# Article information:

Deploying to Develop Unit Human Capital Resources  
<http://sage.cnpereading.com/paragraph/article/?doi=10.1177/01492063221113541>

# Article summary:

1. Unit human capital resources (HCRs) are positively associated with unit performance when members are deployed based on their ability to perform unit-relevant tasks.

2. Research and practitioner prescriptions have focused on deploying HCRs to maximize current performance outcomes, but this risks deemphasizing other vital considerations such as developing unit HCRs for sustaining unit performance over time.

3. Unit deployment choices can be a powerful tool for unit HCR development, and units should use deployments for this purpose by improving individuals’ KSAOs, relationships among members facilitating unit HCR emergence, or both.

# Article rating:

Appears well balanced: The article presents the information in a reliable and balanced way, without biases and prejudices. The claims made in the article are well supported and, where applicable, all sides of the argument are given opportunity to present their point of view. The article appears trustworthy and reliable.

# Article analysis:

The article is generally reliable and trustworthy in its discussion of the importance of deploying human capital resources (HCRs) to develop unit performance over time. The authors provide evidence from research studies conducted by Ployhart et al., Wolfson & Mathieu, Avila & Delfino, Eckardt & Jiang, Mathieu & Luciano, Noe et al., Crocker, Ray et al., and Ployhart & Moliterno to support their claims that deploying HCRs is an effective way to develop unit performance over time. Additionally, the authors provide practical advice on how units can use deployments for this purpose by improving individuals’ KSAOs and relationships among members facilitating unit HCR emergence.

The article does not appear to have any biases or one-sided reporting; it presents both sides of the argument equally and provides evidence for each point made. Furthermore, there are no unsupported claims or missing points of consideration in the article; all claims are supported by evidence from relevant research studies. Additionally, there is no promotional content or partiality in the article; it is purely informational in nature. Finally, possible risks associated with deploying HCRs are noted throughout the article; thus, readers can make informed decisions about whether or not they should deploy HCRs in their own organizations.

# Topics for further research:

* Human capital resource deployment strategies
* Human capital resource deployment benefits
* Human capital resource deployment risks
* Human capital resource deployment and organizational performance
* Human capital resource deployment and team dynamics
* Human capital resource deployment and employee engagement

# Report location:

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