

THE IMPACT OF HUMAN CAPITAL AND ITS ROLE IN ACHIEVING COMPETITIVE ADVANTAGE APPLYING TO IRAQI COMMERCIAL BANKS

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Abstract:

The study aimed to identify the concepts of human capital and competitive advantage and how to achieve competitive advantage by relying on human capital. It was relied on using the descriptive analytical approach and the case study method by analyzing the relationship between human capital and competitive advantage. The study reached several results, the most important of which is the interest in human capital through its two components of skills and competencies that do not receive sufficient attention. Commercial banks for competitive advantage, where the skill component gained the highest weight compared to the competency component, which confirms the importance of skills in enhancing commercial banks' possession of human capital.

Keywords: human capital, competitive advantage, impact of human capital

1.1 Introduction:

Modern management began during the previous decades, especially with the spread of globalization in many institutions, especially the economic, in adopting the principle of attention to the individual worker or the so-called interest in human resources as one of the strong influences that give a competitive advantage, especially with the entry of the twenty-first century, which has become focused on knowledge economies, and it is considered that the productivity of human capital is the main test in increasing and developing institutions and achieving outstanding productivity and profits, and the basis of any successful economy in the world, this has become The driving force of these institutions are individuals with knowledge, intelligence and skills that fit the requirements of the twenty-first century.

International changes at all levels have led to a significant change in action plans and development in all organizations, especially economic ones, and in this context, organizations, especially in developing countries such as Iraq, are suffering as a result of rapid changes and unprecedented development in the sectors of communications and technology in its various branches, and thus it is moving towards a knowledge economy and the latter is considered one of the most important features of the current era of globalization, and the achievement of organizations in adapting to these variables and good investment in capital Human beings are considered one of the most important guarantees sufficient for their continuous success and growth.

There is no doubt that at a time when global developments are accelerating, knowledge and

intellectual capital represented in human experiences and values have become the main engine of the economy and progress in all respects, and the development of intellectual capital has become one of the most important resources and weapons for any organization trying to reach high levels of progress and access to the highest quality and achieve competitive advantage.

Knowledge is also considered one of the most important effective elements on which the modern economy is based as a competitive advantage for institutions, and perhaps the motivation behind the interest in the level of knowledge possessed by individuals within the institution is the nature of the modern era, which is characterized by the fact that all activities and services are based on knowledge, in addition to that globalization and information and communication technology led to a knowledge explosion, which led to obtaining knowledge without any restrictions and conditions.

Hence, the importance of knowledge management emerged as one of the most important contemporary intellectual developments due to its growing role in achieving competitive advantage, which made there an increasing interest on the part of institutions towards adopting and applying their concepts, especially in light of the tremendous technical progress in the information revolution and technology that the world is experiencing in the second decade of the twenty-first century, which plays an important role in organizing the institutions' expertise, skills and knowledge to benefit from them in achieving their goals and achieving creativity and innovation within them.

The intellectual capital is represented in the precious human resource with essential capabilities, which has the ability to analyze, innovate and face developments, which can affect organizations and their performance effectively through its ability to manage all activities in the organization, and it is the totality of the cognitive competencies possessed by individuals, which include knowledge in various fields, and mental skills in various forms, foremost of which are the skills of extrapolation of information, independent self-learning, analysis, logical thinking, evaluation, planning, organization and future foresight, in addition to human and social competencies based on knowledge, foremost of which are skills related to communication, establishing positive relationships with others and cooperating with them, working in a team, and participating effectively in public affairs, leadership, leadership, and management.

1.2 Research problem:

Public and private institutions seek to achieve excellence and gain competitive advantage, especially in light of the increasing intensity of competition, the increase in technological development factors and the link between development and the advantages of competitiveness and the ability of institutions to stand in the face of global competition, and perhaps human capital has become one of the most important pillars on which organizations in particular and countries in general rely to achieve advanced mutations of growth, development and competition and achieve the highest material, technological, and even intellectual cultural return at times.

