

人力資本遞延效果—以創新資本及流程資本為中介變數

THE STUDY OF THE DEFERRED EFFECT OF HUMAN CAPITAL – USING INNOVATION CAPITAL AND PROCESS CAPITAL AS MEDIATORS

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摘要

過去在研究，大都以人力資本對組織財務績效的同年度影響為主，較少從人力資本的遞延效果角度研究。本研究期望了解資訊電子產業組織在投資人力資本(Human Capital)要素時，透過創新資本及流程資本的中介效果，對組織財務績效的影響是否具有遞延的影響。本研究以 2015-2018 年間資訊電子產業類之資料為樣本，經迴歸分析發現，人力資本對組織財務績效的五個指標具有顯著性之影響，其影響具有遞延效果，而創新資本及流程資本在人力資本對組織績效的影響具中介作用。本研究認為企業對人力資本的投資對財務績效具有遞延效果，因此人力資本的投資是可以反應在組織之財務績效上。

關鍵字：人力資本、創新資本、流程資本、遞延效果

ABSTRACT

In the past, most studies focused on the impact of human capital on organizational financial performance in the same year, and seldom studied the deferred effect of human capital. The main purpose of this study is to understand whether the investment in human capital (Human Capital) by information electronics industry organizations has a deferred effect on the financial performance of the organization through the intermediary effect of innovation capital and process capital. This study takes the data of the information electronics industry from 2015 to 2018 as a sample. After regression analysis, it is found that human capital has a significant impact on the five indicators of organizational financial performance, and its impact has a deferred effect, while innovation capital and process capital It plays a mediating role in the impact of human capital on organizational performance. This study believes that the investment in human capital has a deferred effect on financial performance, so the investment in human capital can be reflected in the financial performance of the organization.

Keywords: Human Capital, Innovation Capital, Process Capital, Deferred Effect