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**Abstract (resumen de 100-250 palabras)**

The objective of this research is to deep into the analysis of strategic planning and its consequences. In particular, we look at the relationship between the economic performance of firms and their strategic plans. To do so, we gather a new database containing economic information of 145 European firms, together with information related to their mission, vision and values. We analyze empirically the relationship between different measures of firm performance with each of these variables through the t-test methodology for independent samples.

The obtained results show that, in some cases, there exists a positive significant relationship between mentioning Human Resources and Processes in the companies’ strategic planning and their economic performance. However, in most cases, we do not obtain significant differences between mentioning or not Human Resources and Processes in the firms’ strategic planning and their economic results. Hence, it is not possible to affirm that there is an obvious and robust relation between strategy, human resources and processes and economic results of companies.

**Inglés (obligatorio)**

**Ingelesa (nahitzaoko)**

**Gaiak edo gakoa (gehienetz 5)**

Strategic planning, strategy, human resources, processes, economic performance.