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Investigating and compiling effective components from the perspective of resistance economics in attracting and maintaining human capital

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Abstract

In the economic field, the Islamic Republic of Iran is facing a new discourse called the resistance economy. Therefore, the Islamic Revolution considers itself obliged to theorize and model in this field. Resistance economy means the country's resistance to obstacles and adversity and maintaining a sustainable development process. Nowadays, the role of human capital and technical knowledge in economic growth and development is considered one of the most important topics discussed by economists. Human capital is one of the most important dimensions and capacities in economic growth that plays a major role in eliminating inequalities. Considering that human capital as one of the most important factors affecting economic growth can play a significant role in development, the purpose of this study is to investigate and formulate effective components from the perspective of resistance economics in attracting and retaining human capital. Currently, the forthcoming development plan in the Islamic Republic of Iran is the policies of the resistance economy. The most important issues in the policies of the resistance economy in the field of attention to production indicate the need for extensive and purposeful planning in the training of efficient manpower. The results indicate that both in the long run and in the short run, there is a positive and significant relationship between economic growth and human capital. Since economic growth is one of the indicators of development, human capital has a positive and significant effect on The realization of the economy will have resistance. The method of data collection in this research is the use of questionnaires as well as the use of library information and referring to the documents in scientific and valid articles and understanding and inferring from this information. The mean test was calculated on the main and specific hypotheses in SPSS22 software and at a confidence level of 0.95.

Keywords: Human Capital, Effective Components, Manpower Recruitment, Human Resource Maintenance, Resistance Economy.

Introduction:

In the twentieth century, economics was based on industry. In this century, every institution or country that had more physical assets and tangible material assets produced more wealth. But in the 21st century, economics is based on knowledge [1]. According to experts, intellectual and human capital is the most important intangible asset and a key factor in the financial performance of organizations and countries. Human capital is capital beyond physical and tangible assets. Today, human capital has made a significant contribution to the creation of value added and GDP, so at the national and corporate levels, financial and economic performance is severely affected by intellectual property and human capital [2]. After the Industrial Revolution, production units faced many products. Now, the question arose as to what share of the product each of these two factors of production has. The type of answer to this question will determine the type of economic system [3]. The capitalist economy, based on its vision and value principles and also on the principles derived from them, namely individual originality, the principle of absolute individual property, the principle of absolute economic freedom, the principle of economic competition and the principle of non-interference of the government in people's economic relations, answered that all surplus production is allocated to capital. And the labor force receives only a fixed wage [4].

It should be noted that the capitalist system, according to its corporate principles and the principles arising from it, drastically reduced the position of man in the process of progress and increased the position of capital. This has led to the management of the development process, the ownership of resources and the product of capital production. In fact, the labor force has been at the service of capital in the pattern of development of the capitalist system [5]. The result of such a situation is severe class poverty all over the world, and these consequences have continued to this day because, first; Poverty, corruption and

severe income gaps prevail in the world, secondly; There is a severe downturn in financial markets and industrial production, third; The declining purchasing power of the people has made it very difficult for them to earn a living; Mass layoffs have led to an increase in the number of unemployed in the world. The same workers receive only their fixed income during an economic boom, but must be fired from factories and institutions during a recession [6]. Since human capital is one of the most important factors in achieving any goal and is one of the most significant dimensions and capacities in economic development, which has a major impact on eliminating inequalities and has a significant role in the growth and development of countries, in The present article tries to use descriptive-library studies to address the role, position and conditions of human capital in the realization of resistance economics as well as the interaction of human capital with resistance economics.

