

Development of the human capital

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Abstract

Modern conditions of globalization of world economy, informatization of productions paid again attention of economists to internal abilities of the person – an education level, abilities to creativity, a state of health, the general culture and moral. For this reason in recent years the increasing relevance is gained by researches in the field of the human capital.

In the modern world the human capital everything more becomes a source of vital force and development of any enterprise and society as a whole. Human capital, instead of the equipment and production stocks, is defining factor of increase of competitiveness of the enterprises, economic growth and efficiency of economy.

World experience shows that education, science and the innovative technologies based on them always were a key to all economic progress of the enterprises, growth of their efficiency and competitiveness.

Development of the human capital in many respects depends on activization of such directions of a state policy, as improvement of education systems, support of an agrarian and industrial complex, increase of the income of the population, improvement of solvent demand in the country, optimization of migration policy, improvement of social and economic infrastructure, development of social partnership and enterprise initiatives, support of development of civil society.

The strategic role of the human capital causes a number of tasks of its intensive reproduction which decision in the educational sphere is considerably connected with processes of world globalization and regional integration.

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The human capital — is an intensive productive factor of development of economy, society and the family, including educated part of a manpower, knowledge, tools of intellectual and administrative work, habitat and work, providing effective and rational functioning of the human capital as productive factor of development.

The human capital is formed at the expense of investments into increase of level and quality of life of the population, in intellectual activity. Including — in education, education, health, knowledge (science), enterprise ability in information support of work, in safety of citizens and business and economic freedom, and also in culture, art and other components.

The theory of the human capital has not so simple and very inconsistent history. On the one hand, the human capital as objective economic event admitted since the time of A. Smith, K. Marx and many other representatives of the classical and post-classical economic theory. Smith wrote that fixed capital consists not only of cars and the equipment, but also of useful abilities of members of the society which acquisition always demands the valid expenses which represent fixed capital. K. Marx notes that from the point of view of direct process of production the savings of working hours can be considered as production of fixed capital, and this fixed capital is understood as the person. On the other hand, during a long interval of time economists-theorists applied in the researches not the concept "human capital", and such categories, as "work" and "labor".

The term "human capital" belongs to the known American economist, the Nobel Prize laureate (1979) T.Schultz who declared that improvement of welfare of poor people depended not on the earth, equipment or their efforts, and it is rather from knowledge, and the basic theoretical model was developed in G. Becker's book (the Nobel Prize laureate of 1992) "The human capital: theoretical and empirical analysis". The human capital, according to G. Becker, is available for everyone reserved knowledge, skills, motivations. The concept formulated by it became a basis for all subsequent researches in this area. T.Schultz for the works on the theory of "the human capital" and "investments into the person" got glory of the father of revolution of investments in the human capital.

At the end of the XIX-XX centuries such economists as J. McCulloch, J. Say, J. Mill, N. Senior, considered that the abilities acquired by the person to work should be considered as the capital in its "human" form. J. Say claimed that professional skills and the abilities acquired by means of expenses, conduct to growth of labor productivity and in this regard can be considered as the capital.

Feature of the human capital is its ability to create the benefits without participation of the natural and material capital. Such benefits is first of all the new knowledge necessary for human development. The key role of knowledge, possibility of their development, accumulation and use gained wide public recognition in ensuring economic development.

Each person lives three main stages in the life, on each of which he has a need for expenses (consumption), so and for a source of the income. At the first stage of people matures and gets an education. Education and skills which we gain provide us with ability to earn the income or to get paid for the rest of the life. This ability to earnings also call the human capital. The second stage of human life – economically productive when the person works and gains income. Source of the income of the person (household) throughout life is its general capital, or the general wealth. In the simplified case the general capital of the person consists of two parts: its human capital and financial capital. The financial capital includes traded assets, such as actions, bonds, shares of investment funds. The third stage is human life after a retirement. Replacement of the human capital financial is necessary in order that the person could live comfortably during this period lives when it won't be able to work on a state of health.

At the majority of people the human capital from the period during the period brings in the stable fixed income. However there are professions where the income from the human capital is closely connected with the events occurring in these or those branches of economy and in these or those markets. Actually human capital of vast majority of people has the mixed structure: in stable times it brings in the fixed income, and in unstable – depends on conditions and events.

