

Clayton Research Seminar Series

A SEIRnet and IBRG Initiative

Department of Management

Expanding the Paradigm: Social Capital and Human Resource Management

Presented by Dennis Appo

ABSTRACT

Currently, social capital is not a significant part of human resource management. From a HR management perspective, it is good practice to know and understand the population from which the organisation draws its human resources. Social capital analysis can provide this understanding, but it is not a clearly defined paradigm.

Many authors view social capital as the resource potential of social relationships. It enables one to understand the currents of power as they flow through the community and how this can impact on the organisation. It has been used to explain advances in health care, crime prevention, community development, and policy development. In all cases there have been arguments for social capital as having a positive influence on the desired outcome. Social capital has also been defined differently depending on the discipline of the scholars defining it and its intended application. For the purpose of this research, social capital is viewed as a tool that can potentially enhance recruitment and retention strategies.

Dennis Appo

Dennis completed his MBA at the University of Adelaide and PhD at the University of Queensland. His main research interest is in Aboriginal community development and how to facilitate greater participation in the mainstream economy. He spent three years in New Zealand with the Maori organisation Te Wananga o Aotearoa, where the focus was on the Maori managing their own small businesses. He is currently doing research for the inclusion of Aboriginal communities in the mainstream Australian economy

Date: Tuesday 3rd October 2006

Time: 12:00pm – 1.30pm

Venue: Room E269, 2nd Floor
Building 11 (Menzies Building)
Clayton Campus

RSVP: Lunch will be provided
Please confirm your attendance via email to
Heidi.Oakes@buseco.monash.edu.au
by COB Tuesday 26th September 2006



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