Importance of Issue:

Human capital is the only input that can transform or balance other inputs of production, provide a basis for innovation and, on a large scale, lead to economic growth [7]. Today, studies by development economists show that government policies, including investment in human capital and R&D spending, have affected not only economic growth and productivity, but also the proper distribution of income and the reduction of inequality in the economies of countries [8]. The main purpose of this memo is to clarify the concept of human capital, the importance of human capital theory in economic analysis, the study of human capital theory, strategies for the promotion of human capital and its role in development; Therefore, the concept of human capital, the importance and necessity of investing in human capital in the form of providing education in general and in-service training in particular has been studied. Investing in human capital is far cheaper than the costs that governments have to pay to eliminate

unemployment, social isolation, and public health [9]. The combination of technological change, globalization, and economic liberalization in recent years has led developing and developed countries to recognize the importance of prioritizing skills development as a key strategy for economic competition and growth. It should be noted that in developing countries, especially in poor societies, there are deep and complex challenges to investing in human capital. Governments play a vital role in human capital, followed by increased productivity and economic development [10]. While these countries have lower levels of education than industrialized countries, a significant number of people with educational and university degrees are either unemployed, have jobs that use less of their skills, or have to migrate to other countries. And so the lack of proper policies leads to a waste of manpower [11].

Developing countries need new approaches and strategies to focus on the relationship and coordination between investment in skills development, employment and productivity. This human resource can be transformed into human capital with effective inputs of education, health and moral values [12]. Transforming human resources into a highly profitable human resource with these inputs is the process of transforming human capital. The problem of scarcity of tangible capital in labor surplus countries can be solved internationally by accelerating the rate of human capital formation through private and public investment in the education and health sectors [13]. Tangible financial capital is an effective tool in promoting the country's economic growth. Intangible human capital, on the other hand, is another tool for the growth of the comprehensive development of nations, because human capital is directly related to human development, while human development, quantitative and qualitative progress of nations is inevitable [14]. In addition, the components of the Human Development Index, the Life Expectancy Index, the Education Index and the Income Index are directly related to the formation of human capital

within nations. The Human Development Index is a positive correlation index between human capital formation and economic development [15]. If the human development index increases, there is a higher rate of human capital formation in response to the higher standard of education and health. Similarly, as the human development index increases, so does the income of nations [16]. Inaccurately, the Human Development Index reveals that higher human capital formation due to good standards of health and education increases the nation's income. This process of human development is the strong foundation of the continuous process of economic development of the nation for a long period of time.

Emerging economic model and the role of human capital:

Despite the desired values and the emphasis of the capitalist system, it is a fact that no production process has been invented and experienced that does not require human labor and takes place without his participation. The role of manpower from physical labor has reached the most advanced stage (that is, human beings think more and work machines) [2]. Industrial development is based on two important sources of capital, namely "physical" capital and "human" capital. The emerging economic model is the knowledge-based economy that is the result of the knowledge revolution. The knowledge revolution itself arises from the spark of the production, dissemination and application of knowledge [4]. While in the two agricultural and industrial revolutions, the main reliance of the economy was on natural resources and machinery. In today's emerging paradigm, the dynamics and movement of the economy rely on the productive and creative capacity of the human mind [5]. As a result, one of the important features of this new economic model is that its main input is knowledge and knowledge, which means that the weight of knowledge has increased significantly compared to previous periods. This input

(knowledge and knowledge) has two major and fundamental differences with other inputs. First, there is no shortage of it [8]. What is scarce is the use and utilization of knowledge in meaningful ways. This means that each country must make a wise and informed choice according to its conditions and needs from among the mass of knowledge that is available in different forms. The second characteristic difference is that knowledge has an upward return instead of a downward one [11]. That is, unlike other inputs that follow the law of diminishing returns, knowledge will have a positive and upward return, no matter how much it is applied. This feature shows the importance of investing in knowledge [14]. Investing in knowledge can increase the production capacity of other factors of production and turn them into new processes and products. In general, as in the definition of OECD countries, knowledge-based economy, in this new economic model, the main task of economic agents is the production, distribution and application of knowledge. The first step in realizing this cycle is absorbing the knowledge needed. Human skills play a key role in this stage of economic development. Therefore, "human capital" will be the focus of the knowledge economy.

The need to maintain human capital:

In today's world, investing is not limited to tangible and physical assets, and there is another type of investment that in many cases is more important than physical investment, and that is investing in knowledge and skills [15]. Today, companies strive to continually improve the knowledge and skills of their employees; Governments strive to strengthen their countries' human capital, and the people themselves spend time and money learning new skills. Just as investing in a building or road ultimately leads to the formation of physical capital, so too investing in knowledge and skills leads to the formation of human capital [16]. Although some critics believe that investing in education with the

aim of achieving material return in the future will somehow lower the status of education, it should not be forgotten that the concept of human capital is a valuable concept for analysis and policy [17].

