Intellectual and Knowledge Investment and its Role in Achieving Sustainable Development of Natural Resources: A Study Applied to the Iraqi Oil Ministry

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Abstract

An intellectual capital and knowledge is one of the basic and very important resources for modern organizations in light of the knowledge economy. It is another form of capital recognized in the new economy. The intellectual and cognitive capital consists of the basic components represented by the experiences, skills, knowledge and capabilities that individuals working within organizations possess, which have a clear and profound effect on determining the success of the organizations from their failure. The results showed that there are strong correlations between the independent variable with its dimensions represented by intellectual capital and knowledge capital and between the dependent variable represented in investment in natural resources, as well as there is a strong relationship between the independent variable with its dimensions represented by intellectual capital and knowledge capital and between the dependent variable represented in investment in resources. Accordingly, a set of recommendations were presented that can contribute to improving the level of investment. Its role in achieving the best investments for the natural resources is found underground through the interest in the human resource, which is one of the most important reasons for the success of organizations and the first element in achieving the well-being of society, as the more the human resource He has the knowledge, skill and ability to optimally utilize natural resources whenever this is one of the most important factors for the success of organizations. In addition, organizations today have to pay attention and benefit from the intellectual and knowledge capital, especially in developing countries. The necessary requirements must also be provided
to improve the knowledge and intellectual aspect in business organizations today, whenever organizations are interested in intellectual and knowledge capital, the more they achieved a good reputation in the job market. The correct and appropriate mechanism for investing in intellectual and knowledge capital must be provided in a manner that achieves the greatest returns for today's organizations. Any organization that wants to achieve success cannot dispense with intellectual and knowledge capital, regardless of the percentage and capacity of modern technology in it.

**Keywords**

Intellectual and Knowledge Capital, Sustainable Development, Natural Resources.

**Introduction**

The human resource is one of the important basic pillars that today's organizations depend on, with their various productive or service nature, or both, and from this standpoint and basis we must research how to invest this resource, the optimal investment that helps us in how to achieve the best investments for the resources lurking underground and we all know what these are. Resources, whether natural or unnatural, in the form that leads to an investigation. Welfare and economic development by reducing the costs of extravagant extraction of these resources.

Despite the presence of many other influences, the presence of an efficient and effective human resource that has the ability to make the best investments in these resources is one of the secrets of the success of these organizations in their work. As the availability of material and human requirements, the use of advanced technology and modern productive methods, and the availability of intellectual and knowledge capital are no longer the only basis for the success and development of modern organizations. Rather, we must rely on the most important element of success, which is how to better invest these resources. And using them properly by providing the appropriate and appropriate environment to achieve the best investments and work to encourage them and rely on people who have experience in how to manage those investments.

The current research included four sections where the first topic focused on the methodology included in the research and on the objectives, problem and questions related to the research, and the second topic relied on the theoretical aspect that included focusing on how to invest in intellectual and knowledge capital, investigating the best investments in the natural resources that exist under the land and how to benefit As for the third topic,
it included the field aspect of the research, and the fourth topic included the most important conclusions and recommendations reached by the researcher in this field.

Methodology of Study

The Study Problem

In order to achieve the best investments at the lowest level of costs and the highest level of quality, it is necessary to address the most basic elements, which is how to invest in the human resource, which is the effective element, how to increase knowledge and develop its capabilities, and how to maintain it in order to become the main point in the correct investment of what is inside the land from Resources. As we see many countries and countries that have few natural resources, but they are ranked first in economically developed countries politically and socially. And vice versa, we see many countries and most of them own natural resources, especially Arab countries, but we see them in the back of economic countries. A question that raises itself why this backwardness. That is why our study came to answer the most prominent of these questions and obstacles facing the process of the correct investment of the human resource through the most important questions related to the topic:-

Based on that, the dimensions of the problem were formulated with the following questions:-

1. What is the role of intellectual and cognitive capital in the investment process?
2. How can we make the human resource to invest its resources that are inside the earth in the best way?
3. What are the challenges that we face in the correct investment process?

The Value of Study

The value of the study is evidenced by what it has shown in the important role of intellectual and cognitive capital investment, the correct investment that results in achieving the best investments for the natural resources located underground. The value or importance of the study is reflected in the following axes:-

1. The correlation of research with an important variable, which is the correct investment of intellectual and knowledge capital and a cycle in underground investment.
2. Theoretical expansion of variables Research by studying several models that clarify the nature of the relationship between these investments.
3. Through our research, we can determine the best measures of reliability that clarify the nature of the relationship between each of the study variables and how to achieve the best investment results.
4. Providing scientific libraries with research contributions that help researchers to proceed from this point.