The economic institutions operating in Iraq are not far from this framework, especially with the increasing intensity of globalization, and the openness of borders along with the ease of

communication, but the economic institutions operating in Iraq still suffer from a lack of investment rates in human capital, as there is no clear strategy aimed at investing in human capital, especially in institutions of an economic nature in Iraq, and then we need tools to develop investment rates in human and intellectual capital, which is What this study is trying to put on the table of research and exploration to identify the obstacles that hinder the mechanisms of benefiting from investment strategies in human capital and the possibility of overcoming all obstacles that hinder the possibility of investing in human capital, and the research problem can be crystallized in the form of a main question followed by a number of sub-questions as follows:

1.3 Main question:

What are the benefits in human capital as an entry point for gaining sustainable competitive advantage in economic business organizations in Iraq?

Sub-questions:

1. What is the concept of human capital? What is its importance and benefits?
2. How can human capital be relied upon to obtain the competitive advantage of organizations?
3. What is the reality of benefiting from human capital in Iraqi organizations?
4. What are the elements and obstacles to benefiting from human capital as an entry point to develop competitive advantage in Iraqi business organizations?
5. How can the capacity of organizations be increased through the development of human capital and increase the ability of organizations to reach the best competitive advantage?
6. How can the feasibility of using human capital to support competitiveness within the organization be determined, considering that the development of human capital is the best means necessary to invest resources and maximize their ability to raise the efficiency and effectiveness of Iraqi organizations?
7. What are the mechanisms to improve the performance of human capital as well as contribute to setting strategic objectives by achieving the competitive advantage of organizations depending on human capital, which is the most important element of Iraqi commercial banks?

1.4 Importance of the study:

Contemporary organizations work under changing and complex circumstances that impose many and great challenges that they have not witnessed before, which makes it imperative for them to face such challenges quickly and efficiently, administrative, technological and information development and the accompanying changes in policies and premises have produced many challenges for organizations, and in light of these challenges, organizations are looking for tools and means that enable them to survive within those circumstances, and perhaps Taking advantage of human capital to obtain competitive advantage has become the optimal mechanism for organizations, especially those organizations of an economic nature, and therefore the importance of the study stems from the importance of the subject itself, as

human capital has become one of the most important factors on which institutions depend, so studying how to invest in this element and put it on the research table is of great importance. At the academic level, despite the fact that there are a number of research studies that dealt with investing in human capital as an entry point to gain sustainable competitive advantage in business organizations, this topic still needs more scientific light due to its continuous renewal and development, and thus the study is a modest contribution to the research library in this type of studies.

1.5 Objectives of the study:

1. Determine the correlation between human capital and access to competitive advantage in Iraqi organizations
2. Measuring the obstacles that hinder the development of human capital in Iraqi organizations
3. Increasing the capacity of organizations through human capital development and increasing the ability of organizations to reach the best competitive advantage in Iraqi organizations
4. Work on good planning for the investment of human capital, in a way that increases the profits of economic organizations, and increases its contribution to the national income in Iraq
5. Determine the feasibility of using human capital to support competitiveness within the organization, considering that the development of human capital is the best means necessary to invest resources, and maximize their ability to raise the efficiency and effectiveness of organizations.
6. The result of the research contributes to improving the performance of human capital and also contributes to setting strategic objectives by achieving the competitive advantage of organizations depending on human capital, which is the most important element of the organization in question.

1.6 Study Methodology:

The study will be based on the following research approaches:

Descriptive and analytical approach: to review the most important literature and studies related to investing in human capital, as well as conduct some analysis and comparisons to cover the theoretical side of the study.

