Conclusion

This work of the paper has provided an introduction to the research topic and provided an insight to human capital and how it has been discovered to be a valuable asset for any Sector. The first phase provided a highlight about the fact that how the organizations take care of their human capital and construct various strategies and policies that would be beneficial for the preserving the human capital and motivating them in order to bring out their output. The background of the topic is even provided in this section where the case history and various aspects have been with respect to the impact of human capital during crisis management. the research problem identifies the factors due to which the research paper has been constructed and tries to discover the solutions to the problems. The aims and objectives of the Research provided an access to the researcher to identify the process and goal that required to be accomplished and thereby initiates various action plans so that the objectives specified can be attained during the completion of this work. The significance of the study has even been provided, giving the reader an idea about how the paper would be beneficial for future studies as well.

The limitations of the paper along with the research hypothesis have been provided that aids the researcher to undertake the analysis in an effective manner. The introduction section has even provided a research methodology and has explained various articles that would be beneficial for the reader to understand the topic and what other researchers who had undertaken similar researches previously. The Second Phase of the Research provided a theoretical framework of crisis management with respect to the case scenario in Jordan. The Researcher has provided a description of crisis management and what is its effect and the risks related to it. This section provides the definition of crisis and how it has an impact on the level of human capital.

The statements for and against crisis is even provided in this segment. The following point discusses about the differences between crisis and various other terms that are used by human beings during any issues or problems. Each and every one of them is explained so that they are differentiated from the meaning of crisis. The approaches for identifying the crisis and the process of diagnosis has even discussed in this Work. The causes for crisis are even explained so that the reader has sufficient idea about the crisis management. The various characteristics of crisis are even provided that would provide
an idea to what type of management can be undertaken. The various kinds of crisis and their divisions have even been provided. The various levels of risks and their effect on each level is even was given out providing an idea to the researcher about how to handle such crisis at various levels.

The difference between crisis management and management by crisis is given as these two aspects are completely different. The principle of crisis management and its various phases are even cited in this section of the Research. The methods of crisis management and the obstacles related to it are even discussed in a structured manner. All these aspects have been discussed so that the crisis management process can be analysed with respect to the country Jordan can be evaluated in an effective manner. The 3rd Phase is the third chapter of the Research that has explained the governmental system and the overall governmental structure in Jordan and the policies that have been framed in order to sustain the human capital and handle the crisis management as well as understand the impact on human capital due to crisis management.

The ministry structure in a general view has even discussed so that every department of the ministry of Jordan and the structure that is followed by each and every departments of ministry. An overview of the ministry of health is undertaken public health has been one of the significant areas of crisis management that directly impact the human capital. Each and every section associated with the ministry of health is explained so that role of every department can be disclosed. An overview of the ministry of interiors is even analyzed as this ministry deals with the internal affairs of the country and manages and strategizes plans to answer the crisis management and its impact on human capital.

The 4th Phase consists of the data analysis section where answers of 200 respondents that have been gathered are discussed in detail and is compared with the hypothesis in order to reach a conclusion to the paper and the research problem. There has been a total of thirty questions that have been framed and these questions have been in relation to the six hypotheses that have been framed earlier in the Research. Each hypothesis has been relation to one of the factors and every one of them has been analyzed with the help of descriptive statistics and pie charts for the same has been provided as well. The recommendation and the conclusion that has been provided with respect to this paper state that in case of a crisis, the communication level requires to be effective in order to tackle the situation. The use of a specific management style requires to be maintained in
order to handle such situations and lower the negative impact on human capitals. The attitude of the manager is even a crucial aspect as it would in satisfying the employees as well. The Research therefore concluded with the fact that effective crisis management can have a positive impact on the human capital. At the end of the work and Based on the interpreted result this has been seen that majority of the research population has agreed that proper communication from the leaders may be conducive in managing crisis situations.

It has been further inferred that the management style followed by the managers are the important part of the crisis management. From the different types of interpretations made from the primary analysis it has been discerned that the various types of motivational activities of the managers have an influential role on crisis management. This is evident with 74% of the respondents strongly agreeing that the motivational activities have an important role on crisis management. The various depictions made from the study clearly shows how the research subjects has agreed that behaviors of the managers have a crucial role in management of the crisis with a total of 23% strongly agreeing and 53% agreeing to this fact. The various interpretations made from the study clearly show how majority of the respondents have agreed that decision-making criteria have an influential role in crisis management. The various depictions made from the study, it has been clear that the respondents have mostly agreed that proper job assigning is conducive in crisis management situations. Most of the respondents have agreed that selection of the employer is important in overall crisis management.