The Objectives of Study

The current research aims to arrive at a statement of the role of intellectual and cognitive investment of the human resource in achieving the best investments at the lowest level of costs with the same level of quality that achieve economic and social development and well-being to society by showing the role of the correct investment of the human resource in investing what is underground from natural resources. Via:-

1. Getting to know the role of intellectual investment in achieving the best investments in natural resources.
2. Getting to know the role of knowledge investment in achieving the best investments for natural resources.
3. What are the obstacles facing the investment process?

The Hypothetical Outline of Study

![Diagram of the hypothetical outline of study](attachment:figure1.png)

*Direct correlation relationship
*Direct impact relationship
Reference: Figure 1 Presented by the researchers
The Hypotheses of Study

The first main hypothesis: - There is a significant correlation between the role of intellectual and cognitive investment and between investments of underground natural resources, and the following sub-hypotheses are branched out of them:-

1. There is a significant and significant relationship between intellectual investment and the investment of natural resources.
2. There is a significant correlation between knowledge investment and the use of natural resources.

The second main hypothesis: - There is a significant impact relationship between the role of intellectual and cognitive investment and investments of natural resources, and the following sub-hypotheses are branched out of it:-

1. There is a moral impact relationship between intellectual investment and the exploitation of natural resources.
2. There is a moral impact relationship between cognitive investment and the exploitation of natural resources.

The Theoretical Framework of Study

Intellectual Capital

The topic of intellectual capital is considered one of the administrative topics that have been raised by most of the contemporary administrative literature, and that interest in it has emerged by writers and researchers at the beginning of the eighties of the last century. As the administrative literature has shown many topics that have changed the traditional view of the traditional concepts of capital and profitability.

There are many names in use today to denote intellectual capital. Among them are knowledge capital and intangible capital or intangible assets. The modern concept considers working individuals as the real capital of organizations (Yusef, 2005).

The OECD defines intellectual capital as the economic value of two classes of intangible assets: organizational (structural) capital and human capital. While Stewart defined intellectual capital as the material knowledge of intellectual information. Intellectual property. Experience that can be put to use to generate wealth. Intellectual capital is defined as the storehouse of knowledge (that settles in the minds of workers), as well as the store of knowledge that is built into products, systems, and structures. (Yassin, 2007).
Table 1 Definitions of intellectual capital according to the viewpoint of some writers and researchers

<table>
<thead>
<tr>
<th>No.</th>
<th>The writers</th>
<th>Definitions</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Bonti, 1999</td>
<td>Intellectual capital is defined as the stock of knowledge that settles in the minds of workers as well as the store of knowledge that is built into products, systems and structures.</td>
</tr>
<tr>
<td>2</td>
<td>Erman, 2002</td>
<td>To find out what can be turned into profit, it includes two components human capital and intellectual assets.</td>
</tr>
<tr>
<td>3</td>
<td>Sudarsanam</td>
<td>A set of knowledge assets that are attributable to the organization and contribute to improving a competitive position that is more important to the organization through adding value to the identified stakeholders.</td>
</tr>
<tr>
<td>5</td>
<td>Ahmed, 2003</td>
<td>The sum total of what each individual worker in the organization knows who contributes to securing the competitive advantage of the organization</td>
</tr>
<tr>
<td>6</td>
<td>Yassen, 2007</td>
<td>The store of knowledge that settles in the minds of workers as well as the store of knowledge that is built into products, systems, and structures.</td>
</tr>
</tbody>
</table>

The reference is presented by the researchers

**The Concept of Intellectual Capital**

After natural resources were considered as the real wealth of organizations before the nineties, the concept of intellectual capital appeared and became referred to as one of the most important factors in the investigation of competition and a criterion for the success of organizations in achieving their goals. The concept of intellectual capital is built as the capacity represented by the organization. Which is difficult to imitate by competing organizations, and thus he refers to (Al-Ani and Shawqi 2008).

1. The organization has an excellent elite of workers at all levels.
2. Knowledge resources represented in the organization’s culture and technological knowledge, trademarks and patents, in addition to the practical knowledge of the organization’s workers, accumulated education and experience.

Consequently, it is considered the product of a set of sequential and complex processes that require investments and long periods of time to form them. The formation of intellectual and knowledge capital) is done through stages that begin with knowledge products, whether these products are within the person himself or through knowledge mediators who represent a path.