Human resource conservation is one of the most important issues in the field of human resources. As mentioned in previous articles, human resources are considered as "the most valuable resource at the disposal of any organization". The value of "human resources" ends with regard to issues such as ways to "develop and enhance human resources" and increase "job satisfaction" [18]. What follows is the issue of human resource conservation. This is especially true of "talented forces." But the issue of human resource conservation is not limited to talented forces. Organizational growth and development is unlikely without trying to create the conditions for the preservation and maintenance of human resources [19]. Many management and productivity researchers and experts believe that achieving a high level of productivity in a country depends on having organizations and firms that are sufficiently competitive, profitable and create high added value. To create such organizations, the existence of productive human beings is essential [20]. In the last decade, the management of organizations has recognized that human resources are of paramount importance in achieving a sustainable and effective competitive advantage. In a world where knowledge and communication with customers is becoming increasingly important, human capital, which reflects the volume of knowledge, technical skills, creativity and experience of the organization, is becoming increasingly important, and so is labor not as assets [21]. They are considered as costly assets but as productive assets. Therefore, one of the important economic issues in recent decades is the role of human capital in the process of economic growth and its importance in the growth and prosperity of a country, especially in the economic field, has been considered by many individuals and groups. For this reason, today, the role and importance of human resources in the process and

service delivery in human societies has become the most common factor. Looking at the stages of human civilization, it is clear that the role of manpower has evolved from simple labor to human capital [22]. Human capital has attracted more attention with the globalization as well as the saturation of the labor market and due to the recent recession in the global economy. Developed and developing countries emphasize the further development of human capital to accelerate economic growth by allocating the necessary time and effort. This development of human capital is one of the basic solutions to enter the international arena [23].

The harms of not conserving human resources on a resilient economy:

If the points that lead to the preservation of human resources are not followed, much harm will befall the organization. The inability of the organization to maintain human resources leads to "creating a negative cycle" of employee departures [7]. In other words, if the right conditions are not created for employees, not only will it be difficult to maintain the current human resources, but also the maintenance of the "new forces" will face great challenges [11]. Despite the differences in the nature and activities of organizations and their "human resource structure", in general, the main disadvantages of non-conservation of human resources can be summarized as follows:

1. Financial losses: Lack of protection of human resources leads to financial losses. According to the latest research, the lack of human resource conservation platforms, especially in the case of "retaining middle-level managers", can be very detrimental. For example, the loss of a middle manager causes an average loss of more than 100% of his annual salary for the organization. In fact, the loss of a middle manager will have a negative impact on the body of the organization. This is more acute for senior managers. Reports indicate losses of double or triple their annual salary [14].

2. Loss of training time and costs: Lack of human resources leads to loss of time and money spent on training. In other words, in the absence of human resource conservation conditions, the intra-organizational methods of "human resource development" will also suffer from disability and inefficiency [3].
3. Lost knowledge: Apart from the time and costs of "training and efficiency of human resources", failure to maintain human resources, leads to the loss and depletion of "organizational knowledge storage" [8].
4. Reducing levels of job security: Lack of human resource conservation in the organization, leads to reducing levels of job security of employees. This leads to a decrease in the levels of organizational culture. Chronic uncertainty increases the likelihood of reduced organizational performance [16].
5. Rising cost of search: Lack of appropriate conditions to retain the current human, also increases the cost of search for new forces. Due to the low level of job security and organizational culture, trying to find new employees will face many hidden and obvious costs [1].

