

Human Capital management

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Introduction

Being asked for an expert opinion by [Oleg Vishnepolsky](#) on a his LinkedIn post about the artificially created tragedy of working gap.

- <https://www.linkedin.com/feed/update/urn:li:activity:6336824438138421248>

He is pointing out on a example of a woman that was out of work for 12 years because she decided to fully dedicate herself in raising her children.

After all, our children are our future and our legacy and their education is very important especially in the first phases of their lives.

She, after being bounced by many HR, manage to be hired in a human resource position. She brilliantly leverage her mother experience in doing her job bringing an expected value to the company that trusted to give her a chance.

The working gap means nothing

It is just another one of those silly mechanisms to enforce the retention of unsatisfied and unengaged employees: if you leave without another job in hands, you will may risk to never get back to work.

For the women, it adds on top of this a discrimination: children will grow-up anyway and you will stay out of work for the whole life. Both of these are focusing on the principle that "career is the most important thing in life" which is a politically correct way to say "you should work up to drop on the floor".

It were in such a way at the beginning of the industrial revolution when people living in the cities were used to live for working. It is obsolete and more of obsolete is inefficient. Happy people are much more creative, positive, reliable, efficient and proficient.

Rule of thumb

Take a run away from any HR that shown to you a working-gap biases or being prepared to work for a company for which you will be just another lemon to squeeze. Serious and successful companies adopt a Human Capital management approach!

Conclusion

There is no a conclusion because improving is a never-ending path. So far, before looking forward to a better future it is the right time to smile at the obsolete present that still survived up to today with a Dilbert comics

Working until you drop

- <http://dilbert.com/strip/2017-11-16>