

The Theory Of Human Capital And Its Directions

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ABSTRACT

This article analyzes the essence, characteristics and types of human capital, the development of human capital theories, stages, and priorities of its development.

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INTRODUCTION

One of the most widely used terms in modern literature today is the concept of "human capital". Human capital has become the main criterion determining the fate of humanity, every society and state. There are many definitions of the concept of human capital, and they change as theoretical research expands. This is because authors of various branches of science define this concept based on the goals and objectives of their respective disciplines. For example, L. Turov characterized human capital as "the ability to produce goods and services." At the same time, he emphasized that it is an economic ability that can influence the work of others. E.Dolan and J.Lindsay understood human capital as capital in the form of mental abilities acquired as a result of formal education or practical experience. S.Dyatlov, A.Dobrin and others presented human capital as a set of all positive qualities and characteristics, production capacities and forces, functional roles and forms, generally corresponding to the modern state of society, scientific-technological progress. Introduced into the system of market relations as a leading factor of social production, they characterize it as a social and information revolution [2. 11].

From the above considerations, it can be concluded that human capital is a set of knowledge, skills and abilities used to meet the various needs of an individual and society as a whole. The term was first used in 1958 by the American economist Jacob Mincer in his article "Investment in Human Capital and the Distribution of Personal Income". Later, in 1961, the concepts of human capital were developed by Theodore Schultz and in 1964 by Gary Becker. Theodore Schultz was awarded the Nobel Prize in Economics in 1992 for creating the foundations of human capital theory, which was expanded further by his student Gary Becker. Semyon Kuznets, who received the Nobel Prize in Economics in 1971, made a great contribution to the development of the theory of human capital. The theory of human capital is based on the achievements of institutional theory, neoclassical theory and other private economic theories. Its appearance was formed in response to the demands of economics and related sciences about the real economy and life. During this period, the problem of deeply understanding the role of the individual and the influence of the

combined results of their intellectual activity on the pace and quality of society's and the economy's development arose. The analysis of real processes of development and economic growth in modern conditions has led to an increased demand for human capital as a key production and social factor in the development of the modern economy and society.

LITERATURE ANALYSIS AND METHODOLOGY

Proponents of human capital theory worked to calculate the monetary return to government and society from investments in health care, education, childbirth, and child care. The focus of the research was on the production of human skills and the differences in income caused by different amounts of investment in this production.

Conservative economists and psychologists call the explanation of income differences through unequal levels of training and education of workers an overestimation of the learning effect. They believe that human abilities depend primarily on hereditary and biological factors.

Currently, theoretical issues of human capital and related concepts are being improved by S.A.Gracheva, M.A.Gundorova, V.A.Moshnov, V.V.Adamchuk, G.Boryagin, V.A.Galkina, B.M.Genkin, M.M.Khaikin, A.Ya.Kibanova, G.S.Becker, I.V.Gruzkov, A.V.Koritsky and other foreign scientists and researchers.

In this area, scientists of our country K.Kh.Abdurakhmanov, A.Olmasov, A.Vakhobov, M.Saidov, I.A.Bakieva, M.Pardaev, B.Abdukarimov, K.Saidov, M.Mukhammedov, D.Aslanova, R.Seytmuradov, S.Iskhakova conduct scientific research and conduct research in the field of human capital. This article examines the essence of human capital using methods of analysis and synthesis, generalization, comparative analysis.

RESULTS

Initially, human capital was understood as only the sum of investments that increase a person's ability to work - education and professional skills. Human capital in the broadest sense is a factor in the intensive production of economic development, the development of society and family, knowledge, intellectual and management tools, the health of the population and the environment, the high potential of modern qualified personnel [3.19].

In the modern world, the development of high technologies, the introduction of innovative products and technologies into all spheres of economic life require new human resources. The decisive factor in the production of highly qualified labor is recognized as intensive scientific and technical changes in post-industrial societies, and not modern technologies in the process of forming a new technological base. For many years, competitiveness in industrially developed societies was determined by machines and technologies. This situation has not lost its significance to a certain extent even today. But the technologies of our time can be copied by competitors very quickly. So, in order to always be half a step ahead of competitors, you always need to develop and offer something new. This, in turn, creates a need for intellectual human capital.

