

THE ESSENCE OF HUMAN CAPITAL

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Annotation

The article examines the competition between countries and socio-economic systems in the global technology market has become in itself a 5-step forward, competition for the creation of high-quality and valuable human capital. Because, ultimately, it is argued that any economic, scientific, technological and similar miracles and "leaps" can be carried out only with the participation and assistance of an army of educated, erudite, inquisitive, enterprising and selfless people – innovative human capital.

Keywords: human capital, capital, employment, crafts, investment, entrepreneurship, education, management.

Аннотация

В статье рассматривается конкуренция между странами и социально-экономическими системами на мировом рынке технологий стала сама по себе 5 кто в перёд, конкуренцией за создание высококачественного и ценного человеческого капитала. Потому что, в конечном счете, утверждается, что любые экономические, научные, технологические и тому подобные чудеса и "скачки" могут быть осуществлены только при участии и помощи армии образованных, эрудированных, любознательных, предприимчивых и самоотверженных людей – инновационного человеческого капитала.

Ключевые слова: человеческий капитал, капитал, занятость, ремесла, инвестиции, предпринимательство, образование, менеджмент

Аннотация

Мақолада мамлакатлар ва ижтимоий-иқтисодий тизимлар ўртасида дунёдаги технология бозорида давом этаётган рақобат ўз-ўзидан 5 ким ўзарга, сифатли ва қийматли инсон капиталлини яратиш мусобақасига айланди. Чунки, охир-оқибатда ҳар қандай иқтисодий, илмий, технологик ва шу каби мўъжизаларни ва «сакрашлар»ни фақатгина ўқимишли, билимли, изланувчан, ташаббускор ва фидокор кишиларнинг армияси – инновацион инсон капиталли иштирокида ва ёрдамида амалга ошириш мумкинлиги ҳақида баён этилади.

Калит сўзлар: инсон капиталли, капитал, бандлик, хунармандчилик, инвестиция, тадбиркорлик, таълим, бошқарув

"From now on, we will organize our activities in a completely new way, that is, on the principle of "Man - society - state". And in order to achieve this goal, we set ourselves the task of effectively using the great opportunities of the neighborhood Institute, which is a unique democratic structure in the world, further expanding its powers, ultimately turning the neighborhood into a decisive link in our society. In short, when the neighborhood is calm, the country is calm[1]. If the neighborhood is prosperous, the whole country will be prosperous," the head of state told about the neighborhood. Yes, in the experience of Uzbekistan, the role of the neighborhood in determining the issues of the human factor and social capital is incomparable. The neighborhood is usually approached as a social institution. Through its function, the neighborhood ensures the socialization of its members in the life of society and encourages them to follow the norms and procedures in society. The restoration of the neighborhood system, a long-standing form of our collective lifestyle, has been achieved in our country[2]. He began to systematically carry out his work as a social structure that had no analogues in the world and was closest to the population. The neighborhood is not only an organization that provides territorial peace, but also an institution that provides full-fledged spiritual, economic, social and spiritual protection and development of the population.

Each component of human capital is measured by mechanisms that support individuals and social communities formed in interaction with the social environment. Consequently, the social environment in the neighborhood regulates the behavior of its members within the framework of social relations.

At all times and times, man and his labor formed the basis of the wealth of society. Since from the primitive collective system to the present day all material and spiritual wealth created by mankind has come to the field as a product of the physical and mental work, knowledge and skills of a person, a working person always turns out to be the creator of any wealth. Because a person must work to satisfy his need for housing, food, clothing and other essential things for life. With this, he, on the one hand, realizes his performance potential and, on the other hand, enters into a socio-economic relationship with society. It is as a product of a person's labor activity that various material and spiritual resources are created, and they serve to cover the needs of not only that person, but also of the whole society, and at the same time to the socio-economic development of the country in which he lived.

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of not only that person, but also of the whole society, and at the same time to the socio-economic development of the country in which he lived[3]. It is noteworthy that the word Labor is used only for the types of mental and physical activity of a person. But, unfortunately, for many centuries man was considered only as a means of production, hand strength, and sometimes his Labor was mercilessly exploited. From world history, many examples can be given of the rebellions raised by people, classes and classes who were not sufficiently encouraged for their work, knowledge, work against this injustice. Humanity has gone through many bitter and instructive events from its very beginning until it correctly assessed the value of human labor as a socio-economic subject and value as human-individual labor. A. the founder of the science of Political Economy, who laid the first cornerstones in the middle of the importance of the intellectual and practical potential of Man and the concept of human capital. Smith was. He knew that man was part of 11 social fortunes and the ultimate goal of production[3].

