



THEORY AND ANALYSIS OF HUMAN CAPITAL

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ABSTRACT	KEYWORDS
This article discusses the theory and analysis of human capital in the areas of economics, the emergence, formation, problems, economic category, management, development and dissemination of the modern concept of human capital.	human capital, resources, global, world economy, economic category, professional, assets, labor, enterprise, intellectual management.

Introduction

Currently, the most developed countries of the world are distinguished by the transition to a new type of society based on the production and distribution of new knowledge and information on a global scale - post-industrial or information society. As a subject of the world economy, the demands on the human person not only to perceive previously accumulated knowledge, but also to create new ones are constantly increasing. In the post-industrial stage of society's development, human productive forces work and multiply in the form of human capital - knowledge and creative abilities, the costs of their accumulation and development are considered as capital investments that contribute to the growth of labor productivity and income.

The emergence of the modern concept of human capital, first of all, T. Schultz and G. It is related to the works of Becker. Well-known American and British economists B. Weisbrod, J. Mintzer, L. Turow, V. Bowen, M. Fisher, J. The preachers were the great contributors. Further development of this concept was done by A. Aulin, M. Blaug, S. Bowles, J. Ben-Porat, M. Woodhall, J. Grayson, E. Denison, S. Daisy, J. Kendrick, R. Layard, G. Psaharopoulos, and done by other researchers.

The formation of the theory of human capital took place in parallel with the evolution of approaches to personnel management from a "professional" and "social" person to a "developing" and "initiative" person.

The theory of human capital was developed in the modern concepts of human resources management, in the concepts of intellectual and social capital development of the enterprise. Modern problems of human resources and human capital development are also studied within the framework of the concepts of information society and knowledge economy.

The study of human capital problems in the economy of the CIS countries has long been limited to the issues of education economy and labor efficiency. Also V.S. Goilo, A.V. Dainovsky, R. P. Kapelyushnikov, V. V. Klochkova V. V. Martsinkevich published publications that studied foreign

approaches to the theory of human capital. Later on the formation and movement of human capital by M.M. Kritsky, E.V. Galaeva, A.I. Dobrinin, S.A. Dyatlov, E.D. Tsyrenova, I.V. Ilinsky, S.A. Kurgansky, V.P.-Shchetin on educational problems and its role in increasing human capital, G.V.Borisov - on the human capital of the enterprise, N.V.Kazakova, L.G.Simkina, T.E.Stepanova on human capital and the educational system in the economy who conducted scientific research on development.

Currently, there are several definitions of human capital as an economic category and management category in the economic literature. The term "human capital" was proposed by A. Shults: "valuable human abilities and human capital can be developed with the help of appropriate investments" [1]. G. Bekker considers a person to be a combination of a simple labor unit and a certain amount of human capital. E. Dj. According to Dolan, human capital is "capital in the form of mental abilities acquired through educational or practical experience". S. Fischer, R. Dornbusch and R. Shmalenzi defines human capital as a measure of earning capacity embodied in a person [1]. V. According to Bowen, "human capital consists of knowledge, skills, motivation and energy that are given to people and can be used for the production of goods and services for a certain period of time" Human capital is defined as knowledge, skills, experience and other characteristics embodied in individuals and related to economic activity[3] A.I. Dobrynin, S. A. Dyatlov and E. D. In the works of the Tsyrenovas, human capital is "... health, knowledge, skills, abilities and motivations formed as a result of investments and used by a person appropriately in a certain field of activity, which helps to increase labor productivity and production efficiency, and thus affects the quality of life of a person. given about a certain set of reserves and the growth of a person's income" [4].

The development and spread of the theory of human capital naturally required economists to understand the interrelationship of this concept with the categories of "labour force", "labour resources", "labor potential" and "human potential" used to determine the possibilities of human participation in economic processes. B.Khasanov, R.Nurimbetov, Z.Gapnazarova, A.Abdullaev, M.Yuldashev, among the economists of our country, define human capital as "the sum of investments in education, training, production skills, as well as mobility, which can be compared to the accumulation of physical capital by an entrepreneur" [5].

