

The Pillars of Intellectual Capital are considered to be Structural, Human and Relational capital

To my own understanding Intellectual capital means the knowledge that an individual or an organization has collected, this collective knowledge can be used later. For Intellectual capital to be in place its pillars have to be in place, structural, human and relational capital.

Structural capital

The Structural capital is the supportive infrastructure, processes and databases that are put up in an organization, this will enable the human capital to function at ease.

In the case of the institution I work for, Botswana College of Distance and Open Learning (BOCODOL), for example the structural capital is the guiding factor for all the day-to-day process to run smooth. The structural capital cannot work on its own. The aspect of Human capital always accompany structural.

Human capital

Human capital is the economic value that an employee provides to an employer. These kind of value is related to the skills, knowledge, and experience that the employee have. These can be attributes such as formal education and participation on training which are related to the workplace also help to can enhance the human capital that the employee represents. With Human Capital at BOCODOL, the production and design of course add a value for the institution. The writing and delivering course material will help in the dissemination of knowledge.

Relational Capital

The “ontological” dimension of knowledge creation assumes that, although ideas are developed by individuals, the interaction between individuals typically plays a critical role in articulating and amplifying that knowledge (Nonaka 1994).

Relational Capital is the relationship between the customers of the institution and the institution, this is not limited to learners only but with all the stakeholders involved in the

provision of education. Through good relationship with its customers, educational institutions may be able to attract grants from the government and also draw many people from the population, This can be achieved when the human capital is also present. For a well rounded institution all the pillars of Intellectual capital have to work together to achieve good results.

Social Capital

The positive relation between social capital and knowledge creation is typically explained by combination and exchange processes, where the combination takes the Schumpeterian view of the foundation for economic development, and exchange refers to social interaction and coactivity that creates new knowledge (Nahapiet and Ghoshal 1998). Social Capital is the links and shared values, understandings in the society that make and enable individuals and groups to have some degree of trust in each other and work together. The elements of social capital could be how individuals relate on a daily. They can be goodwill, fellowship, sympathy, and social interaction in an organization. In BOCODOL social capital includes the cooperation the College enjoys with the Learners, the goodwill the BOCODODL have with the government, this is evident as the government can sponsor learners to study in the institution and also be able to subsidise capital in the country's budget. Social capital cannot be separated from Structural, Human and Relational capital because all these assets make up a good environment that will be able to produce good results. I believe that by isolating Social capital it will somehow harm the other capitals, social is the roots of everything.

Cultural Capital

Patti Choby from her website pattichoby.wordpress.com states that Cultural capital is defined as “forms of *knowledge*, both tangible and intangible, that have value in a given society in relation to status and power. Cultural capital is created when values, traditions, beliefs and language become the currency to leverage other types of capital. Basically cultural capital will be defined by the culture of a certain organization, whether is good or bad, the values that an organization have will classify it, things like values, languages, tradition and belief.

Reference

Choby, P. retrieved from <http://pattichoby.wordpress.com/2010/06/05/what-is-cultural-capital>

Nahapiet, J. and Ghoshal, S. 1998. "Social Capital, Intellectual Capital, and the Organizational Advantage", The Academy of Management Review. 23, 2 242-266.

Nonaka, I. 1994. "A Dynamic Theory of Organizational Knowledge Creation", Organization Science. 5, 1 14-37.