

КОНЦЕПТУАЛЬНЫЕ ОСНОВЫ РАЗВИТИЯ ТЕОРИИ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

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Аннотация: в статье на основе исследования научных идей школ политической экономии, классического, неоклассического и современного человеческого капитала, которые являются концептуальными основами развития теории человеческого капитала разработана авторский подход человеческого капитала.

Ключевые слова: человеческий капитал, концептуальные основы, политическая экономия, классическая, неоклассическая, производство, способности, умения, знания, врожденные способности, экономика знаний.

CONCEPTUAL FOUNDATIONS OF THE DEVELOPMENT OF THE THEORY OF HUMAN CAPITAL

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Abstract: based on the research of scientific ideas of the schools of political economy, classical, neoclassical and modern human capital, which are the conceptual foundations of the development of the theory of human capital, the author's approach of human capital is developed in the article.

Keywords: human capital, conceptual foundations, political economy, classical, neoclassical, production, abilities, skills, knowledge, innate abilities, knowledge economy.

INTRODUCTION

In the "Development Strategy of New Uzbekistan for 2022-2026" in our country, after analyzing in depth the complex processes of the world level and the results of the development of our country, in the following years, based on the principle of "For Human Value", we will further increase the well-being of our people, transform economic sectors and rapidly develop entrepreneurship. it was emphasized that it is important to carry out researches aimed at the unconditional provision of human rights

and interests and the formation of an active civil society. The higher education system is an important support in improving the human capital and increasing the competitiveness of the state. In this regard, our dear President has emphasized the following: "Improving the quality of education is the only way to develop New Uzbekistan" [1]. In this regard, it is very important to determine the priority direction of the systematic reform of higher education, to study the problem of improving Japan's qualitatively new level of improving highly qualified human capital with modern knowledge and high spiritual and moral qualities.

Setting a scientific problem.

The theoretical aspects of human capital research are the following Khopijlik olimlap J. Ben-Poret, A. Marshall, L. Touro, Sakaya T., Dayzard U., G. Baker and T. Developed by Schultz.

Korogodin I.T., Shevchenko D.A., Sergeeva A. from Possiyan olimlap. O., Cherkashin M.D., Redko L.L., Solodukha P.V., Gruzkov I.V., Gruzkov V.N., Tkachenko A.V., Titov V.A., Kapelyushnikov R.I. , Remorenko, I.I., Rozhkov and others have conducted research on this topic.

To increase the scientific research work of Academician K.Kh.Abdupahmonov, R.A.Ubaydullaeva, A.O'lmasov, A.Vahobov, G.Q.Abdurakhmonova, S.A.Bozorova, and others from our Pespublika Olimlap with theoretical aspects of human capital improvement. possible

The origin of the theory of human capital began with the economic teaching of representatives of the classical school of political economy. U. Petty was one of the first founders of the classical school of political economy in England and introduced a new economic category - "living human forces"[2].

A representative of the neoclassical school of economic science I. Fisher also included a person in the definition of capital. In his opinion, skills and mechanics are not separate capital apart from people, and skilled mechanics themselves should be classified as capital[3].

T. Shults, the founder of the modern human capital theory, says that we call human capital the valuable abilities acquired by a person, which can be improved, strengthened and developed at the expense of appropriate investments [4].

According to the opinion of Academician K. Kh. Abdupakhmanov, one of the economists of Uzbekistan, "The importance of human capital is limited to natural resources, material wealth and means" [5].

Research methodology.

The article uses dialectical, systematic, integral and synergetic approaches, economic, logical, scientific abstraction, analysis and synthesis, modeling of economic processes and systems, induction and deduction, comparison, generalization, grouping methods.

Main analysis and results

As a complex intensive factor of economic development, the development of science, the development and mastering of technologies with high scientific capacity, the formation of an information society, the improvement of the efficiency of social production, brought human capital to the first place. The core of human capital is, of course, its carrier - an educated person with deep, versatile knowledge, skills and abilities. Today, man and his abilities occupy an important place in economic science. However, until the beginning of the 60s of the twentieth century, human creative abilities did not play a decisive role in economic development.

In the second half of the 20th century, the attitude towards human capital changed radically. Interest in the role of human capital in the economy has increased due to the following reasons: the transition to a new path of socio-economic development, in which human capital began to acquire a qualitatively new meaning. Fundamental changes in socio-economic development have created new conditions for understanding the labor process and labor relations. The main focus of scientific research was on the study of human capital problems. The activation of labor as an economic resource began to require a category that included the idea of human abilities used in labor and reflecting its final result. Performing this function was precisely the role intended for human capital as an economic category.