Preparing the flow of knowledge, then finally, knowledge is transferred through means of communication as knowledge mediators. The figure below shows the stages of intellectual capital formation.
According to the previous figure, it is stated that:

1. Knowledge accumulation is one of the important sources for creating intellectual capital.
2. Mental and physical capabilities, skills and personal values are among the most important pillars of intellectual capital.
3. Business organizations have become knowledge-based research centers.
4. The success of organizations currently depends on their knowledge capabilities.

**The Components of Intellectual Capital**

Intellectual capital is one of the most important basic variables that play an important role in the success or failure of organizations, as this is reflected in the market value of the organization. On this basis, he found the growing interest in intellectual capital, studying it, working on its improvement, and investing in the best investment methods.

The components of intellectual capital, according to the viewpoint of some writers and researchers:

1. Subdivisions (Despres & Channvel)
   Where the two writers believe that intellectual capital consists of four basic elements, and these elements are:
A- Human capital, which includes the human resources of the organization, including knowledge.
B- The Structural Capital, which includes the company's infrastructure facilities.
C- Business Assets, which are the structural capital of the company that is used to create value through its business operations, such as operations facilities and the distribution network.
D- Intellectual assets: It includes the intellectual assets of the company according to which the company needs legal protection.

2- Division (Mckenzie & Winkelen) These two writers formulated the following equations to clarify their division into the components of intellectual capital.

\[
\text{Intellectual Capital} = \text{Human Capital} + \text{Structural Capital}
\]

\[
\text{Intellectual Capital} = \text{Human Capital} + \text{Structural Capital}, \text{ where:}
\]

\[
\text{Structural Capital} = \text{Customer Capital} + \text{Organizational Capital}
\]

\[
\text{Structural Capital} = \text{Client Capital} + \text{Organizational Capital}, \text{ where}
\]

\[
\text{Organizational Capital} = \text{Innovation Capital} + \text{Process Capital}
\]

Organizational capital = innovation capital + process capital, where:

\[
\text{Innovation Capital} = \text{Intellectual Property} + \text{Intangible Assets}
\]

The Comparison between Physical Capital and Intellectual Capital

There are several divisions and names of intellectual capital and tangible capital, and all of these names correspond to the concept of physical capital, meaning that intellectual assets correspond to physical assets, and we can differentiate between the two through.

<table>
<thead>
<tr>
<th>No.</th>
<th>The characteristics</th>
<th>Physical capital</th>
<th>Intellectual capital</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The main feature</td>
<td>Tangible material</td>
<td>Intangible - ethereal – intangible</td>
</tr>
<tr>
<td>2</td>
<td>Location</td>
<td>Within the internal environment of the company</td>
<td>In the minds of the individuals working in the company</td>
</tr>
<tr>
<td>3</td>
<td>Model acting</td>
<td>Machine, equipment, buildings</td>
<td>Individuals with knowledge and experience</td>
</tr>
<tr>
<td>4</td>
<td>The value</td>
<td>Decreasing by extinction</td>
<td>Increased in innovation</td>
</tr>
<tr>
<td>5</td>
<td>Pattern of wealth creation</td>
<td>By physical use</td>
<td>With focus, attention, and a broad imagination</td>
</tr>
<tr>
<td>6</td>
<td>its users</td>
<td>Muscular work</td>
<td>Cognitive work</td>
</tr>
</tbody>
</table>

The reference is presented by the researchers.

Knowledge Capital

Knowledge management and knowledge capital is considered one of the administrative topics that modern literature in management science has given great importance at the present time because of its important and fundamental role in the success of organizations' work and their progress towards achieving their goals. (Daft, 2001) defined it as a group of efforts exerted from Before the directors of the organization in order to obtain intellectual and knowledge capital. As for (Al-Maghribi and Marzouq, 2010), they define knowledge management as “the techniques, tools and human resources used to collect, manage, publish and invest knowledge within an institution.” (Al-Kubaisi, 2005) referred to its definition as the group of efforts that are made to complete and complete the organizational steps and functions. There are many departments and units that promote it, while Koenig (1999) referred to it as "the conscious and intelligent understanding of the organization's culture and the ability to use and apply the change in culture".

Types of Knowledge

Knowledge is divided into many types of different divisions. And when we think about knowledge management. Those who develop knowledge must be well-informed about the types of knowledge and how to choose them during the process of acquiring it. Bolisani & Scarso (1999) stated there are four types of knowledge. (Drew, 1999) also emphasized: knowing what. Find out why. Find out how. Find out who.
1. Knowing what know-what: It represents knowledge of facts and is very close to the concept of information. Thus it can be moved. Kingston & Macintosh describe it as explicit knowledge about things. It includes concepts, Subjects and Physical Cases.