In a broad sense, they identify the labor force with the economically active population, and in a narrow sense with the employees of the enterprise. Labor potential is the realized and unrealized potential of human resources determined by their ideas and the material and technical base of production. B. M. Genkin understands labor power as a person's ability to work, that is, the sum of physical and intellectual information that can be used in production. He sees human capital as a set of qualities that determine productivity and can be a source of income for an individual, family, enterprise and society [6].

A. B. Doctorovich and N. A. Volginlar in his scientific works defines labor potential as a part of human potential formed on the basis of natural data, education, upbringing and life experience, and a set of various qualities, labor capacity of an employee, a general indicator of a personal factor of production, and human capital as "a certain part of the development of society and economy defines as a labor process for the production of goods and services, a part of the labor potential that can be realized with the necessary resources at the historical stage, under certain conditions. [7].

Human potential "is a systematic combination of income, health, abilities, knowledge, professional qualifications, skills, culture and ethics that provide vital activities and work processes with the

necessary resources under certain conditions" [8]. Human capital is defined as a part of human ability as a component of labor potential implemented in production.

T.L. According to Sudova, the peculiarity of the modern interpretation of human capital takes into account its social component, because in order to realize innate abilities, a person acquires and implements knowledge transfer, personal relationships, professional experience, professional development, and social knowledge and skills throughout his life. T.E. Stepanova believes that human capital is the acquisition of knowledge, practical experience, professional and cultural skills and intercultural communication. Its value is determined by the subject's ability to realize himself in any activity. The value of personalized human capital to an enterprise depends on the ability of these intangible assets to increase revenue [9].

These ideas are confirmed by modern "management" approaches in the theory of human capital (the theory of human capital management of the enterprise), which emphasizes its role not only in increasing labor productivity, but also in increasing the intangible assets (intellectual capital) of the enterprise and, as a result, ensures its competitiveness in the knowledge economy. F.M. According to Kasimov, human assets are the collective knowledge of the company's employees, their creative abilities, ability to solve problems using management and entrepreneurial qualities [10]. I. Bontis defines human capital as "combined intelligence, skills, and special knowledge that provide the ability to solve problems" [11]. T. Stewart, M. Yundg and M. Armstrong study human capital as an integral part of the intellectual capital of the enterprise [12].

The considered approaches and interpretations of the concept of "human capital" also differ in the detailed level of the structure of this type of capital. Almost all researchers take into account knowledge, skills, ability to increase and renew them as its main component, that is, a number of specialists - supporters of human resource management of the enterprise - emphasize that it should be limited as an educational factor. In this approach, human resource development basically means increasing the potential of the workforce through various skills development. Supporters of the theory of human capital prefer a broader interpretation of human assets in the modern sense. For example, T.E. According to Stepanova, they include: general and special knowledge; skills, experience, qualifications; the ability to increase and update knowledge; health, gene pool; motivations, values; migration capital; is to have economically important information. E.M. Korotkov notes the main features (components) of human capital, such as knowledge, skills and abilities, creative potential and a set of abilities, value system, developed personality, dignity, mobility, motivation and health [13].

Classification of its types remains a controversial issue in the theory of human capital. Thus, G. Becker proposed a distinction between "general" and "special" human capital, and includes knowledge and skills obtained as a result of special training and is of interest only to the enterprise from which they were obtained. J.Kendrick divides human capital into material (costs necessary for the physical formation of a person) and intangible (accumulated costs for general education and special training). M. M. Kretsky identified such forms as production, consumption and intellectual human capital, I.V. Ilinsky - distinguished such forms as education, health care and culture [14].

T.L. Sudova distinguishes two elements of human capital: inherited (ability received at birth) and acquired (which requires effort and investment) [238; p. 58].

The considered interpretations of the content and composition of the concept of "human capital" allow to form the following definition of it. Human capital (human assets) of an enterprise is a set of

physical, intellectual and social qualities of human resources that are part of the human (including labor) potential and intellectual capital of the enterprise, which are implemented in innovative activities and bring income to the owners of these qualities, the enterprise in which they work and society as a whole, is done by creating new values. This definition, firstly, describes the role of human capital in the activity of the enterprise, secondly, reflects its interrelationship with relevant economic categories (human assets, human resources, labor, human resources, intellectual capital), and thirdly, reveals its elementary composition.

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