

**CREATING INTELLECTUAL CAPITAL THROUGH HUMAN  
CAPITAL FOR SUSTAINED COMPETITIVE ADVANTAGE**



**Submitted by**

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## **DEDICATION**

*“This dissertation is lovingly dedicated to my parents and brothers. Their support, encouragement, and continuous love have sustained me throughout my life.”*

## **ABSTRACT**

The thesis aims to explore the concept of intellectual capital in Public Sector Universities of Pakistan. Intellectual capital is the value of the institute's employee knowledge and training provided to them to improve their skills so that competitive advantage is achieved. It is an asset for the institution. Some of the subset of the intellectual capital includes human capital, social capital and organizational capital. Human capital is considered an important the key reserve for the institution and creates the intellectual capital. In university set up the competent employees are the human capital and they utilize their capacities and competencies to provide a unique advantage against the competitors, by creating intellectual capital. To get a fair idea about the human capital, intellectual capital concept and their applications in the universities of Pakistan, I have studied many books and literatures. By doing qualitative research, an attempt is made to explore the human capital in the Pakistan and specifically Public Sector Universities were in discussion. Analysis was done through the responses collected through in-depth interviews. In the last section, suggestions were given for developing an effective human capital.

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