The role of human resource managers in improving the resistance economy:

Organizations as social institutions and enterprises are not immune to the consequences of the crisis. The economic crisis is changing the priorities of the organization [4]. The function of human resources in organizations as a unit and system that is concerned with maintaining human resources in the ups and downs of the organization must play its role well in these crises. Changes in organizational priorities should be reflected in human resource management priorities and strategies [12]. Human resource management should not play a neutral role in organizational change. An economic crisis is an opportunity to demonstrate the function of human resources, their capacities and benefits in working with human capital in the organization. Human resource management

should play the role of "agent of change" in the economic crisis and work closely with senior management of the organization [17]. The economic crisis is a good opportunity to put aside old policies and introduce new ways of managing human resources. Human resource management should not go its own way, but should follow the general strategy of the organization. Human resource management priorities in an economic crisis need to change quickly, or at least be adjusted [18]. The organization does not have the resources to spend on new initiatives, and human resource management must provide ways to save money on current programs. Human resource management should make a rapid review of current procedures and policies and act to eliminate or modify them in proportion to cost savings [21].

Human resource management priorities should be assessed using a simple tool to select processes and policies that should be continued. The best tool is to use a simple check box that separates processes based on costs and their impact on the organization [22]. Human resource management must eliminate the processes and procedures that have the highest cost and least impact on the organization. Human resource management must respond quickly to changed circumstances by eliminating the least important guidelines and policies, but must change its human resource strategy to take a sustainable approach during the economic crisis [23]. Resources must be allocated wisely. Eliminate organizational activities that are not related to organizational goals and do not lead to added value. Performing low-cost effective activities should be on the agenda. Responsibility should be shared so that all business people are encouraged to look for ways to reduce costs, increase efficiency, or identify new ways of earning money [6]. The organization must save costs. This requires that human resource management identify potential and additional resources to save and start a new era of growth. Human resource management must provide a new vision and strategy for human resources for the coming period, so that by

reducing costs, the way to establish a stronger organization in the fight against the economic crisis will be paved [24].

The economic crisis is affecting various human resource processes. Meanwhile, some human resource processes are much more affected and some are immune to the effects of the crisis. Human resource management must react very quickly and help the employees who have received the most impact to maintain their level of satisfaction. Human resource management must turn the crisis into an opportunity for change and put new ideas on the table. An economic crisis is the best time to design an organization's new approach to its human capital. The most influential human resource processes are [25]:

1. Recruitment
2. Training
3. Service compensation
4. Communication.

Recruitment is the first human resource process to undergo a crisis change. Job opportunities are disappearing and human resource management must adopt a new recruitment strategy [15]. The organization can consider new skills and competencies and attract those who need them to strengthen the organization's position in the market. Education is often forgotten in a crisis because the quickest way to reduce the cost is to eliminate education. Trainings can focus on more specialized courses as well as in-house training courses. Human resource management can provide a service compensation package in a way that is more cost-effective and forces employees to be more active [13]. Human resource management is always responsible for adaptability, transparency and fairness in macro-employee communication in crisis.

Research hypotheses

1. Hypothesis 1: The process of attracting manpower in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.
2. Hypothesis 2: The process of manpower training in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.
3. Hypothesis 3: The process of compensating for manpower service in industrial companies as an economic stimulus has an effect on improving the implementation of the resistance economy.
4. Hypothesis 4: The process of manpower communication in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.

The method, target population and sample

The statistical population of the study includes all managers and employee of Industrial companies in the west of Tehran province in Iran. The sample size formulas and procedures used for categorical data are very similar, but some variations do exist. Since the data are qualitatively and the number of statistical community is unlimited, so the sample size calculation formula is as follows:

$$n = \frac{Z_{\alpha/2}^2 p_0 (1-p_0)}{\varepsilon^2} \quad (1)$$

In this study, researcher has set the alpha level a priori at .05, plans to use a proportional variable, has set the level of acceptable error at 5%, and has estimated the standard deviation of the scale as .5. Cochran's sample size formula for categorical data and an example of its use is presented here along with explanations as to how these decisions were made.

$$n = \frac{(1.96)^2 \times 0.5 \times 0.5}{(0.05)^2} = 384.16 \quad (2)$$

Where $Z_{\alpha/2}$ = value for selected alpha level of .025 in each tail = 1.96.

(The alpha level of .05 indicates the level of risk the researcher is willing to take that true margin of error may exceed the acceptable margin of error).

Where (p)(q) = estimate of variance = .25.