2. Knowing why-why: It shows us scientific knowledge of principles and law. Rationality, the reasons, Discussions, Applied research. And justify the things that happened and the way they work (Kingston & Macintosh).

3. Know-how: It is the knowledge that includes the actions required if any particular event occurs. And what is the action required for a specific case. Bolisani & Scarso state that it consists of the practical capabilities of implementing special events.

4. Know-who: It refers to information about who knows what. And who knows how to Bolisani & Scarso. While (Drew) indicates that it refers to the importance of individuals and political and social relations.

**Sustainable Development**

The concept of sustainable development is one of the most important concepts at the global level. Recently, there has been a growing global interest in the need for sustainable development to reach a sustainable future, after the world is heading towards a set of potential human and environmental disasters. Global warming, environmental degradation, increasing population growth and poverty, loss of biodiversity, expanding desertification, and other environmental problems are not isolated from human welfare problems nor from the economic development process in general, as many of the current forms of development are limited to resources. The environment the world depends on. The close connection between environment and development led to the emergence of the concept of sustainable development. [In 1980, the International Union of Nature and its partners (the United Nations Environment Program and the World Wildlife Fund) issued a document called the Global Strategy for Nature Conservation. It included the beginnings of the idea of sustainable development, in the sense of development that preserves the environmental processes operating in renewable production systems, that is, that prepares the ecosystems in agriculture, rangelands, fisheries and forests, and the related capacity for giving, which maintains the richness of species and the richness of genetic diversity in each species.

Sustainable development is based on three basic elements.

1. Economic efficiency
2. Social competence
3. Environmental efficiency
And that the term "sustainable development" is not limited to economic development only, but also goes beyond it to include a wide range of multi-faceted issues of managing the economy, environment and society. These last three elements constitute the pillars of sustainable development. If it is considered that these pillars represent overlapping circles of equal size, then we find that the intersection area represents human well-being. The closer these circles are to each other, provided they are complementary rather than contradictory, the greater the intersection area and so does the human well-being. Consequently, it is evident that the close link between environment and development has led to the emergence of a concept of development called sustainable, which requires attention to environmental protection in order to achieve sustainable development, and in light of this, human life and well-being are linked to the health of his environment, and no society can survive without forests. Clean water sources, fertile lands and environmental capital all provide the resources and absorb the waste they produce.

**Natural Resources**

The problem of depletion and misuse of natural resources is one of the most important problems facing people in the present day, as they began to use these resources in an exaggerated manner and in a way that wastes the needs of future generations in terms of the limitations of natural resources. Natural resources represent the unused natural stock from which humankind benefits and includes:

1. Permanent sources: - It refers to the resources that are available and present in the environment, such as air, sun, and water. Air includes the basic elements of life, while the sun includes all the materials that make up the earth, in addition to the scientific use of the radiation emitted by it, which are used in many natural and industrial fields. As for water, all other environmental resources depend on it, directly and indirectly, and the importance of water can be estimated from two sides:
   - First: In Terms of Considering the Aquatic Environment as the Medium from which Life was Created
   - The second: that water is necessary for practicing all life activities.

2. Renewable sources: - These resources are characterized by their endless renewal and persistence, and they are represented in the plant wealth. And livestock, and soil is a renewable source for many types of environmental wealth, and some sometimes call these sources current resources.

3. Non-renewable sources: - They are temporary sources, meaning that their presence will not last for a long time, but will disappear sooner or later, as they are not
renewable, as they have a specific stock and are exposed to the law of entry, such as petroleum and coal. And natural gas. And metal.

Environmental Resources can be Divided in Terms of Ownership into the Following

The Problem of Depletion of Natural Resources

1. Resources of public ownership: - They are resources that are subject to state ownership, such as territorial waters, marine waters, and wild animals that move from one place to another.
2. Ownership resources: They are the fixed resources that are subject to the control of a state.

Applied Aspect of Study

Determining the Level of Reliability and Self-validity of the Questionnaire

In order for the questionnaire to be properly designed, it must be subject to the conditions of scientific research and on this basis, the following conditions are taken into account:

Objectivity: In order for scientific objectivity to be available in the study, the researcher took care not to interfere and influence the answers of the sample members out of respect for their opinions.

