Saudi Arabian economy is in stage of achieving efficiency-driven nation. The kingdom exceeded the stage which depends on the infrastructure to the stage of dependency on the human capital based economy which allow Saudi Arabia to be in the right track of development. Human capital (knowledge, skills and competency), social skills (communication and teamwork) and organizational culture (market, clan, adhocracy and hierarchy) are found to be critical among factors that could be linked and give influence on performance in the organizations. This study therefore aimed to examine the relationship between human capital and organizational performance in Saudi private organizations. It examined also the relationship between human capital and social capital as well as between social capital and organizational performance. Consequently the mediating effect of social capital in the relationship between human capital and organizational performance was also examined. Finally the study examined the moderating effect of organizational culture in the relationship between human capital and organizational performance. The data was analysed based on the random sampling and the self-administered questionnaire, with a response rate of 85%, questionnaire collected from 170 managerial staff that representing the selected organizations in Saudi Arabia. Descriptive statistics, confirmatory factor analysis (CFA), hierarchical multiple regression and Structural Equation Model (SEM) in AMOS were used to analyse the collected data in this study. As hypothesised the results revealed that human capital was significantly and positively related to organisational performance. It was found also that human capital was related to social capital as well as social capital was related significantly to organizational performance. The results also revealed that social capital has mediated the relationship between human capital and organizational performance. Accordingly, it was found that one dimension of organizational culture namely market has moderated the relationship between human capital and organizational performance. The findings of this study could serve as the guidelines for private organizations as well government organizations in Saudi Arabia. These findings are important as this is among the recent research conducted to investigate the relationship and influence of human capital, social capital and organizational culture on organizational performance from the perspective of private organizations in Saudi Arabia. Findings of this study will be beneficial to the policy makers, practitioners and researchers. The findings will also add to the existing body of knowledge in areas of organizational studies, human capital and social capital in specific and intellectual capital in general, organizational culture and organizational performance.

The current study explored factors affecting behavioral of knowledge transfer and the antecedents predicting this within the Theory of Planned Behavior (TPB) framework. This study made an attempt to incorporate knowledge transfer-related variables (articulability of knowledge, credibility of knowledge source, gap of theory-practice, embedded knowledge and environmental uncertainty) into the framework. The premise of the model is to provide guideline of necessary conditions that are influential to knowledge transfer behavior in the clinical placement. It is hoped that by holistically understanding and paying closer attention to these predictors, a more comprehensive strategy can be devised beforehand to alleviate any problems that might negatively hinder activities of acquiring and applying new knowledge at the point of clinical placement, which subsequently maximize required clinical experience and in turn increase the levels of clinical competence. The posited model was validated quantitatively using field surveys to one of key stakeholders of clinical placement, the nursing students. The influence of the variables selected for this study was tested on two distinct samples of Lower Semester Group, LSG (semester 1- 3) and Higher Semester Group, HSG (semester 4-6) separately. A total of 2880 questionnaires were distributed to nursing students from all government-affiliated nursing institutions throughout the country. A total of 2779 (96.5%) was returned and only 2638 were usable for analysis. Data analysis statistical technique of Partial Least Square (PLS) was conducted to analyze the hypothesized relationships and to test adequacy of the proposed model. For LSG, eight (8) of ten (10) hypotheses were supported. For HSG, with exception to three (3), all of the hypothesized paths are in the direction hypothesized. The Model show reasonably good fit supported by the acceptable level of the GoF indices of 0.389 (LSG) and 0.383 (HSG). The finding of this study which is solely focuses on knowledge transfer from the recipient of the knowledge perspective, is contributing to the existing TPB framework and knowledge transfer literature with new measures, constructs and structural paths added in rarely tested context; clinical placement. The study could provide direction for nursing authority in directing appropriate resources that are conducive to knowledge transfer at clinical placement when developing nursing curriculum structures in the future.