Case Study Methodology: Applied to Iraqi institutions of an economic nature

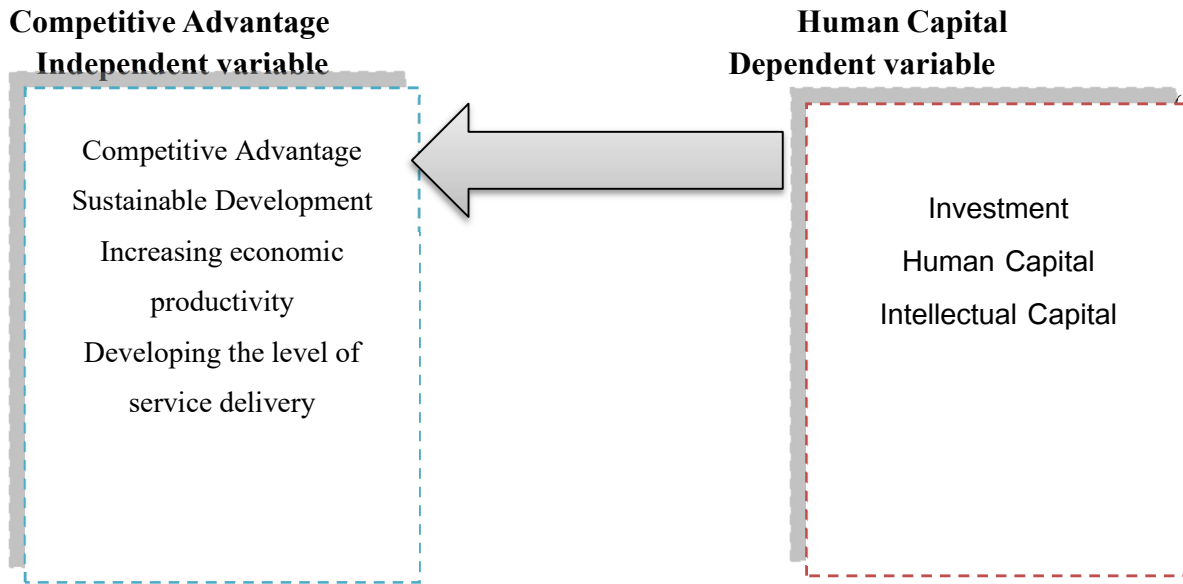
Search variables model:

The cognitive model of the study is:

Bathe independent variable, which is human capital

As for the dependent variable, which is: competitive advantage

Figure below the relationship between the variables of the study



2. Theoretical framework of the study

The development of human capital has contributed to the relegation of some countries, which until recently were considered developing – the middle of the twentieth century – to the ranks of advanced industrial countries. The case of South Korea is a vivid example and a model in this context. This movement in the path of progress, or this progressive shift, is characterized by its pillars, which are represented in increasing spending on education and health, in line with the trend to build an advanced knowledge economy. Abu Baker, 2020.

The same applies to South and East Asian countries (Asian tigers). Its development path was based on the importance of developing human capital in driving development, which resulted in accelerating growth rates and increasing per capita national income.

Behind the increase in spending on education and health as a quantitative manifestation of the transition is a qualitative dimension that is no less important than others: thanks to the attention to health, death rates have decreased and life expectancy at birth has increased. Due to the increase in awareness, which is naturally related to the increase in education levels, the population growth rate has declined, and thanks to the use of modern education methods in various fields and disciplines, major economic and social transformations have occurred, a series of changes, which resulted from the initial interest in education and health is diverging horizontally and vertically. Little by little, development scrambled in every direction, in every direction.

This group of countries formed a D model whose features were quickly inspired and emerged, on a theoretical level, in the form of what is known as the endogenous model of growth. The theory justified the role of human capital in growth and, remarkably, no less impressively, portrayed the functioning of the channels through which the impact of investment in human capital flows into economic growth. It is no wonder that the picture (theory) followed the application (the experiences of newly industrialized countries). (Burnout, 2010).

2.1 Definition of Human Capital:

Schultz introduced the concept of human capital in the sixties of the last century, however, there is no specific definition of human capital, and therefore it is not easy to measure it or its direct impact on the economy - which will have an impact on the indicators of measuring human capital as we will see shortly - this is due to the fact that this concept expresses something intangible moral. In light of this precaution

Human capital can be defined as representing the set of skills, abilities, and potentials that individuals in a society possess at some given time. One of its most important characteristics is the ability to grow and develop (by investing in education, developing personal, social and intellectual skills, or investing in intangible assets) just like physical capital, and the United Nations Development Program defines investment in human resources as "everything that increases the productivity of workers and employees through cognitive skills." and the technology they acquire, that is, through knowledge and experience" (Al-Fadil and Abunas, 2017).

