

CONTENTS

.....

<i>Acknowledgments</i>	ix
<i>List of Figures</i>	x
<i>List of Tables</i>	xii
<i>Foreword</i>	xiii
<i>List of Contributors</i>	xvii

Introduction	1
ALAN BURTON-JONES AND J.-C. SPENDER	

PART I: THE NATURE OF HUMAN CAPITAL

1. An Economic Perspective on the Notion of ‘Human Capital’	49
MARGARET M. BLAIR	
2. A Social Perspective: Exploring the Links between Human Capital and Social Capital	71
JANINE NAHAPIET	
3. Global Culture Capital and Cosmopolitan Human Capital: The Effects of Global Mindset and Organizational Routines on Cultural Intelligence and International Experience	96
KOK-YEE NG, MEI LING TAN, AND SOON ANG	
4. Cognition and Human Capital: The Dynamic Interrelationship between Knowledge and Behavior	120
RHETT A. BRYMER, MICHAEL A. HITT, AND MARIO SCHIJVEN	
5. A Capital-Based Approach to the Firm: Reflections on the Nature and Scope of the Concept of Capital and its Extension to Intangibles	145
PETER LEWIN	

PART II: HUMAN CAPITAL AND THE FIRM

- | | |
|---|-----|
| 6. Human Capital and Transaction Cost Economics
NICOLAI J. FOSS | 165 |
| 7. Human Capital and Agency Theory
J.-C. SPENDER | 186 |
| 8. Human Capital in the Resource-Based View
JEROEN KRAAIJENBRINK | 218 |
| 9. Human Capital, Entrepreneurship, and the
Theory of the Firm
BRIAN J. LOASBY | 238 |
| 10. The Firm, Human Capital, and Knowledge Creation
GEORG VON KROGH AND MARTIN W. WALLIN | 261 |

PART III: HUMAN CAPITAL AND ORGANIZATIONAL EFFECTIVENESS

- | | |
|--|-----|
| 11. Human Capital, HR Strategy, and Organizational
Effectiveness
PETER BOXALL | 289 |
| 12. How Organizations Obtain the Human Capital they Need
MONIKA HAMORI, ROCIO BONET, AND PETER CAPPELLI | 309 |
| 13. Aligning Human Capital with Organizational Needs
DAVID P. LEPAK, RIKI TAKEUCHI, AND JUANI SWART | 333 |
| 14. Maximizing Value from Human Capital
RUSSELL COFF | 359 |
| 15. Accounting for Human Capital and Organizational
Effectiveness
ROBIN KRAMAR, VIJAYA MURTHY, AND JAMES GUTHRIE | 382 |

PART IV: HUMAN CAPITAL INTERDEPENDENCIES

16. Interdependencies between People in Organizations 403
ROBERT M. GRANT AND JAMES C. HAYTON
17. Understanding Interdependencies between Human
Capital and Structural Capital: Some Directions
from Kantian Pragmatism 433
DAVID O'DONNELL
18. The Distributed and Dynamic Dimensions
of Human Capital 459
IKUJIRO NONAKA, RYOKO TOYAMA, AND VESA PELTOKORPI
19. Human Capital and the Organization–Accommodation
Relationship 477
JACQUELINE C. VISCHER
20. Interdependencies between People and Information
Systems in Organizations 499
ALAN BURTON-JONES AND ANDREW BURTON-JONES

PART V: HUMAN CAPITAL IN THE FUTURE ECONOMY

21. Human Capital, Capabilities, and the Firm:
Literati, Numerati, and Entrepreneurs in the
Twenty-First-Century Enterprise 527
DAVID J. TEECE
22. Looking to the Future: Bringing Organizations
Deeper into Human Capital Theory 563
PETER D. SHERER
23. Human Capital Formation Regimes: States,
Markets, and Human Capital in an Era of Globalization 588
SEÁN Ó RIAIN

24. Human Capital in Developing Countries: The Significance of the Asian Experience THOMAS CLARKE	618
25. The Future of Human Capital: An Employment Relations Perspective THOMAS A. KOCHAN AND ADAM SETH LITWIN	647
<i>Index</i>	671