In today's advanced technology world, enterprises are in a constant state of competition. As the intensity of competition increases the need to continuously improve organizational performance has never been greater. Managers at all levels must be on a constant quest for finding ways to maximize their enterprises’ strategic resources. Enterprises can develop sustained competitiveness only if their activities create value in unique ways. There should be an emphasis to transfer this competitiveness to the resources it has on hand and the resources it can develop to be used in this environment. The significance of human capital is even greater now, as the intangible value and the tacit knowledge of enterprises' resources should be strategically managed to achieve a greater level of continuous organizational success.

This research effort seeks to provide managers with means for accurate decision making for their workforce management. A framework for modeling and managing human capital to achieve effective workforce planning strategies will be develop to assist enterprise in their long term strategic organizational goals.

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Approved for distribution by Luis Rabelo, Committee Chair, on June 2, 2014.

The public is welcome to attend.