Based on this definition, a distinction can be made between:

The innate part of human capital, which is the least important, refers to the characteristics, faculties and mental and physical capabilities determined by genetic factors.

The part acquired by the individual, which is the most important component of human capital and expresses the competencies, skills and qualifications, acquired by individuals through education, research, training, and the acquisition of skills needed by the labor market, which is the most important form of investment in human capital.

2.2 The importance of human capital

Some factors attributed to the period of the second half of the twentieth century contributed to the increased importance of human capital:

Theoretical failure Based on the assumptions underlying the neoclassical growth model, developed countries are supposed to reach a steady state and income to reach its maximum early level, compared to developing countries, which will be able to grow at greater rates until income levels in developed and less developed countries converge.

The growth experiences of the newly independent countries in the post-World War II period do not support the hypothesis of convergence. By contrast, the gap between developed and less developed countries is growing and widening without an acceptable theoretical explanation. The theory of neo-Marxist development, arguing that a capitalist model cannot be reproduced in less developed countries, i.e., the impossibility of a successful industrial renaissance under a capitalist system (Mahmoud, 2015), has also deepened the theoretical vacuum that usually precedes the emergence of a new theory.

Historical experience the experiences of advanced industrial countries rise as evidence of the importance of the qualitative development of human capital, which was the decisive and previous factor for economic and productive development in them, in addition to the experiences of some countries such as Germany, which is evidence of the importance of the quality of the human element and its efficiency in overcoming the destruction left by the war and moving forward again (Kim Y. J. Hagiwara, A.T. 2010) Japan, which lacks

natural resources is another example, thanks to its remarkable investment in its human resources, has been able to achieve progress, development and progress in all fields. The Arab countries rich in natural resources, especially oil, are a final proof and a proof of denial, because they are weak, rarefied, and installed "Productive structures" in them, especially in conjunction with the low degree of development of their human resources in general (expressing a prior opinion on the degree of development of Arab human capital is not a matter of confiscation of what is required), because of this, they fail to achieve the hopes and aspirations of their societies and their peoples.

Technological progress technical progress requires special skills to deal with it that are provided through education and training, which facilitates the application of technical progress in scientific fields and helps to apply modern technology in the field of production.

2.3 Human Capital Measurement Indicators:

We have already seen that the concept of human capital is a multidimensional concept, and it is difficult to determine its nature definitively, this will lead to a multiplicity of indicators used to measure human capital. On the practical side, the difficulty of calculating the concept of human capital leads to the collision of models and applied studies with difficulty in choosing a good indicator of human capital, which leads to them, often using Some indicators related to education, which tend to limit the concept of human capital and reduce it to education only. It is a wrong fate (Babatunde, M. A., Adelabu, R. A., 2005).

The concept of human capital, as we have seen, is more comprehensive and implies the ability of individuals to accept new technologies and how healthy they are. On the other hand, some bodies such as the Arab Planning Institute, or international institutions such as the United Nations Development Program (UNDP), the World Bank, and the World Economic Forum, when determining the relative position of human capital in a country or in a particular region, resort to the installation of Indicator of human capital. This composite index attempts to take into account the different dimensions of human capital. Accordingly, indicators of human capital vary depending on the entity employed and the reasons used. (Abdala, S., Arabi, K. 2013).

2.4 The concept of competitive advantage:

The concept of competitive advantage refers to the ability of a business organization, company or institution to formulate, implement and implement strategies - and make them a tangible physical reality - that make these organizations and those companies and institutions in a higher and better position when compared to their counterparts and counterparts of organizations, companies and institutions operating in the same field and activity (Tarani, et al., 2012, p. 33). The importance of competitiveness lies in maximizing the use as much as possible of the advantages provided by the global economy and reducing its negatives, and the Global Competitiveness Report indicates that small countries are more able to benefit from the concept of competitiveness than large countries, as competitiveness gives small country companies the

opportunity to get out of the limited small market to the spaciousness of the global market because these small and developing countries have become forced to face this system, as one of the challenges of the twenty-first century.