The evolution of the theory of intellectual capital can be divided into several stages:

1. Classical - the emergence of the idea of valuing human resources, recognition of the importance of skilled labor in the economic development of the state.
2. Neoclassical - the emergence of the concepts of the "economic" person and maximizing economic behavior.
3. Present (current) - expansion of the concept of intellectual capital, confirmation of theoretical positions with empirical results. [2.7]. В настоящее время существует множество способов оценки стоимости человеческого капитала, и его оценка производится на разных экономических уровнях:
 - *micro level* - individual human capital and human capital at the level of enterprises and firms;
 - *meso level* - human capital of a specific region and large corporations;
 - *macro level* - total human capital at the level of the national economy (society);
 - *mega level* - global, globally integrated human capital [6.23].

A number of reforms are needed to address key challenges related to developing human capital, improving its quality, achieving economic growth and sustainable development.

First, changes in the following three areas should ensure unprecedented progress in development:

- education is a system that plays a leading role in the formation of human capital. The modern education system should lay the foundations for technical progress and economic growth, help overcome demographic problems, achieve social stability by reducing inequality in the ownership of development resources and teach people to benefit from their knowledge, skills and competencies.
- health - without changes in this area it is impossible to maintain human health, strengthen the health of the population, prolong human life and lead a healthy lifestyle;
- social support and protection of the population. These include employment, employment of the elderly, disabled, low-income and large families, state support for youth and young families, poverty reduction, affordable housing, employment and access to higher education.

Secondly, if social spheres do not undergo serious technological processes and transformations, they will not be able to fulfill the tasks assigned to them in the field of formation and development of human capital. Technological progress must be in these areas themselves.

Thirdly, given the globalization of education and healthcare markets in the near future, which will increase their contribution to GDP, it is necessary to expand the export potential of these sectors of the economy.

Fourthly, the growth of human capital is impossible without changing the country's labor market model.

DISCUSSION

Human capital is the knowledge, skills and health that people accumulate throughout their lives, enabling them to fulfil their potential as productive members of society. Investing in people through quality education, good nutrition, health, job creation and skills development contributes to human capital development, which is critical to eradicating extreme poverty and building socially cohesive societies. Economic growth and development depend on both human capital and material goods, as well as on factors that influence efficiency. Investments in these areas complement and reinforce each other. Human productivity depends on the availability of material resources, such as infrastructure, equipment, and a stable, well-managed economy. In turn, physically healthy and educated people can earn more and invest more in the material goods of the economy.

Knowledge is the greatest treasure, and it cannot be compared with any wealth. It is not for nothing that our great ancestor Ismail al-Bukhari said: "There is no salvation in the world except knowledge." Intellectual potential plays an important role in the development of the world, and the demand for the power of an educated and qualified person is growing. After all, it is precisely such high-potential personnel who create high scientific and technical discoveries in the world. It is also necessary to use any discoveries only for the benefit of man, for his happiness.

In the modern process of globalization, innovations are one of the most important strategic resources of any country. Successful solution of socio-economic problems, introduction of new industrial and financial technologies, development of innovation and investment infrastructure, increase of intellectual potential, production of export-oriented products, import substitution, accumulation of foreign exchange reserves are to one degree or another connected with innovation activities.

Indeed, innovative development is impossible without the development of human capital. Well-known economists believe that a careless attitude towards investing in human capital can dramatically reduce the competitiveness of a country. In order for a country to develop economically, it is necessary to cultivate talented people [4.1].