(Maximum possible proportion (.5) *1-Maximum possible proportion (.5) produces maximum possible sample size).

Where ϵ = acceptable margin of error for proportion being estimated = .1

Analysis of information

The statistical sample in this research includes 385 experts based on questionnaires with complete and usable answers. 36% of these experts have a master's degree, 23% have Ph.D. degrees and 41% have a bachelor's degree and less. 87% of these experts are male and 13% are female.

SPSS software was used for statistical analysis and one-sample t-test was used to analyze the statistical hypotheses. We used SPSS 22 to analyze the data. In following the results of test hypotheses are offered:

Testing Hypothesis H1. The process of attracting manpower in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.

The results of SPSS are shown below:

Table. 1. One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
H1	385	6.8443	1.01973	.17362

Table 2. One-Sample Test

	Test Value = 5					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
H1	16.844	384	.000	1.4721	1.09443	1.6832

Testing Hypothesis H2. The process of manpower training in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.

The results of SPSS are shown below:

Table 3. One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
H2	385	6.8426	1.0964	.17031

Table 4. One-Sample Test

	Test Value = 5					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
H2	16.8443	384	.000	1.6843	1.6385	2.0591

Testing Hypothesis H3. The process of compensating for manpower service in industrial companies as an economic stimulus has an effect on improving the implementation of the resistance economy.

The results of SPSS are shown below:

Table 5. One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
H3	385	6.7392	1.0793	.19831

Table 6. One-Sample Test

	Test Value = 5					
	t	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
H3	15.0946	384	.000	1.7931	1.0588	1.7692

Testing Hypothesis H4. The process of manpower communication in industrial companies as an economic stimulus is effective in improving the implementation of the resistance economy.

The results of SPSS are shown below:

Table. 7. One-Sample Statistics

	N	Mean	Std. Deviation	Std. Error Mean
H4	385	6.7593	1.0658	.19643

Table. 8. One-Sample Test

	Test Value = 5					
	T	df	Sig. (2-tailed)	Mean Difference	95% Confidence Interval of the Difference	
					Lower	Upper
H4	17.7443	384	.000	1.9653	1.6883	1.9752

Conclusion:

In recent decades, "human resources" have been considered as an intelligent element; an element that, with its skill and creativity, plays a key role in the system. Efficient manpower in a country is one of the valuable assets of that country, and basically "knowledge capital" is much more important than "production capital". Developing countries benefit from human capital more than physical capital. It is capital that can support the great social movements of the 21st century. Sustainable human-centered development has quickly become one of the most important debates and one of the most important challenges of recent decades due to the wide range of topics and its many capabilities. The human resource development index has always been considered as one of the main pillars in the growth and prosperity of societies, which consequently the economic field is also subject to this basic rule. There are many economic experts and theorists who emphasize the decisive role of human resources beyond any other sector, field and arena. With such descriptions, the development and prosperity of Iran as much as possible is subject to this

component and, consequently, the greater efforts to empower manpower will accelerate the process of economic development of the country.

Although over the years we have witnessed the manifestation and flourishing of the talents and abilities of Iranian manpower and graduates in the domestic and international arena, which will certainly continue in the future, but on the contrary, there are many graduates and graduates. Despite having higher education and training, they struggle with the problem of unemployment and walk down an alley to find a job that suits their specialized education. This confirms the existence of some shortcomings in the field of human resource empowerment, and certainly by defining and designing purposeful, effective and principled planning, we did not see this large number of unemployed graduates, but unfortunately some of the agendas are only to attract students and award degrees. The study was summarized, without drawing a clear horizon and vision for the economic future of this spectrum. Core work and skills development should be at the top of the country's educational priorities. With a glance at the volume of applicants for university education in recent years and the saturation of experimental, humanities, etc., the need will become more and more tangible and prominent that the main current educational need of the country to develop labor education Focuses on focus and skills. Fortunately, in recent years, steps have been taken to achieve this, but we are still far from the desired point and require that the current trend in this area be pursued and implemented with more diligence, durability and consistency. Iranian families should also reconsider their views on university education and not look at education solely as a prestige or social status.

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