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Structural Capital: A Comparative Study between Information Technology and Real Estate Sector of India

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ABSTRACT

Structural capital is that infrastructure, processes, procedures and databases of the organization that help human capital to function (Maddocks & Beaney, 2002). In order to gain perspective on the concept of structural capital an extensive review of literature was carried out. Objective of the study is to see whether there is a statistically significant difference between the different factors of structural capital for information technology and reality sector. The basis of selection of information technology and reality sector organizations was the top 3 information technology and reality sector organizations according to the Net Sales for 2012 as given in Prowess database.

The data were collected using the questionnaire formulated after the Review of Literature, the questionnaire had 123 questions. 12 hypotheses were formulated, and mean scores were calculated; also, chi-square test was applied using PASW.

Out of 12 factors, 9 show statistically significant difference in the means of information technology and reality sector, it means that both the sectors give different weightage to different factors of structural capital.

Key words: System, Information System and Participation

1. INTRODUCTION

Our economy is evolving from being an agrarian economy, to industrial economy to service economy to knowledge economy to a wisdom economy. So, the nature of our economy has made it necessary to understand the concept of structural capital. As new employees, who will replace old employees can always learn from these structures so that the significance of the employees who leave diminishes.

Structural capital is that infrastructure, processes, procedures and databases of the organization that help human capital to function (Maddocks & Beaney, 2002). "The knowledge that stays in the organization when all employees leave at the end of the day. This includes processes, databases and software, (Lundberg, 2012) but also work products from the enterprise architects."

For easier understanding of the concept of structural capital, let us illustrate the studies related to structural capital with the help of diagrams.



DIAGRAM 1.1: Illustrating Maddocks & Beaney, (2002) view of structural capital. Components of Structural Capital according to Maddocks 2002

According to the study of structural capital as shown in Diagram No. 1.1 structural capital comprises supportive infrastructure, processes, and databases that help human capital (employees,

management, workforce, and labour) to function.



DIAGRAM 1.2: Illustrating (Edvinsson, 1997) view of structural capital. Components of Structural Capital according to Edvinsson 1997

According to the (Edvinsson, 1997), (Diagram 1.2) Structural capital can be classified into organization capital, process capital, and innovation capital. (Olszowy). Organization capital includes organization philosophy and systems; while, process capital comprises techniques, procedures, and processes; and innovation capital comprises intellectual property rights and intangible assets. (www.ukessays.com)



DIAGRAM No. 1.3 Illustrating businessdictionary.com view of structural capital. Components of Structural Capital according to businessdictionary.com

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