In the globalization of the world economy, countries with high-quality human capital are gaining significant advantages. That is, it got a highly educated population and specialists who can freely compete at the world level in various spheres of economic activity. It is human capital that is the main factor determining economic growth and its efficiency. Therefore, research on human capital has become increasingly important in recent years.

In the 19th century, two trends were formed that represent the content of human capital. The representative of the first direction, the representative of the classical school of political economy Dj.S. Mill. He explained the existence and content of human capital as the acquisition of human abilities, but did not include the person himself in this concept. According to the second direction (DJ. McCulloch, L. Walras, I. Fisher, N.U. Senior), along with human abilities, the person himself was considered as human capital. Instead of understanding as capital the entire share of the external product that can be used for the provision and production of a person, ... it would be correct to consider the person himself as a part of the national capital [7]. He also emphasized the similarity between physical and human capital, and believed that the turnover rate of investment in human capital should match the turnover rate of other types of investment.

The founder of the neoclassical trend in economics A. Marshall turned his attention to human knowledge. He considered human knowledge to be one of the main sources of production. But this is not only human knowledge used in production activities. A. Marshall emphasized the importance of human abilities. "The motivations that drive a person to accumulate personal capital in the form of educational contributions seem to be consistent with the accumulation of material capital...human abilities are as important as means of production as any other type of capital," he wrote. Capital growth depends on human ability, literacy, and the quality of enterprise management. So A. According to Marshall's conclusion, education is an important factor of capital accumulation.

The modern theory of human capital was formed in the late 1950s and early 1960s. The emergence of this independent scientific concept was caused by scientific and technical progress, which is one of the important factors of its development in the economy. Dramatic fundamental changes in science, technology and technology led to the improvement of the composition of productive forces. In this regard, the need for highly qualified workers began to appear.

T. Schultz, the founder of the modern human capital theory, believed that human capital includes both the innate abilities of a person and the knowledge, experience and skills acquired during life. He came to this conclusion from the following: "all human resources and abilities are innate or acquired through life experience.

For the first time, T. Schultz identified education as the main factor contributing to economic growth, especially for countries with a catch-up type of economic development. "Investing in a person increases not only the level of his labor productivity, but also the economic value of his time. G. to the theory of human capital. Becker also contributed a lot. G. Becker considered the formation of human capital, and it is formed by human capital investments, among which education, preparation for production, health care, migration, costs of searching for information on prices and income can be highlighted.

Several main approaches can be identified based on the generalization of the researches on the concept of "human capital". Many scientists of our Republic determine human capital based on profitability criteria, that is, human capital is understood as a set of knowledge, skills and abilities of a person that is used in the production of goods and services and will bring income in the future. Professor Ubaidullaeva R.A. emphasizing that the role and importance of social imperatives is growing due to the growth of human potential in ensuring the country's competitiveness today, he emphasizes that the state will be absent as the main investor in human capital as a distinctive aspect of the formation and development of social imperatives in Uzbekistan[10]. Professor Karimova D.M. if it refers to material capital production factors, ownership rights to property and financial assets, human capital and

social capital, educational level, professional qualification, innovative potential of personnel, as well as population health, people's attitude towards their health, religious and cultural values, national traditions thinks about covering customs and traditions [11].

According to Academician K.Kh. Abdupahmonov, "The importance of human capital is limited to natural resources, material wealth and tools" [12].

It follows that human capital is a set of gross productive abilities and human forces, functional roles and forms that correspond to the post-industrial state of society. Summarizing all views on human capital, they can be combined into the following economic schools and directions (see Table 1).

Conceptual foundations of human capital research [14]

In conclusion, it can be noted that human capital has been comprehensively considered in the economic literature and different approaches to the definition of this category have been formed. Representatives of the classical school founded the modern theory of human capital. People with different abilities and characteristics were considered as the wealth of the society and the country, and this depended on the nature of their professions. The professional development of the employee comes first, then the improvement of the machine and equipment.

CONCLUSIONS AND SUGGESTIONS

1. The concept of human capital appeared in Western economic literature from the 17th-19th centuries, and at each stage of its development, approaches expressing

different views typical of the existing scientific economic schools of that time were formed.

2. There are two directions within the classical school: according to the first one, human capital is gross human abilities acquired and accumulated during a person's life. According to the second, directions were formed that consider human capital as a person's abilities at the same time as a person himself.

3. T. Shults, the founder of the modern human capital theory, believed that human capital includes both the innate abilities of a person and the knowledge, experience and skills acquired during life.

4. In our opinion, human capital is a sum of gross knowledge and professional skills acquired and accumulated during the life activity of an individual, which contributes to economic growth and human well-being.

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