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QUANTUM PHYSICS & HUMAN RESOURCE MANAGEMENT – DEFINING THE FIELD

Theoretical
article

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Abstract

This paper argues that it is possible, based on the universal principles revealed by Quantum Physics, to construct an energetic profile of a human being, using the ElectroPhotonic Imaging/Gas Discharge Visualisation-camera, where different frequency domains are connected with different clusters of skills, competences, and qualities, and that the amplitude of the energy within these domains indicates how much the specific person manifests these skills, competences, and qualities. Furthermore, this measurement also indicates the persons stress and energy level. In this way it is possible to compare two or more people objectively and quantitatively, which may find use for example in a Recruitment & Selection situation.

Context

Einstein stated, in 1905, that everything in this universe consists of energy. As we human beings are part of this universe it may logically be concluded, that we also consist of energy.

According to Quantum Physics, this energy is governed by four forces; Gravity, The Weak Nuclear Force, The Strong Nuclear Force, and Electromagnetism.

Stephen Hawking (2010, page 133) writes that “Electromagnetic forces are responsible for all of chemistry and biology”.

Elaborating on this, Tiller (1997, pages 2-3) states that there is a connection between a person’s functioning, and that person’s electromagnetic field. Tiller continues that there is a “crack” in the worldview within biology and medicine, as living organisms have largely been viewed as operating via this sequence of reactions:

function ⇔ structure ⇔ chemistry

According to Tiller, this perception is partly correct, with the addition that beyond the chemical level is the electromagnetic field. Thus, the correct perception, according to Tiller, is:

function ⇔ structure ⇔ chemistry ⇔ electromagnetic field

Logically it follows from Tiller’s statements that it should be possible to make predictions about a person’s functioning based on understanding that person’s electromagnetic field, and that these predictions seem to be able to offer a deeper description of that being than what can be obtained through other domains, such as biology, chemistry, or psychology.

Furthermore, it seems evident to assume, that since electromagnetism is an universal principle, the measurements of two or more people should be quantitatively comparable, and thus offer the possibility, for example in an Human Resources (HR) Recruitment & Selection situation, to compare the skills, competences, and qualities of the candidates, whereby there should be the possibility to compare them objectively.

This objective comparison offers an immense value for a company, which, according to Boxall & Purcell (2011) needs to have a work force with the set of skills and competences needed in order to fulfil the company’s strategic goals. Thus it can logically be concluded, that the company has a competitive advantage by being able to predict in advance the employment which employees possess which skills, competences, and qualities, and in which measure.

Purpose

The idea to measure the electromagnetic field of a person, in order to make predictions about that person is not new, yet it has still not, to the best of our knowledge, been applied within the domain of Human Resource Management to make

predictions about which candidate to hire in a Recruitment & Selection situation.

This paper intends to analyse that situation and thus hopefully lay the theoretical foundation for developing a tool, which can make the Recruitment & Selection process more accurate and cost efficient, which according to, for example, Lazear & Gibbs (2009) offers a significant financial gain for a company.

Methodology

This paper presents a short bibliographical research into the energetic structure of the universe and how this reflects in the human being, and thus can be used to measure human beings in ways, which are quantitatively comparable.

Two of the most famous scientists who have explored the electromagnetic field in relation with the functioning of human beings are Professor Emeritus, Dr. Valerie V. Hunt, from UCLA and Dr. Hiroshi Motoyama from the California Institute of Human Sciences.

Some of their findings, the ones considered to have potential application within the domain of HRM, will here be discussed in order to clarify the field, and thus to see what remains to be clarified by future studies.

Hunt’s findings regarding the electromagnetic field of the human being

Hunt (1996) states, that based on her scientific research of the electromagnetic field of the human being she has, amongst others, concluded: That there is a connection between a given person’s electromagnetic field and that person’s choice of profession. She furthermore states that she has done experiments where she put people, whose identity was concealed for the other participant, together, two and two, in a dark room, sitting back against back on two chairs, and measured their electromagnetic field. She states that she found that one of three things would happen with their electromagnetic fields: (1) either the fields would merge, yet at a much higher level of frequency than each field individually, (2) the two fields would refuse each other completely, or (3) one of the two fields would completely overtake and dominate the other field.