Since it is the institutions that compete and not the countries, the institutions that have high competitive capabilities are able to task in raising the standard of living of the members of their countries, since the standard of living of the members of a country is largely related to the success of the institutions operating in it and their ability to break into global markets through export and foreign direct investment, where the growth of global trade and foreign direct investment in the world is observed at a faster pace than the growth of global output. **(Morsi, 1998, p. 38)**

The concept of competitiveness is characterized by modernity and is not subject to a general economic theory, and its first appearance was during the period 1981-1987, which knew a large deficit in the trade balance of the United States of America (especially in its exchanges with Japan) and an increase in the volume of foreign debt, and interest in the concept of competitiveness appeared again at the beginning of the nineties as a product of the new global economic system and the emergence of the phenomenon of globalization, as well as the general trend of applying market economies.

The concept of competitiveness overlaps with several other concepts, including growth, economic development and prosperity of countries, and this makes it difficult to determine an accurate and controlled definition of competitiveness, in addition to an important factor, which is the dynamics of the continuous change of the concept of competitiveness, at the beginning of the seventies it was associated with foreign trade and then linked to industrial policy during the eighties, but in the nineties it was associated with the technological policy of countries, and currently the competitiveness of countries means the extent of their ability to raise the living standards of their citizens. **(Talib, Ajnabi, 2009, p. 152)**

Most economists and international economic bodies disagree on defining a specific and accurate concept of competitiveness, some of them start from a narrow concept and abbreviate it in price and trade competitiveness, and others use a broad concept that includes almost all aspects of economic activity, and this is evident in the large number of indicators used to measure competitiveness.

There has been a shift in concepts, from the concept of comparative advantage, represented in the state's capabilities of natural resources and cheap labor, climate and geographical location that allow it to produce cheap and competitive, to the concept of competitive advantage, which is represented in the state's dependence on technology and the intellectual element in production, the quality of production and understanding the needs and desires of the consumer, which made the elements that make up the comparative advantage become ineffective and unimportant in determining competitiveness.

There are many approaches adopted to define competitiveness, all of which have in common the fact that competitiveness is always talked about at the international level, one of these approaches divides the definitions into three groups:

The first group includes all definitions that take into account only the state of foreign trade of

countries.

The second group includes all definitions that take into account the state of foreign trade as well as the living standards of individuals.

The third group includes all definitions that take into account the living standards of individuals only.

The criticism of this approach is that it does not address the definitions of competitiveness at the level of institutions or the sector of activities, so we will adopt an approach that distinguishes between the definitions of competitiveness according to the difference in the subject of discussion whether it is about a company, sector of activity or countries.

The British definition of competitiveness states that: "the ability to produce goods and services of good quality, at the right price and at the right time, and this means meeting the needs of consumers more efficiently than other establishments" (Adnan, 2001).

Most of the transversal definitions of competitive advantage share common points represented in the ability of institutions to access foreign markets with high-quality products at the lowest costs, and that the impact of this appears in the improvement of GDP, which in turn increases the improvement of the living conditions of citizens, so we try to give a definition of competitiveness summarized in "competitiveness is the ability of governments to provide appropriate conditions through which institutions operating in their region can access their products to foreign markets, in order to increase the growth of the rate of gross domestic product."

But the most fundamental criticism was that of Oral & Cachou, and Lall (1997), which focused on the evaluation of the World Economic Forum's Global Competitiveness Report, and Lall (2001) criticized the departure of these composite indicators from a clear definition and measurement of the concept of competitiveness so that almost everything affects competitiveness and from it its concept and determinants were diluted; During his work in preparing a report on the competitiveness of Arab economies, he adopted a clear concept of competitiveness that focuses mainly on foreign markets, investment and foreign direct investment as basic fields for the development of Arab competitiveness.

