

The Relationship between Organizations' Acquired Skills, Knowledge, Abilities and Shareholders (SKAS) Wealth Maximization: The Mediating Role of Training Investment

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Abstract : The study looked at the relationship between organizations' acquired knowledge, skills, abilities, and shareholders wealth with training playing the mediating role. The sample of the study consisted of organizations that spent 10% or more of its annual budget on training and those whose training budget is less than 10% of the organization's annual budget. A total of 620 questionnaires were distributed to employees working in various organizations out of which 580 representing 93.5% were retrieved. The respondents that constitute the sample were drawn using convenience sampling. The researchers used regression models for their analyses with the help of SPSS 16.0. Analyzing multiple models, it was discovered that organizations training investment plays a considerable indirect and direct effect with partial mediation between organizations acquired skills, knowledge, abilities, and shareholders wealth. Shareholders should allow their agents to invest part of their holdings to develop the human capital of the organization but this should be done with caution since shareholders returns do not depend much on how much organizations spend in developing its human resource capital.

Keywords : skills, knowledge, abilities, shareholders wealth, training investment

Conference Title : ICBEFMS 2015 : International Conference on Business, Economics, Finance and Management Sciences

Conference Location : Amsterdam, Netherlands

Conference Dates : August 06-07, 2015