

forced to flee their homes. These numbers seem to be insignificant compared with the number of people affected during the large-scale military aggression. According to the United Nations High Commissioner for Human Rights report of August 2, 2022, there were about 12 584 civilian casualties, including 5327 killed (4975 adults and 352 children [5, p. 315].

Since the wide-scale aggressive war of the terrorist country against Ukraine, wartime leadership, communication and teamwork became a research focus of many authors who aimed to explore the differences between peacetime and wartime leadership skills and share their findings to help leadership face wartime challenges. The destructive nature of war brings many changes and leaders are expected to implement constructive changes to help their organizations survive economically, politically, and physically.

There is no one effective leadership style that proves to be the most effective during the war period. It is important to focus on the advantages of every leadership style and develop a new model of a wartime leader that will embrace the strengths of the styles and individual leaders' attributes. A wartime leader's character must have courage, integrity, honesty, reliability, and responsibility. Besides, wartime leadership is about strong communicative skills, effective decision-making, team management, positive affectivity, and authenticity.

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## THE PARTICULARITIES OF STRATEGIC HUMAN CAPITAL MANAGEMENT

Human capital is the knowledge, skills, and abilities that people possess and use to create economic value. It is the sum of the investments made in people, such as education, training, and health care, that enable them to be productive and contribute to economic growth. Strategic human capital management is the process of managing

an organization's human resources in order to achieve its strategic goals. It involves the development of strategies and policies that are designed to maximize the potential of the organization's human capital [1]. This includes the recruitment, selection, training, and retention of employees. It also involves the management of employee relations, compensation, and benefits.

Recruiting human capital is the process of finding and hiring the best people for a company or organization. It involves identifying the skills and qualifications needed for a particular job, sourcing potential candidates, screening and interviewing them, and ultimately selecting the most suitable candidate. The recruitment process is an important part of any organization's success, as it ensures that the right people are hired for the right roles.

The selection of human capital is an important process for any organization. It involves the identification, evaluation, and selection of individuals who have the skills, knowledge, and abilities to help the organization achieve its goals. The selection process is a critical part of the human resource management process and is essential for the success of any organization.

Training of human capital is the process of developing and improving the skills, knowledge, and abilities of employees in order to increase their value to the organization. It is a key component of any successful business, as it helps to ensure that employees are equipped with the skills and knowledge necessary to perform their jobs effectively. Training can take many forms, including classroom instruction, on-the-job training, online courses, and seminars [2].

Retaining employees is an important part of any successful business. It is essential to ensure that employees are engaged, motivated, and satisfied with their work. Retention strategies can help to reduce turnover, increase productivity, and create a positive work environment.

Summarizing, human capital is essential for any organization to achieve its strategic goals. Recruiting, selecting, training, and retaining employees are all important processes for any successful business. Strategic human capital management is the process of managing an organization's human resources in order to maximize the potential of its human capital. Investing in people through education, training, and health care enables them to be productive and contribute to economic growth.

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