Accuracy of the scale: Honesty is the most important consideration in evaluating educational, psychological and social tests and honesty is a broad concept that has several meanings. The first meanings of honesty is the extent of the test’s success in measuring what was set to measure it. An honest scale is usually fixed. (Abbas Mahmoud Awad: 1998)

The following table shows the sincerity of internal consistency, as follows

<table>
<thead>
<tr>
<th>The axis of intellectual capital</th>
<th>Correlation coefficient value</th>
<th>Paragraph number</th>
<th>Correlation coefficient value</th>
</tr>
</thead>
<tbody>
<tr>
<td>X1</td>
<td>0.607**</td>
<td>X5</td>
<td>0.776**</td>
</tr>
<tr>
<td>X2</td>
<td>0.617**</td>
<td>X6</td>
<td>0.785**</td>
</tr>
<tr>
<td>X3</td>
<td>0.506**</td>
<td>X7</td>
<td>0.802**</td>
</tr>
<tr>
<td>X4</td>
<td>0.506**</td>
<td>X8</td>
<td>0.835**</td>
</tr>
</tbody>
</table>

If there is a sign **, this is evidence that the paragraph is consistent with its dimension and the level of significance (0.01).

We notice from the previous table that all the paragraphs are consistent (homogeneous) with their dimension (the axis of intellectual capital).
Table 4 The validity of the internal consistency of the knowledge capital axis

<table>
<thead>
<tr>
<th>Correlation coefficient value</th>
<th>Paragraph number</th>
<th>Correlation coefficient value</th>
<th>Paragraph Number</th>
</tr>
</thead>
<tbody>
<tr>
<td>0.863**</td>
<td>X5</td>
<td>0.778**</td>
<td>X1</td>
</tr>
<tr>
<td>0.779**</td>
<td>X6</td>
<td>0.674**</td>
<td>X2</td>
</tr>
<tr>
<td>0.668**</td>
<td>X7</td>
<td>0.768**</td>
<td>X3</td>
</tr>
<tr>
<td>0.768**</td>
<td>X8</td>
<td>0.874**</td>
<td>X4</td>
</tr>
</tbody>
</table>

If there is a sign **, it means that the paragraph is actually consistent with its dimension and the level of significance (0.01).

It is noted from the previous table that all the paragraphs are consistent (homogeneous) with their dimension (the axis of knowledge capital).

**Discriminatory Honesty of the Scale**

Where the discriminatory validity of the scale was performed by the method of the two end groups (statistical analysis of the paragraphs).

Table 5 It shows the value of (t) computed between the two extreme groups (upper and lower) in relation to the axis of intellectual capital

<table>
<thead>
<tr>
<th>T-test for differences between averages</th>
<th>Levins test for homogeneity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trust limits below standard %5</td>
<td></td>
</tr>
<tr>
<td>Standard error of differences</td>
<td>Average differences</td>
</tr>
<tr>
<td>maximu m</td>
<td>minimu m</td>
</tr>
<tr>
<td>-0.73107</td>
<td>-0.95617</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
<tr>
<td>-0.73107</td>
<td>-0.95617</td>
</tr>
<tr>
<td></td>
<td></td>
</tr>
</tbody>
</table>

It is noticed from the previous tables that the T-values are significant, and this is an indication that the axes of resolution have a high degree of discriminatory validity. What confirms this talk is that the limits of confidence are negative for the lower and upper limits. This means rejecting the null hypothesis that there are no differences between the two groups regarding the axis of intellectual capital.
Table 6 It shows the value (t) computed between the two extreme groups (upper and lower) for the knowledge capital axis

<table>
<thead>
<tr>
<th>T-test for differences between averages</th>
<th>Levins test for homogeneity</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trust limits below standard %5</td>
<td></td>
</tr>
<tr>
<td>Maxim um</td>
<td>minimum</td>
</tr>
<tr>
<td>- 1.6755</td>
<td>-2.109</td>
</tr>
<tr>
<td>In the case of homogeneity contrast</td>
<td></td>
</tr>
<tr>
<td>In the case of heterogeneity</td>
<td></td>
</tr>
</tbody>
</table>

It is noticed from the previous tables that T-values are significant, and this is an indication that the axes of resolution have a high degree of discriminatory validity. What confirms this talk is that the limits of confidence are negative for the lower and upper limits, and this means rejecting the null hypothesis that there are no differences between the two groups regarding the axis of knowledge capital.