At the end of the XIX century, another thinker A. Marshall, on the other hand, directly linked the accumulation of wealth to human development, explaining: "the production of material goods it is only for the maintenance of human life, the satisfaction of its needs and the cultivation of its physical, mental and spiritual capacities. But man himself is the main means of producing this wealth, the ultimate goal of this wealth is also man" [4] . And by the XX century, this concept took the form of universal and universal value, which is called "human capital". Because, the Industrial Revolution and the acceleration of production, spread to other parts of Europe and the world, dramatically increased the driving force of these processes – the role of man in economics, production, management and technological processes. Gradually, the concept of "Man - Man-investment (capital)" began to take the place of the traditional "man – man-man-force" imagination [5]. The concept of human capital as an economic and Humanitarian category (term) was introduced into circulation since the 60s of the last century, and this concept began to represent the human factor, which at the beginning was at the heart of economic relations and production processes. Such situations as the modern scientific revolution that began in those days, the widespread spread of Information Technologies, the economic situation in the world and the change of models (models of Postmodern and post-industrial society) changed and expanded the meanings of the concept of human capital.

The popularization of the concept of the human factor (Human Factor) in society and the human capital in general in the economy has led to an outbreak of research on this issue in the leading developed countries. Two American economists, 12 scientists - Theodore Schulz (1979) and Geri Becker (1992), developed the foundations of the theory of human capital and received the International Nobel Prize for this research. The definition given by these scientists to the concept of human capital can also be briefly summarized in these lines: "human capital is the sum of knowledge, abilities and skills that serve to cover a large number of needs of the individual himself and

society as a whole." This brief definition of the founders of the theory of human capital has been expanding and perfecting year after year due to the changes that have occurred in human life over time. Today, the theory of human capital has become an independent branch of Economic Science – the direction of cognitive economics [6]. One of the most perfect and recognized definitions of human capital in this discipline from the side of researchers is the following: "human capital is an inexhaustible developing and complex factor of the development of the economy and society, which concentrates in itself labor resources, knowledge, elements of mental and physical labor, living conditions, intellectual activity, ensuring the effective and rational implementation of the.. In short, human capital means professionalism, intelligence, knowledge, high-quality and highly effective work and a high standard of living" [7]. At the heart of the concept of human capital, of course, has always been and remains human. But today, at the core of this concept lies a person with a good education, creativity and initiative, high professionalism. Consequently, an economy based on high technology and producing innovative products can only be created and managed by an army of such professional workers, engineers-technicians, managers and managers and 13. An example of other developed countries in the USA, Japan and Western Europe shows that human capital is the main production and social factor in the formation and development of the modern economy and society at the present time. In addition to being the sum of the concepts of the human factor and the possibilities (resources) of Man, the concept of human capital is now recognized from all sides that it is an economic category[8].

The formation of such an economic category as human capital also did not occur by itself, it existed initially for a long time as a concept that represented the cognitive and working capacity of a person. At the same time, human capital was initially known only as a cost-intensive social factor. The funds spent on education and training were considered expenses that had nothing to do with production. Already, Human Capital is always closely related to the costs incurred to increase the education and living standards of the population. In particular, investments in education, education, knowledge (sciences), health care, the formation of business ability and environment, the provision of information for the labor process, the safety of citizens and business, economic Hurriyat, culture, art and other areas necessary for a person ultimately form the basis for the formation of human capital, which affects the level, quality and value of capital. It has long been known in the person of individual individuals in the history of mankind that this factor of education and training occupies an important place in the formation of human capital[9]. Because, unlike other types of capital, human capital is closely related to one or another concrete person, it is avalo is the personal property of that person, and it is spent at the inon discretion of the capital owner.

In conclusion, human capital is not a simple sum of working people. Human capital is like a bouquet made of sides and qualities such as professionalism, striving for knowledge, information support, health, Optimism, initiative and hard work. The

above definitions, of course, are difficult to fully express the essence of such a complex process as human capital. Because, like any socio-economic phenomenon, human capital has features that reflect the century-old traditions of each country and the mentality of the people, other local conditions. Therefore, the definition that foreign scientists and specialists give to human capital cannot cover all aspects of this complex phenomenon. For this reason, we offer the following definition of human capital:

Human capital is a socio-economic, political-philosophical concept(term) of a person:

- Fundamental and practical knowledge, experience, skills, scientific and logical approach to events, phenomena and processes in nature and society, the level of professionalism in finding their innovative solutions;
- Intellectual property, opportunities for the production of material and spiritual resources, the presence of a set of forces and tools that guarantee the development of Man and society;
- Mental labor and high innovative thinking, an increase in the level of its quality of life and professional career, a determining factor in its position and place in society.

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