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HUMAN CAPITAL AND ITS ROLE IN THE DEVELOPMENT OF SOCIETY

Abstract: The article deals with the issues of human capital development affecting the stability of society, its content and structural elements, the level of human capital research, methods, and practical importance. In addition, it is dedicated to the research of factors affecting the quality of human capital and methodological issues of their assessment.

Keywords: human, capital, human capital, intellectual capital, stability, social stability, G.Becker, H.Bowen, M.Blaug, J.Mincer, Y.Schumpeter, J.Keynes, P. Xappod, "Better Life Index", "The Legatum Prosperity Index™ 2020".

INSON KAPITALI VA UNING JAMIYAT TARAQQIYOTIDAGI O‘RNI

Annotatsiya: Ushbu maqola jamiyat barqarorligiga ta’sir qiluvchi inson kapitalini rivojlantirish masalalari, uning mazmuni va tarkibiy elementlari, inson kapitalini o‘rganilganlik darajasi, usullari, amaliy ahamiyati kabi masalalarga bag‘ishlangan. Bundan tashqari, inson kapitalining sifatiga ta’sir qiluvchi omillar va ularni baholashning uslubiy masalalarini tadqiq etishga bag‘ishlangan.

Kalit so‘zlar: inson, kapital, inson kapitali, intellektual kapital, barqarorlik, jamiyat barqarorligi, G.Bekker, H.Bouen, M.Blaug, J.Mincer, Y.Shumpeter, J.Keynes, P.Xappod, “Better Life Index”, “The Legatum Prosperity Index™ 2020”.

ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ И ЕГО РОЛЬ В РАЗВИТИИ ОБЩЕСТВА

Аннотация: В статье рассматриваются вопросы развития человеческого капитала, влияющие на устойчивость общества, его содержание и структурные элементы, уровень исследования человеческого капитала, методы и практическую значимость. Кроме того, оно посвящено исследованию факторов, влияющих на качество человеческого капитала, и методическим вопросам его оценки.

Ключевые слова: человек, капитал, человеческий капитал, интеллектуальный капитал, стабильность, социальная стабильность, Г.Беккер, Х.Боуэн, М.Блауг, Дж.Минсер, Ю.Шумпетер, Дж.Кейнс, П.Ксаппод, “Better Life Index”, “The Legatum Prosperity Index™ 2020”.

Today, there are various methodological approaches to the implementation of human capital to increase the standard of living of the population around the world, not only generally accepted approaches to the study of human capital in order to ensure stability, but also the social, political,

and the problem of applying the principles that express spiritual and cultural characteristics is also becoming one of the priority issues. The socio-political reforms implemented in this regard have improved over the past quarter of a century, and the need to research the phenomenon of human capital in modern conditions is gaining urgent importance.

Today's globalized world is becoming more and more complex and changing. World and environmental conditions and opportunities are changing very quickly. Science and technology, natural resources: water, land and other ecological systems, climate change, new forms of diseases and military operations interact with each other. The development of science and technology continues faster than ever. Social systems are also rapidly changing due to the spread of technology, rapid population growth in some regions of the world, urbanization and free market relations, shaped by new and often highly globalized models of investment and information. These dynamics, in turn, are linked to globalized economic changes in patterns of mobility - people, ideas, technologies, and down to the smallest particle, i.e. microbes. The reason is that some regions of the world will change, and some will change on the contrary.

All this creates political, development problems and causes of instability. For example, human-animal interactions and food production systems are changing the likelihood of new global pandemics and destabilizing factors. How can the world respond to improving sustainability relationships in a way that does not limit the livelihoods and freedoms of poor people? As sustainable technology and economic growth bring wealth to some, how will overpopulation, environmental degradation, and medical underdevelopment affect them? How are stability problems being solved in fast-growing Asia? Today, these questions are becoming more and more relevant.

In fact, ensuring stability in a world of widespread and growing inequality, connecting poverty reduction and social justice, and making science and technology useful for the well-being of people must become the main practical, political and spiritual problems of our time. On the other hand, such questions emphasize the complexity of solving these problems in a dynamic world. Social, technological and ecological processes are not only highly variable by themselves, but also continuously interact with each other in complex, locally diverse ways. In this context, projects, technological fixes, technologies and regulations that do not work well often create other problems.

Therefore, the countries that have chosen the path of development are putting the main emphasis on the development of human capital. The role of human capital in facilitating economic and social development has long been debated, but the extent of this role is still controversial. Interest in the importance of social capital has also increased in recent years. The question is to understand whether and to what extent social relations, as well as individual characteristics, contribute significantly to economic activity and human well-being.

The idea of human capital has long roots in terms of its use in scientific treatment. The concept of human capital was first indirectly used by William Petty, according to whom human capital can be considered synonymous with "labor".