3. Applied Framework

Research Methodology

The researcher used the descriptive and analytical method, which is a method of collecting information and data about the research objective in order to identify, explain, analyze and obtain the most important results.

Research Community

The population of the study is represented by a number of employees in Iraqi commercial banks in different departments of commercial banks, and their number reached (150) individuals.

3.1 Research Sample

The research sample consisted of (150) individuals who were selected randomly stratified by 53% of the study population sample:

Search variables:

Independent Variable: Human Capital

Dependent Variable: Competitive Advantage

Search tool

Based on the theoretical framework included in this research and previous studies, the researcher used the questionnaire as a tool to reach the necessary data according to the following steps:

1. Identify the basic questions of the questionnaire
2. Prepare paragraphs for each question
3. Consider questions clear and closed to answer them easily, quickly and easy to analyze
4. Preparation of the questionnaire prototype
5. The questionnaire is allocated to the research sample
6. Questionnaire collection and analysis

3.2 Believe the tool

In order to ensure the truthfulness and measurement of the questionnaire designed for the purpose of research, the questionnaire was presented to a group of arbitrators with experience in this field.

Tool stability

For the stability of the search tool, the Algarrobas scale is used as an indicator of the stability of accuracy and the extent of its reliability, the greater the reliability and stability of the tool, the more accurate the search results for confirmation, the test result shows a high percentage, which is "94.0", so the accuracy is acceptable.

Statistical analysis

After unpacking the answers to the questionnaire, the analysis is discussed:

Table (1)

Frequency of percentage of research sample related to gender

Percentage %	Iteration	Category	Variable
%63.3	28	male	Sex
%36.4	16	female	
%100	44	المجموع	

The results of the analysis showed that most of the study samples are males, (6.63) % and females. (36.4%)

Table 2: Percentage of age stages

Percentage %	Iteration	Category	Variable
%20.5	9	From 25 years to less than 35 years	lifetime
%59.1	26	From 35 years and less than 45 years	

%15.9	7	From 45 years and less than 55 years old	
%2.3	1	From 55 years and above	
2.3	1	Missing values	
%100	44	Total	

The results of the analysis of the previous table show that most of the research samples are people in the second age group, between the ages of (35-45 years) number 26 and percentage (59.1%). This may be due to the recruitment policies and hiring process that the entire banks have experienced in the past period.

Table 3
Table of percentage related to educational level

Percentage	Iteration	Category	Variable
%38.6	17	Bachelor	Educational level
%4.5	2	Master	
%40.9	18	Doctor	
%15.9	7	Missing values	
%97.7	37	Total	

The results of the analysis related to educational level show that most of the research samples are Ph.D. holders and administrative staff with a bachelor's degree and are the main group in local administration, which is different from managers, which requires a university degree.

Table 4: Percentage of Professional Experience

Percentage	Iteration	Category	Variable	
%38.6	17	Less than 5 years	Professional Experience	
%43.2	19	From 5 years and less than 10 years		
%6.8	3	From 10 years and less than 15 years		
%9.1	4	From 15 years and less than 20 years		
%2.3	1	From 20 years and less than 25 years		
%2.3	1	25 years and above		
%100	45	Total		

The results of the analysis of the previous table show that the experience of most of the research samples is limited to the first and second types as we learned in the age group where most workers are young and a large number of employees are directed to retirement.

Table 5: Percentage of Pending Training Courses

Percentage	Iteration	Category	Variable
%72.7	32	I didn't get any training course	Intellectual Capital Development Training Courses
%20.5	09	I got one training course	
%4.5	02	I got two training sessions	
%2.3	01	Have three or more training courses	
%100	44		Total

The results of the analysis of the previous table show that most of the research samples did not participate in any courses in electronic management, which is a high percentage and reached the limit (72.2%), which may be due to the lack of interest of the administration in training employees and providing them with skills. A necessary condition for electronic management that will have a negative impact on its application and success in the organization.