In the modern world, the development of high technologies, the introduction of innovative products and technologies into all spheres of economic life require new human resources. The decisive factor in the production of highly qualified labor is recognized as intensive scientific and technical changes in post-industrial societies, and not modern technologies in the process of forming a new technological base. For many years, competitiveness in industrially developed societies was determined by machines and technologies. This situation has not lost its significance to a certain extent even today. But the technologies

of our time can be copied by competitors very quickly. So, to always be half a step ahead of competitors, you always need to develop and offer something new. This, in turn, creates a need for intellectual human capital. This need can be satisfied by gradually increasing the level of higher education coverage in the country. To solve this problem, the following tasks have been completed in our country:

Firstly, the opening of new higher education institutions and branches of prestigious universities in foreign countries, as well as non-state higher education institutions in popular areas.

Secondly, the gradual abolition of quotas for admission of students to higher education institutions on a fee-paying basis.

Thirdly, grant the university the right to establish quotas for admission on a fee-paying basis based on its capabilities and the needs of its students.

Fourthly, create opportunities for applicants to enroll in several universities at the same time.

Human capital can be divided into negative human capital (destructive) and positive (creative) human capital as a productive factor by the level of efficiency. Negative human capital is the part of accumulated human capital that does not benefit society and the economy, hinders the growth of the standard of living, the development of society and the individual. Investments in education and upbringing do not always pay off. Hopeless criminals and murderers are a lost asset for society and the family. Corrupt officials, criminals, drug addicts, alcoholics, lazy people, thieves - all of them contribute to the increase of negative human capital. The active part of the nation - its elite - can make a great contribution to the increase of negative human capital, since they determine the policy and strategy of the country's development, lead the nation along the path of development or lead it to stagnation or crisis. Negative human capital requires a change in the nature of knowledge and experience, as well as additional investments in human capital.

Reforms will be required to change the educational process, innovation and investment potential, and improve the mentality and culture of the population. Accumulated negative human capital begins to fully manifest itself during the bifurcation period. Positive human capital (creative or innovative) is defined as human capital that ensures a return on investment in it during periods of development and growth. Positive human capital makes an invaluable contribution to the development of the education system, the growth of knowledge, the development of science, the improvement of public health, and the improvement of the quality of information.

Passive human capital is human capital that does not contribute to the development of the country, the innovative economy, but is mainly focused on its own consumption of material goods. Human capital cannot be changed in a short period of time, especially with a large amount of accumulated negative human capital, which creates great difficulties for the development of the country's economy.

CONCLUSION

In the 21st century, human capital has become a criterion that determines the fate of humanity, each state. The time has come for the rapid use of information technology. Scientists predict the end of this period in the next ten to fifteen years. The third stage of civilization can be general cultural or intellectual-spiritual [5.1].

Over the years, material and natural resources, industrial and agricultural sectors of the economy, gold and foreign exchange reserves, etc. have become a constantly shrinking part of national wealth. According to some experts, by 2030 they will not even equal 10% of the national wealth of developed countries. In other words, the intellectual and spiritual factor is a decisive condition for national wealth, the most important indicator of state power and determines the level of development of society [5.3].

In order to raise Uzbekistan to the level of developed countries, we need enormous power and great potential. What is this power? This power and potential are contained in the human capital of our nation. In the knowledge of each person, in the ability to do what with what training and skills, in the boundless devotion to the Motherland, the people. Every investment made to support civil society ensures that people are creative and obey the law. An atmosphere of optimism arises in society, a constructive and rational worldview is formed. Non-governmental institutions will appear that improve the quality of life. People learn a healthy lifestyle. All this creates a sense of confidence in the future of our people, improves the

quality of life. The process of globalization and modernization brings new concepts into our lives every day. Modernization is the renewal of an object based on new requirements and standards. At the same time, machines, equipment, devices, technological processes are updated and modernized. Whoever stops in this process will lag behind in development.

In Uzbekistan, which is on the way to joining the ranks of developed countries, priority is given to the transformation of human capital into this factor. After all, in order to keep up with the times, a person must first of all expand, improve and modernize his knowledge. Only then will his intellectual level and potential increase, and he will become a modern cadre capable of making a worthy contribution to the development of the Motherland.

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