What is needed is an element of both personal and national wealth. Labor is an element of production that has economic value and costs. Because deaths and wars lead to a loss of value and, at the same time, additional costs. In this context, Petty calculated the cost of death and life lost in war, and he predicted capital in a macro sense.

Adam Smith, who, like Petty, views labor as an economic value, divided capital into physical and human capital; human capital, as well as physical capital, along with investment in expensive machinery and equipment, education, compared it to investment. However, human capital is different from physical capital. Life expectancy is a variation in fertility that can be caused by human factors such as illness and depression. Smith; the costs paid to individuals for skills acquired during education, training or apprenticeships, and these skills constitute capital for individuals and society. According to Smith and Petty, human capital is an expression of value. However, it also contains uncertainties. Therefore, everything related to human life. Uncertainty of any kind is a cost element that is difficult to predict for people and the economy.

Like Smith and Petty, human capital is viewed as an economic value. Commenting on it, Farr calculated the monetary value of human capital in terms of public finance. According to Farr, human capital in the British tax system is the taxable value. Kicker clarified Farr's calculations. He said that this is the first study according to the scientific method. But Kicker criticized the idea that people like Farr should be treated as capital, and that forcing people to pay property taxes would have negative consequences, saying the approach would be conceptually misleading. .

Wittstein, in his 1800s work, like Farr, describes them as "capital goods." Individuals claim that their lifetime earnings are the sum of their living and education expenses.

Wittstein's definition of human capital in the 1800s led to the pioneering of human capital theory in the 1960s. Marshall evaluated labor as synonymous with the concept of human capital; "Your most valuable investment," he said, "is an investment in people." Marshall (1890); Similarly, Farr and Petty view human capital as a means of increasing the well-being of the country, not just the well-being of the individual.

The development of human capital depends on the growth of the real income of the population and the improvement of the quality of living conditions. "...the effect of the economic reforms and social changes we are implementing is measured, first of all, by the extent to which they affect the material condition and well-being of the population, the level and quality of life." From this point of view, the improvement of the quality of life of the population of our country directly depends on the level of development of human capital.

Today, in any country, it is an important task to develop a unique and sufficiently effective national innovation system of the country. It should be emphasized that the transition to a new model of innovative development does not allow to overcome the accumulated negative processes and accelerate economic growth. When deciding on a new innovative model of sustainable economic development, it is necessary to emphasize the acceleration of the use of innovative potential, the structural restructuring of the economy, the creation of new institutional structures that allow the effective functioning of innovative economic systems. Currently, there are four models of innovative development in the world, based on the interaction of business, science and the state, and countries prefer to choose one or another model, taking into account certain conditions and factors. The "tertiary spiral" model, which is based on the interaction between the university, industry and the state, is of great interest, based on the comparison of the advantages of the existing innovative development models and their study. In this model, great attention is paid to universities in forming the foundations of the innovative economy

The diversity of the results of research on human capital affects the quality and scope of research conducted on the evaluation of the role of human capital in the innovative development of the economy.

The first group of studies carried out on the role of human capital in ensuring the socio-economic development of the society includes scientific studies based on the scope and quality of the influence of human capital on the production volume. Among such studies, Romer, 1990 ; Barro, 1991; Temrl, 1999; Kruger and Lindahl, 2001; Works by scholars such as De la Fuente and Dominique, 2005 can be included. At this point, it is clearly visible that in most studies there is a significant positive relationship between human capital and economic growth (R. Solow 1992). Among the researches of the second group, it is possible to include the research results of scientists such as Barro, Kalayzidakis and Hodjo, who served to reveal the direct statistical impact of human capital on innovative development (non-linear and indirect).

Determining the role of human capital in ensuring the sustainable development of the national economy, creating appropriate conditions for its effective use, is one of the important directions of scientific research in terms of ensuring the country's place in the international community, decent living and sustainable development of the population. does. In this regard, it is important to research the impact of the level of development of human capital on economic growth in scientific research, to evaluate the interaction of the structural elements of human capital, to determine the impact on the introduction and spread of innovations, to research effective methods of human capital development.

The main goal of human capital development is:

- development of research of conceptual bases of human capital;
- summarizing theoretical considerations on the content and structural elements of human capital;
- by analyzing the evolution of human capital during historical development, revealing its ideological foundations in different periods;
- to determine the level of its development based on the study of forms of human capital in modern society;
- To express the main characteristics of human capital in Uzbekistan, its functions and the resources that allow its development;
- to identify the factors affecting the quality of human capital and research methodological issues of their evaluation;
- promotes issues such as researching the methodological foundations of the connection between the development of human capital and innovative development. The scientific significance is manifested in the research of the laws of the development of mutual relations from the point of view of the processes characteristic of the new era, as well as in the determination of the place of use in everyday and scientific activities.

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