

# EVALUAREA ȘI CAPITALIZAREA RESURSEI UMANE

## EVALUATION AND CAPITALIZATION OF HUMAN RESOURCE

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**Abstract:** The purpose of this paper is to show that by evaluating and capitalizing an organization's human resource we can not only highlight an extremely valuable asset in its financial statements, but also the fact that financial performance indicators (especially return rates), which result following the new situations corrected this way, can look completely different. The case study presented here is adapted after the exemplifications made by the author in the work (Fărcaș, 2008) and hence appears as a result of more ample researches regarding the organization's enlarged governance and the transition from the concept of the organization's *share value* (which places in its centre the value determination for the shareholders) to that of *partnership value*, the latter notion reflecting the combined efforts of all social partners (including employees) in creating value for the organization.

**Keywords:** human capital, wage bill, knowledge, competences, return on assets (ROA), return on equity (ROE), socio-economic balance sheet, socio-economic result, partnership value