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Original Research Article

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THE IMPACT OF SOCIAL CAPITAL ON EMPLOYEE COMPETENCE UTILIZATION IN BUSINESS ORGANIZATIONS

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ABSTRACT

The consideration of company resources is initially oriented towards the question of whether the actual resources are adequate to achieve the defined goals. But with respect to human resources it is not only essential to choose the right employees but also to realize the potential of existing competencies. Therefore it cannot simply be a monetary goal but also an immaterial cultural target to provide an atmosphere that allows the abilities of its organization to unfold. The assumption is made that a culture of trust is the adequate instrument to support employee competence utilization; an aspect being of special interest for strategic management. Based on a new integrative model on the impact of trust on employee competence utilization a survey was directed to employees of selected medium sized organizations with between 49 and 999 employees. For the empirical study a pragmatic mixed methods approach was applied. The purpose of this paper is to test the basic hypothesis whether trust actually has an impact on employee competence utilization was tested with the use of correlation analysis and SmartPLS v. 3.2.3 in various ways. Therefore findings are based on the modelling and testing of trust relations and competence utilization. As a result it can be summarized, that deliberate and elaborate

¹ <http://www.imo-managementforschung.eu/neuert/downloads/002015Bolzern.pdf>

² https://www.researchgate.net/publication/290392598_The_Impact_of_Social_Capital_on_Employee_Compentence_Utilization_in_Business_Organizations

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