



International Conference on
Intellectual Capital Management
IICM2009




INSTITUTE FOR ADVANCED
STUDIES IN BASIC SCIENCES
P. O. Box 1055, 1089
Dhaka, Bangladesh


Framework for Managing and Measuring Intellectual Capital

Tanvir H. DeWan
*Director –International Program
Coordinator-College of Business
IUBAT—International University of Business Agriculture and Technology
Uttara, Dhaka. Bangladesh*

thdewan@yahoo.com



International Conference on
Intellectual Capital Management
IICM2009




INSTITUTE FOR ADVANCED
STUDIES IN BASIC SCIENCES
P. O. Box 1055, 1089
Dhaka, Bangladesh


Topic Clarification

Knowledge
Knowledge management
Intellectual capital
Human capital
Higher education

thdewan@yahoo.com



International Conference on
Intellectual Capital Management
IICM2009




INSTITUTE FOR ADVANCED
STUDIES IN BASIC SCIENCES
P. O. Box 1055, 1089
Dhaka, Bangladesh


Topical Coverage

Intellectual capital(IC)
Models for Managing IC
Existing approaches to measure IC
Evolving IC Framework for IUBAT
Skandia Intellectual Capital Management Model
& IUBAT

thdewan@yahoo.com




International Conference on Intellectual Capital Management IICM2009




INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 16311-4395
Tehran, Iran

Evolving IC Framework for IUBAT—International University of Business Agriculture and Technology



Human capital



Structural capital

Customer capital

thdewan@yahoo.com



International Conference on Intellectual Capital Management IICM2009



INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 16311-4395
Tehran, Iran

Skandia Intellectual Capital Management Model & IUBAT

Human capital

- The capability to attract and retain staff (Training, Good pay)
- Dedication of staff (skill base appointment)

Structural capital (customer capital)

- Projecting positive image (Advertisement, Community projects)
- Capability of attracting good students (Foreign faculty, skilled faculty)

Structural capital (organizational capital: intangible assets)

- IT support (Latest IT usage)
- Research (International Research)
- Relevant program (BBA, MBA, BSAg, BSEE, BSME, BSN etc)

thdewan@yahoo.com



International Conference on Intellectual Capital Management IICM2009



INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 16311-4395
Tehran, Iran

Skandia Intellectual Capital Management Model & IUBAT

Structural capital (organizational capital: intellectual property)

- Quality research
- Internationalization (Collaboration with 63 foreign universities around the globe)

Structural capital: process capital

- Strategic management
- Adherence to mission

Financial capital

- Financial leverage of the institution

thdewan@yahoo.com



International Conference on Intellectual Capital Management ICM2009




INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 646, 28755-8615
Golestan, Iran


Indicators: Human capital...

Human Resources, **Number of staff Full-time/Part-time**, Proportion of instructional/research staff to total number of staff (%), **Proportion of non professional/administrative staff to total**, number of staff (%), Total staff influx, Total of academic and research staff influx, Rookie ratio (% of employees with less than two years experience), Average term of employment in years Executive/managerial, Instructional/research, Total staff resignation within two years (%), Total of academic and research staff, Leadership index, **Motivation index**, Empowerment index, Equity index, Further training and education, **Number of employees who received training**, Total training expenditure per employee

thdewan@yahoo.com



International Conference on Intellectual Capital Management ICM2009




INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 646, 28755-8615
Golestan, Iran


Indicators: Structural (customer) Capital

Customers, image and stakeholders, curricular contact students, Extra-curricular students Total number of students, **Growth in student numbers**, Students per employee, Market share, Customer satisfaction, Marketing expenses, Project cooperation and networking Number of researchers per category, **Number of National Research**, Foundation categories, **Percentage of grants received**

thdewan@yahoo.com



International Conference on Intellectual Capital Management ICM2009



INSTITUTE FOR ADVANCED STUDIES IN BASIC SCIENCES
P.O. Box 646, 28755-8615
Golestan, Iran

Indicators: Organizational(intangible) capital

Technological support, Number of PC's per employee, Number of individuals ,inked to the network, Volume of IT use, Cost of IT per student, Satisfaction with IT service, Total IT expenditure, IT expenditure per employee, Reliability of hardware and software, Library and Information Services, Total cost of LIS, **Expenditure per employee**, Total number of book volumes, Total number of book titles in stock, Total number of journal volumes, Total number of current journal titles, Diffusion and networking per academic, and research staff, Total number of international events attended, **Total number of national events attended**, Total number of contributions at international events, Total number of contributions at national events, Total number of chapters/contributions to books, Total number of A and B type research articles published, Total number of master's students, Total number of staff on management, committees of professional societies, Total number of staff on editorial committees, Internationalization, **Overseas visitors received**, Overseas research visits

thdewan@yahoo.com



International Conference on
Intellectual Capital Management
ICM2009



INSTITUTE FOR ADVANCED
STUDIES IN BASIC SCIENCES
P.O. Box 64664-415
Tehran, Iran

Thank You

thdewan@yahoo.com