Table 6: Shows the results of the Alfa Cronbach test for the research axes

Alfakernbach	axles	
0.785	Intellectual Capital	1
0.676	Competitive Advantage	2

From the table it is clear that this ratio can be considered a good indicator of the relationship between the answers of the research sample and the honesty factor in the management of the study (questionnaire) equal to the square root of the Alfakernbach coefficient = 946.0

Table 7: Know what are the requirements for implementing the intellectual capital strategy

Contrast	Arithmetic mean	Percentage	Phrases	
0.5	1.38	%59.3	Banks are working to reduce the time to provide new services to the market	1
0.27	1.08	%88.9	The institution adheres to specific timetables in dealing with customers	2
0.33	1.12	%85.2	The organization adopts a specific competitive strategy in dealing with customers	3

0.43	1.23	%74.1	The organization adopts a specific competitive strategy with the lowest cost, the best excellence and high value	4
0.33	1.11	%85.2	The organization uses and employs technology, which makes its products more distinguished from its competitors	5
0.45	1.27	%70.4	The institution offers products that are distinct from their counterparts in the market	6
0.43	1.23	%74.1	The institution provides distinguished services at competitive prices	7
0.37	1.15	%81.5	The institution works to increase the productivity of its workers by paying attention to its human capital	8
0.27	1.08	%88.9	The institution works to increase the overall productivity of factors by paying attention to its human capital	9
0.50	1.38	%59.3	The organization works to increase its profitability by paying attention to its human capital	10
0.50	1.38	%59.3	The Foundation works to pay attention to training to develop the competencies of its employees	11
0.46	1.72	25.9	The institution relies on modern strategic plans to develop the capabilities of its intellectual capital	12

By analyzing the previous table, it is clear that the highest percentage of achieving the requirements of achieving competitive advantage in commercial banks was the existence of an internal network linking management with employees.

4. Results:

Through the field and descriptive study, we reached the following results:

1. The interest in human capital with its elements of skills and competencies does not receive sufficient attention, as it did not rise to the high degree of interest due to the presence of an average degree of approval by the members of the study sample.
2. The degree of approval of the members of the study sample on the contribution of human capital in achieving the competitive advantage of commercial banks and this reflects the achievement of commercial banks for competitive advantage despite the disparity in the availability of human capital elements, where the skills element got the highest weight compared to the competencies element, which confirms the importance of skills in enhancing the ownership of commercial banks of intellectual capital.
3. This article sought to identify the developmental impact of human capital on competitive advantage in Iraq by applying to commercial banks. For this, the study

presented the impact of human capital on competitive advantage through the views of the study vocabulary and the sample used, and through the results of applied studies that carried out testing and measuring the impact of human capital on competitive advantage by applying to Iraq. In addition, the study attempted to read the current relative status of human capital in Iraq in order to explain the findings of these studies.

4. Within the framework of the study of the current relative situation of human capital in Iraq, the study presented indicators to measure human capital. In this context, the study found a difference between the human capital indicators relied upon by international institutions such as the Planning Institute, the United Nations Development Program, the World Bank and the World Economic Forum and the human capital indicators, which are used to measure the impact of human capital on economic growth in econometric studies. This difference It is attributed to the nature of the concept of human capital as a complex theoretical variable with multiple dimensions, where:
5. Due to the difficulty of measurement, and the nature of the model used in previous studies (usually the Solo model developed with MRW technology), researchers tend to choose indicators of investment in education as a representative of investment in human capital, which leads to shortening and reducing human capital and limiting it to the scope of education.
6. Finally, the study found a state of consistency and harmony between the results of previous studies of the small contribution of human capital to economic growth in the Arab countries and the results of the World Private Human Capital Report 2017, which shows that equal to 44% of the stock of human capital in the Arab countries without development and without development.

Recommendations:

1. Interest in studying the interrelationship between education and employment and studying the impact of increasing employment in improving education returns.
2. Work on developing and adapting educational systems in the Arab countries to meet the needs and requirements of the labor market.
3. Interest in researching the forms of waste of human capital in the Arab countries.
4. Pay more attention to the use of internal growth models in future studies.

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