Discussion of Hunt’s findings

Hunt’s finding, that there is a connection between a given person’s electromagnetic field and that person’s choice of profession, may offer some value to a company if it can be clarified if a specific energetic profile (aka human being) has chosen to enter a specific profession because the person loves it or has skills and competences which makes that person successful in that profession.

This finding may however potentially offer significantly larger value at society level, where, if developed further and scientifically backed, it may help in guiding children and teenagers to choose the career which will be most fulfilling for them.

Hunt's finding, that the electromagnetic fields of different people reacted to each other in one of the three previously mentioned ways, may offer a significant value, regarding for example assigning people to a team or department. It still seems that it needs to be clarified what kind of interaction results from the three different reactions of the electromagnetic fields, yet if we, for the sake of argument, assume that one of the reactions indicates that two people can work very well together, that the other reaction indicates that the two people can not work together at all, and finally, that the third reaction indicates that they would have a kind of a "master-slave" interaction, then it should be possible, scientifically, to predict in advance how people's interaction will be.

Motoyamas findings regarding the energetic frequency levels of the human being

Motoyama (1978) has studied the energetic frequency domain of the human being, and states that he has concluded, that the human being can be divided into seven different of such frequency domains, where each domain supposedly is related to a cluster of specific skills, competences, and qualities.

Each of these frequency domains has an electromagnetic polarity (+/- or proactive/reactive), which supposedly influence how that energetic frequency level manifests through that human being.

Discussion of Motoyama's findings

Motoyama seems to have abandoned his studies of the electromagnetic frequency domains of the human being for the sake of studying the meridians, yet his findings are significant and may even create the entire foundation for creating a quantitative way of comparing human beings. If it may be established exactly which skills, competences, and qualities – probably the first step will be to establish which cluster of skills, competences, and qualities – are connected with which frequency domain, then it should be possible, for example in a Recruitment & Selection situation to see exactly which skills, competences, and qualities the different candidates possess, and then choose the one best fit for the available position.

This of course requires that there is a functional way of measuring the specific frequency domains as well as certain stability over time in the frequency domains which a specific person

manifests. This will be discussed later in this article.

Dobson's findings regarding the energetic profile and stress

A final issue, which might be found to offer significant value in the Recruitment & Selection process, is, at least for a vast domain of what might be described as "high pressure jobs", the ability to determine the stress level of a candidate, and, objectively, be able to clarify how a given candidate reacts to stress. Dobson (2005) states that there is scientific research indicating that the entropy of the energetic structure of a person shows a potential in determining that person's stress level as well as resilience towards stress.

In this way there should be the basis, ex ante, to establish the person-job fit better than what we are capable of in the present moment, which might generate end value in Recruitment & Selection situations where a person might be found fit based on academic achievements, but where the capacity to deal with high levels of stress on a daily basis is a must; for example air traffic controllers, senior level executives, etc.

The ElectroPhotonic Imaging/Gas Discharge Visualisation-camera

In order to make the measurements, which are the foundation of the energetic profile of a human being, certain equipment is obviously necessary. Both Motoyama and Hunt write about entire shielded rooms, or rooms underground, which were necessary to avoid external energetic influences.

Fortunately the technical development within this area seems to have reached a level where the devices required to make the measurements of the energetic profile of a human being are both reasonable regarding price as well as of such a size and usability, that they may find application, also with ordinary HR-specialists.

One example of such a device is the ElectroPhotonic Imaging / Gas Discharge Visualisation (EPI/GDV)-camera developed by Professor Dr. Korotkov.

Korotkov (2014, page 30) writes that the EPI/GDV-camera performs a scan by applying a weak electrical current to the fingertips of the test person for less than a millisecond, and continues that: "The object's response to this stimulus is the formation of a variation of an 'electron cloud' composed of light energy photons. The electronic 'glow' of this discharge, which is invisible to the human eye, is captured by the camera system and then translated and transmitted back in graphical representations to show energy, stress and vitality evaluations."

