Human Capital Org Performance MBA -531 Discussion Board 1

This discussion focuses on our theme for the week: Human Capital as the X Factor in the Competitive Edge Formula. Read the Boone, Eckardt, Lepak, and Bosell (2018) article and respond to the discussion prompt.

The Boone, Eckardt, Lepak, and Bosell (2018) article entitled “Integrating Strategic Human Capital and Strategic Human Resource Management “is part of your reading for this module (Boone et al.) Discuss the merits of both parallel approaches to Human Capital as beneficial strategic resources to organizational performance. **Discuss** the merits of these approaches and **explain** how they both contribute to the position that “Human Capital is the X factor in the competitive advantage formula “. Support your position with citations from module readings and additional references as needed.

It is important to read this information so that you can adequately discuss the exchange of information, engage in analysis and synthesis of the chosen topic in the discussion forum. The readings are directly related to the module topic and discussion forum. The readings need to be comprehended in order to productively and actively participate in the discussion forum.

**TEXTBOOK**

**The following is the textbook for this course:**

* Nelson, D. L. & Quick, J. C. (2019). Organizational behavior (6th ed.). Boston, MA: Cengage. ISBN-13: 978-1-337-40781-6

**JOURNAL ARTICLES**

**The following are the Articles assigned for this course:**

* Boon, C., Eckardt,R., Lepak, D. P., & Boselie, P. (2018). Integrating strategic human capital and strategic human resource management. The International Journal of Human Resource Management, 29(1), 34-67, DOI: 10.1080/09585192.2017.1380063 [[PDF](https://mediaweb.saintleo.edu/courses/MBA531/v1/Start_Here/MBA531Articles/Integrating%20strategic%20human%20capital%20and%20strategic%20human%20resource%20management.pdf)]
* Ciocchetti, C. (2010). The Frontier of Affirmative Action: Employment Preferences and Diversity in the Private Workplace. University of Pennsylvania Journal of Business Law, 12(2). [[PDF](https://mediaweb.saintleo.edu/courses/MBA531/v1/Start_Here/MBA531Articles/CiocchettiHolcomb12U.Pa.J.Bus.L.283%282010%29.pdf)]
* Navío-Marco, J., Solórzano-García, M., & Palencia-González, F. (2019). Human resource management as key pillar of company strategy: Analysis of the line managers’ perception. Journal of Management & Organization, 25(2), 175-188. doi:10.1017/jmo.2018.49 [[PDF](https://mediaweb.saintleo.edu/courses/MBA531/v1/Start_Here/MBA531Articles/HR-Company%20Strategy-Navio-Marcoetal.pdf)]
* Siengthai, S., & Udomphol, A. (2016). The Impact of Human Resource Information System (HRIS) on Organizational Effectiveness: A Case Study of the Textile Industry in Thailand. International Journal of Asian Business and Information Management (IJABIM), 7(3), 40-53. [[PDF](https://mediaweb.saintleo.edu/courses/MBA531/v1/Start_Here/MBA531Articles/The-Impact-of-Human-Resource-Information-System-%28HRIS%29-on-Organizational-Effectiveness_-A-Case-Study-of-the-Textile-Industry-in-Thailand.pdf)]
* Wang, H., Tong, L., Takeuchi, R., & George, G. (2016). Corporate social responsibility: An overview and new research directions: Thematic issue on corporate social responsibility. Academy of Management Journal, 59(2), 534-544. [[PDF](https://mediaweb.saintleo.edu/courses/MBA531/v1/Start_Here/MBA531Articles/Corporate%20Social%20Responsibility_%20An%20Overview%20and%20New%20Research%20Dir.pdf)]