
**INFLUENCE OF KNOWLEDGE WORKER'S HUMAN CAPITAL
ON CAREER SUCCESS IN CHINA**

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Influence of knowledge worker's human capital on career success in
China

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By

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DECLARATION

I declare that this thesis has not been accepted for any degree and is concurrently submitted in candidature of any other degree.

I hereby declare that any valuable contributions and all resources have been used as an acknowledgement to this thesis research.

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ABSTRACT

With the development of globalization and knowledge economy, knowledge has become the strategic resources of company to create value for the enterprises and it is essential element of the enterprises core competitiveness . Especially now , knowledge workers play more and more important role in the enterprises. However, since 2008, the global financial crisis out breaking, more and more workers will face choose re-employment which also including those knowledge workers with highly education and skills. Therefore, exploring the relationships between human capital and career success of knowledge workers is particularly necessary.

This paper develops human capital scale through literature reviews. And with the questionnaire survey and statistics analysis of knowledge workers in Liaoning, Shandong and Shanghai provinces to make final human capital scale and at last tries to explore the relationships between human capital and career success of knowledge workers in China.

Key Words: Human Capital, Career Success.

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LIST OF ABBREVIATIONS

Abbreviation	Description of Abbreviation
CS	Career Success
HC	Human Capital
OCS	Objective Career Success
SCS	Subjective Career Success
DHC	Dominant Human Capital
RDC	Recessive Human Capital
OED	Oxford English Dictionary,
SPSS	Statistical Package for Social Science

CHAPTER 1

INTRODUCTION

1.1 Introduction

Career is an important part through people's life. It is about a people's occupational history and become more and more important in people's life now. Career success is of concern not only to individuals but also to organizations because employees' career success can eventually contribute to organization success. Therefore, it is important to both individual and organization. As a manager, his main responsibility is to manage his or her subordinates and as the subordinate, his or her main concern is to manage his own career life. It's important for the managers and employees to understand and manage their own career effectively and help organization to achieve success in the end.

In the 19th and early 20th centuries, the key assets which most firms competed with were physical assets. Of the top 15 firms worldwide in market capitalization in 1928, 10 owed their success to ownership of natural physical assets including minerals, oil, and land. As the 20th century progressed, the physical assets shifted from natural resources to plants and equipment, and financial assets became more important as determinants of competitive advantage (Beames, 2003). Firms such as IBM, AT&T, GM, Eastman Kodak and Sears Roebuck emerged as the world's most valuable firms by 1969 on the basis of the financial assets — i.e. the equity and debt capacity — to

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