- Interpretation of the reliability coefficient: The resulting stability coefficient is interpreted in light of the resulting correlation coefficient. The highest value that the reliability factor can reach is (1). It is a value that we do not reach in most cases, especially at the human level, and on this basis if we obtain a stability factor of its value (0.95), this means that 0.95 of the variance of the test scores is real, and that the remainder (0.05) is of the wrong type of variance. (Abd al-Salam Ghoneim, 2004).

Analyzing the Correlation between Investment in Intellectual Capital and Knowledge Capital and Investment of Natural Resources

Based on the first hypothesis which stated that there is a significant correlation relationship between investment in intellectual capital and knowledge capital and the investment of natural resources, and through the use of the coefficient of correlation (Spearman), it became clear that there is a strong correlation between the two main variables at a significant level (0.01) The following is an explanation of the correlations on the
dimensional level of the two variables, and the results are in Table (7) to illustrate the results of those relationships.

Table 7 The values of the correlation coefficients (spearman) between the independent variables intellectual and cognitive capital and the investment of natural resources

<table>
<thead>
<tr>
<th>Moral relationships</th>
<th>Intellectual and knowledge capital</th>
<th>Investing in natural resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>Percentage</td>
<td>Number</td>
<td>0.885**</td>
</tr>
<tr>
<td>100</td>
<td>2</td>
<td></td>
</tr>
<tr>
<td>100</td>
<td>0.809</td>
<td>2</td>
</tr>
<tr>
<td>100</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

**Significant at 0.01 level of significance N = (100)
* significant at 0.05 level of significance

The relationships between knowledge capital and the investment of natural resources showed its dimensions in what constitutes (100%), as all the relationships were strong at a level of (0.01) and the strongest of those relationships was the relationship between knowledge capital and the investment of natural resources, reaching (0.885). The result on investment in human resources leads to achieving the best investments for natural resources, as the strength of the correlation between them reached (0.809), which is significant below the 1% level.

Conclusions and Recommendations

Based on what has been presented and discussed in our current study on the theoretical side and linked to the practical side, the researcher has reached a set of conclusions and recommendations that can be presented as follows:-

Conclusions

1. There is a strong relationship between the efficiency of investment in human resources and the effectiveness of investment in natural resources.
2. The human resource is considered the most important reason for the success of organizations and the first element in achieving the well-being of society whenever the human resource has the knowledge, skill and ability to make the best use of natural resources whenever that is one of the most important factors for the success of the organizations.
3. There is still a clear neglect of benefiting from the intellectual and knowledge capital in today's organizations, especially in developing countries and countries.
4. Failure to provide the necessary supplies to improve the knowledge and intellectual aspect in business organizations today.
5. That the correct investment of intellectual and knowledge capital leads to a reduction in costs resulting from investment in natural resources, which generates profitability for business organizations.
6. The more organizations are interested in intellectual and knowledge capital, the more they will achieve a good reputation in the labor market.
7. The absence of the correct and appropriate mechanism to invest in the intellectual and knowledge capital generates a loss for the organization and bears more costs that may lead to its declaration of bankruptcy.
8. No organization that wants to achieve success can not dispense with intellectual and knowledge capital, regardless of the percentage and capacity of modern technology in it.
9. There are still some laws and legislations that deal with physical capital and largely neglect intellectual capital.

**Recommendations**

In light of the researcher's conclusions, he recommends the following:

1. The state and all its organizations must pay attention to the human resource, which is one of the most important reasons for the organizations’ success and the first element in achieving the well-being of societies, as the more the human resource has the knowledge, skill and ability to optimally invest in natural resources, the more that is one of the most important factors for the organizations’ success.
2. Organizations today have to pay attention to and benefit from the intellectual and knowledge capital, especially in developing countries and countries.
3. The necessary requirements must be provided to improve the cognitive and intellectual aspect in business organizations today.
4. There must be a correct investment of the intellectual and cognitive capital in a manner that leads to a reduction in costs resulting from investment in natural resources, which generates achieving profitability for business organizations.
5. The more organizations are interested in intellectual and knowledge capital, the more they will achieve a good reputation in the labor market.
6. The correct and appropriate mechanism must be provided for investment in intellectual and knowledge capital in a manner that achieves the largest returns for today's organizations.

7. Any organization that wants to achieve success cannot dispense with intellectual and knowledge capital, regardless of the percentage and capacity of modern technology in it, so we must not dispense with this important and vital resource within business organizations.

8. Issuing laws and legislations that deal with intellectual and knowledge capital in a manner that contributes to raising its level of performance.

References