The structure of the human capital decides on the basis of such parameters, as kind of work of the person, his branch accessory, narrowness of interrelation of dynamics of the labor income on various classes (subclasses) of financial assets, etc. The structure of the human capital of an individual can change over time that has to find reflection in recommendations about investment policy. From what will be structure of the human capital, such parameter of future model, as ability of the person to assume the risk, recommended structure of the general portfolio, and also structure of the financial capital of the person depends. Depending on structure, the human capital can be carried to one of three types: protected, balanced or risky. If the human capital from the period during the period brings in the stable fixed income (treats the protected type), the person quite is able to afford the most part of the money to invest in actions, and vice versa. The type of the human capital is used at the second stage, and also at determination of cost of the human capital. The cost of the human capital is defined as the specified cost of all future labor income of the person, including the income which will be paid by pension funds. The cost of the human

capital is influenced age (the labor horizon) person, by his income, possible variability of the income, taxes, a rate of indexation of a salary on inflations, the amount of the forthcoming pension payments, and also a rate of discounting of the income which partly is defined by type of the human capital (to be exact, the related risks).

Formation of "new economy", interfaced to technological and administrative transformation of process of work, on the one hand, leads to inevitable changes in structure of the human capital and nature of influence of its assets on economic development. On the other hand, readiness for perception of new economy is defined by a condition of the human capital of the country. Information technologies in new economy, becoming a key component of labor process, transform the maintenance of the human capital in view of the fact that possibility of realization of innovative abilities of people is connected with it and providing feedback at the level of performers, and also flexible and adapted infrastructure of production management.

Despite large number of the works investigating the human capital, and a variety of approaches to its assessment, in practice at measurement of this type of the capital there is a huge number of unresolved problems since some assets of the human capital don't give in to a direct assessment. Therefore it is necessary to resort to any mediated methods of their assessment. It means that calculation of cost values is very labor-intensive process. However, it not the only difficulty in the course of an assessment of the human capital. The much bigger difficulty is caused by collecting, processing and an assessment of reliability of necessary information at all levels of research (macroeconomic, regional, corporate).

High level of vocational education of the person will be confirmed if during the work abroad payment of his work isn't lower than compensation of similar workers of the respective countries. For realization of the human capital of insufficiently individual motivation, the motivation of society as a whole, showing demand for knowledge available for the person and ability is necessary. From this it follows that economy which aren't capable to carry out an investment into the human capital, can't count on achievement of such growth rates which are observed at others even if they have access to the same technology as they have no knowledge effectively to use such technology. Social and economic reorientation of scientific and technical potential to advancing development of those technological directions and equipment generations which directly "work" for the person and improvement of the environment of its dwelling is necessary.

Considering that the new economy is characterized not simply by knowledge, and the knowledge, capable to be embodied in the latest development, innovations in all spheres of economy, the special role

belongs to researchers and scientists of the top skills. Deterioration of qualitative characteristics of the personnel occupied in science happens first of all due to more intensive outflow of persons of younger and middle ages, aging of scientific shots that conducts not only to decrease in indicators of research efficiency, but also to threat of violation of a continuity and continuity of reproduction of scientific knowledge, scientific shots and science developments as a whole. Investments in development research potential, as we know, are not expenses, and returnable, highly effective investments. The salary of research associates raises. If didn't take necessary cardinal measures, the rupture of generations could become reality.

The strategic role of the human capital in country progress to new economy causes a number of tasks of its intensive reproduction. The solution of these tasks in the educational sphere is considerably connected in processes of world globalization and regional integration which open opportunities and cause need of familiarizing with world educational space.

Dynamics of the human capital depends and from is expanded reproduced enterprise abilities. Business support by construction of the innovative centers, scientific and technological parks and incubators of small and average business, creation of the budgetary, off-budget, venture and other funds promoting business activity is necessary. Created, let and the most advanced human capital, becomes dead freight if it doesn't find for itself(himself) adequate application. In order that its use promoted country advance on the way of formation of new economy, it is necessary to create the corresponding institutional, legal, social and economic conditions.

The new economy lives non-standard ideas and decisions which generate the advanced human capital. It is natural that many problems of accumulation and effective use of the human capital as strategic resource of new economy have debatable character. However that drawing attention of scientific community, praticians of managing of the political country leaders to these problems will promote advance on the way of formation of new economy doesn't raise doubts.

Thus, most fully the human capital can be characterized as follows: it is congenital, created as a result of investments and accumulation a certain education level, skills, abilities, motivations, energy, cultural development as the specific individual, group of people, and societies as a whole which are expediently used in this or that sphere of public reproduction, promote economic growth and influence the size of the income of their owner. Development of the human capital in many respects depends on activization of such directions of a state policy, as improvement of education systems, increase of the income of the population, improvement of solvent demand in the country, optimization of migration

policy, improvement of social and economic infrastructure, development of social partnership and enterprise initiatives, support of development of civil society.

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