

The Impact Of Intellectual Capital Risks on Organizational Performance

An Applied Study in Jordanian Pharmaceutical Companies

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Abstract

This study aimed at determining the impact of intellectual capital risks in its three dimensions (human capital risks, relational capital risks, and structural capital risks) on organizational performance in its three dimensions (performance efficiency, market share, and quality) in Jordanian pharmaceutical companies.

The study population consisted of (23) Jordanian pharmaceutical companies, where the number of companies that were selected as a sample for the study were (10) companies, with (1100) employees.

A simple random sample of (270) questionnaires were selected and distributed. The number of the retrieved questionnaires were (252), and it was found that there are (4) questionnaires that are not valid due to lack of information, and thus the number of questionnaires valid for the statistical analysis is (248) questionnaires.

After analyzing the data of the present study statistically using the statistical analysis program (SPSS), the study reached a set of results, the most prominent of which is that there is a positive effect at the level of significance ($0.05 \geq \alpha$) of the risks of intellectual capital and its dimensions on organizational performance in Jordanian pharmaceutical companies.

A set of recommendations were presented, the most important were:

1. The necessity of senior management and human resources to adopt a strategic vision for intellectual capital by adopting a strategy that helps to face the basic risks of this influencer on performance in organizations.
2. The necessity of dealing with intellectual capital as a major and strategic resource among the various resources that the organization possesses, preserving and developing it permanently and continuously, and emphasizing its importance and role in the success of pharmaceutical companies and achieving competitive advantage, especially in light of the world's trend towards information and knowledge.

Keywords:

Intellectual Capital Risks, Organizational Performance, Jordanian pharmaceutical Companies.