



The moderating of job tenure in human capital framework for organizational employee's commitment and performance: a case study in BCF

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Abstract

Human capital, are designed to improve the effectiveness and productivity of employees. In addition, the utilization of this system can reduce costs for the organization, while still creating value for employees. Organizations benefit from creating human resource (HR) systems that increase value to all stakeholders. Factors of Human capital, investigated are Job tenure, Organizational Commitment and Performance, Employees self-actualization, creativity, and self-affirmation. The purpose of this study was to examine the relationship between Human capital, Job tenure, Organizational Commitment and Performance, Employees self-actualization, creativity, and self-affirmation, and its impact on employees and organizational performance. The researcher applied quantitative research questions; the data was gathered from web-based surveys emailed to 120 employees which 107 surveys questionnaires were returned. Subsequently, random selection of fully completed surveys was selected to be analyzed. The study establishes the existence of correlations between Human capital, Job tenure, Organizational Commitment and Performance, Employees. This shows that application of Human capital would enhance Job tenure, Organizational Commitment and Performance.