The software developed by Korotkov and his team, is extremely user friendly and the results

are clear and presented in a visually pleasing way – the only challenge is to understand what the different frequency domains indicate as well as any possible interconnectedness between them.

For the remaining of the article only a part of the data obtained through the use of the EPI/GDV-camera shall be considered; that of the stress and the energy level of the being, and the results showing the seven different frequency domains which Motoyama has also worked with.

Some specific characteristics

The EPI/GDV-camera provides a lot of useful information about the person who is scanned. In this part some of the elements in some of the topics, which need clarification will be discussed.

Which parts need further clarification?

Stress

As stated by Dobson (2005) does the EPI/GDV-camera show a potential in determining a persons stress level, and thus may be considered a tool, possibly amongst others, to clarify a persons level of stress. In order for this to find application in a professional context, for example a company which wishes to prevent people in job roles which have a history of generating high stress levels, it needs to be clarified, by further scientific studies, how the stress level builds up. Is it a gradual, linear development, or are there certain jumps, etc? Practically it might be imagined, that it might not be sufficient to measure a person for example once per year, whereas it might be too much to do it once a day; yet the correct balance will probably be found to vary with each specific job. Yet the moment this is clarified, for a specific job role, in a specific company, the periodic stress test should offer a reliable way, unfortunately not to prevent people from building up stress, but to keep track of their stress level, and thus have the knowledge to interfere before the stress level becomes dangerous.

Energy

The EPI/GDV-camera also measures the energy level of a person, which is represented with a number and marked on a scale from 0-100 where 0-40 is indicated “Low”, 41-70 is indicated “Normal” and 71-100 is indicated “High”. It needs to be clarified that our initial case studies have shown that some people go – much – higher than just 100.

It may be considered to generate value in for example a Recruitment & Selection situation if there can be established a connection between a persons energy level and the job performance of that person. One might, intuitively, assume that a person with a high energy level will manifest this energy also in the performance of the job and thus be more efficient than a person with a lower level of energy. Our initial case studies, which are not

statistically valid, give certain indications that it is so.

Energetic frequency domains

The most complex data obtained from the EPI/GDV camera, and thus possibly also the data set, which can reveal most about the person in question, is that of the energetic frequency domains.

Each frequency domain is by the EPI/GDV-camera software represented by number indicating the amplitude (amount) of energy the respective person has within that frequency domain. It is furthermore indicated which energetic dis-balance (if any) the person manifests.

The first aspect to be clarified is which skills, competences, and qualities are connected with each frequency domain. As the EPI/GDV-camera measures seven distinct frequency domains, it seems reasonable to look for a cluster of qualities within each of these frequency domains. This we intend to do by superimposing the energetic profile with for example a 360-degree feedback. The reason why the 360-degree feedback is chosen is that it, according to Nunally (in Hensel et al., 2010) is able to provide statistically valid data, if the ratings are kept anonymous and there are a minimum of 10 ratings of each person being rated. This might be a significant investment of a company, yet the long-term savings should easily justify the initial investment. Thus it should be possible to make statistics about which energetic profile manifests which skills, competences, and qualities.

The next step will be to clarify the interconnection (if any) between the different frequency domains. Are they completely separated units or does the specific activation, and possibly dis-balance, between them affect each other?

Another possible area to be clarified would be the relation between a specific job function and the energetic profile. If we imagine establishing the energetic profile of the sales force of a company and then comparing that profile with the sales numbers of the respective people, then it – might – show that, statistically speaking, a specific kind of energetic profile has a comparative advantage within that job function. In this case there wouldn't – necessarily – be any need to understand which energetic frequency domains have which characteristics nor their – possible - interconnections, and thus it would be a much more cost efficient way of using the energetic profile to establish a job/person fit.

Conclusions

This paper has in a theoretical way examined the possibility of making an HR evaluation tool for comparing two or more candidates quantitatively, based on their energetic frequency domains as well as the amplitude of energy within these domains. The conclusion is, that there seems to be both a theoretical foundation, as well as the practical tools for doing so, and that by doing so it should be possible to add value to the Recruitment & Selection process. Yet it is clear that further studies are needed before this can become a practical tool.

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