valuing [1,3-8]. Valuing organizational resources/members/servers is proposed to be conducted mainly based on their degree and depth of influence and impact on the success of other members and the entire organization/collection's profits, among other criteria such as work efficiency, accountability, adaptability, compatibility, responsiveness, and work ethics and discipline. In other words, above all criteria for consideration for promotion and utilization at higher management position are the quantity and quality of influence one has on others' success and therefore on the advancement of the organization's economy and future sustainability.

If the process of valuing or crediting workforce – based on their influence and impact on others - does not take place thoroughly and effectively, the economic future of organizations will suffer from a lack of sustainability and persistent growth. The world experience especially from the bankrupted eastern European societies of prior to 1990's is a good example for this phenomenon.

An optimum approach to predict and prevent financial crisis in any economy-based organization and industry would be to develop advanced science-founded protocols for valuing human resources based on the above criteria the leading item of which would be how one impacts on others and the whole system's efficiency and profits.

IMPLICATION

The postmodern valuing/crediting of human resources is proposed to be based on different ethical and economical criteria the most important of which would be that how resources influence others' work efficiency and life quality and the entire system's economical and educational standings and profits.

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