

**DEVELOPMENT AND PROSPECTS OF HUMAN CAPITAL IN THE  
PROCESSES OF SOCIAL TRANSFORMATION IN THE WORLD**

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**Annotatsiya.** In modern social research, sociological research and study of human capital is gaining relevance. In this thesis, social development was studied in processes, firstly, to identify the sociological genesis of the concept of human capital, to observe aspects of its innovative development as a social phenomenon, and secondly, to study the problem of human capital as a socio-cultural phenomenon

**Key words.** Human Capital, Dynamics, Transformation, Innovation, Science, Education, Health, Culture, industrial, posmodernism, phenomenon, society, tradition, mentality.

Introduction. We can consider social transformation as an expression used in the process of social change of various communities, social systems, social institutions and other social institutions. Often the concept of «social change» is clarified with the concept of «development». Also, the term «transformation» was rarely used by philosophers and sociologists until the second half of the last century. Changes in society have been used using concepts such as «progress», «evolution», «revolution» and «reform» in history. In modern sociology, the term «social transformation» is also studied as a modification of the concepts of «innovation» and «modernization».

Human capital manifests the universal needs of a particular society based on the existing potential, abilities and needs created, developed and acquired by it in society. All symbols, interpreted as a factor serving the basis of capital, have a social origin and are actively created, used, developed, enriched, used.

The successful formation of mechanisms for innovative development in our country is, first of all, a derivative of the existing socio-economic conditions in society. The priority strategic policy of the state and the mechanisms for its implementation play an important role in ensuring that we take our rightful place among developed countries. It is known that society corresponds to human capital, which is a set of social relations. The development of human capital also directly depends on the mind, manners, spirituality, worldview of a person, socio-economic, political relations, the essence and nature of the social system. Since man has intelligence, he understands the events of the real world and controls the world with his scientific thinking, work and potential. The growth of human capital is strongly influenced by general events occurring in the surrounding social environment [3, 4].

Human health is the most important capital. Today in our country special attention is paid to the medical field. First of all, among the main issues is not so much the treatment of the disease, but its prevention and improving the medical culture of the population. At the same time, the importance attached to the quality of living conditions of the population has influenced the increase in people's life expectancy and serves to reduce mortality.

Health as a component of human capital is of great interest from both theoretical and practical points of view. If traditionally human capital depends on the education and skills of a citizen, then recently it will have a broader concept that includes health factors. Today, the concept of human capital lies not only in the economy or production, but also in the individual characteristics of each citizen of the country - health, education, abilities and talents, acquired skills and experience, social, psychological, ideological and sociocultural characteristics. man, his structural structure has not only material, but also spiritual understanding. Absence from work due to illness is rare among healthy people, resulting in higher productivity and higher performance ratings. From this point of view, health is considered an integral part of human capital, which is directly related to education.

As a result of reforms in the healthcare sector, the population's access to quality healthcare services has increased. The most important thing is that the average life expectancy in the country increased from 67.2 years in 1990 to 74.6 years by 2020, maternal mortality decreased by one and a half times, and child mortality decreased by four times [1, 57.] Healthcare or the component of healthcare, considered the main structure of the capital, built on a demographic basis, over the years has become a value system formed in interaction with the social environment in order to support physical and mental work. abilities through quality medicine. Moreover, since March 2020, amid the global pandemic caused by COVID-19, health has become human capital as the number one value for all humanity.

Poverty doesn't just mean lack of money. Knowledge ensures the use of all the

opportunities of society, and skills ensure social development and economic growth. This phenomenon requires constant funding for education.

The importance of human capital can be assessed in different ways. Traditionally, economists measure this by the incomes of people with higher education. Research has shown that each additional year of education increases a person's income by an average of 10%. Investment in education can also reduce social inequality in a society. In most countries, children born into relatively prosperous families begin to enjoy ample opportunities from childhood and acquire a number of advantages and conveniences throughout their lives. On the contrary, children from poor families are deprived of such opportunities [6].

Education is defined as a specific element of human capital, and its main parts consist of a combination of four components: cultural and ethnic characteristics; general education; vocational education; basic skills. Investment in education is not only a special development strategy for the country, but also a social policy aimed at improving the prospects for human capital and socio-economic development. As a result, human capital is improved, material well-being and a healthy lifestyle are achieved. Human capital is the form of individual capital of each person. Human abilities, knowledge, skills and experience are the personal property of every young person.

As mentioned above, the improvement of any human capital directly depends on the quality of education as its most important component. Particular emphasis is placed on modern higher education, no longer specialists with a diploma, but competitive, competent and strong-willed personnel with qualities (conciseness, restraint, diplomacy, communication culture, positive character, organization, initiative, etc.) corresponding to the spirit of the new era is high everywhere. A comparative analysis of developed countries and corporations shows that the category of university education, which is a pragmatic characteristic, increases not only the quantity, but also the quality of employment.

Factors in the formation of human capital in the family. The necessary factor for the development of human capital is determined by the social environment associated with the demographic component, the system of succession, which transmits the territorial elements of individuals and communities from generation to generation.

Based on the results of a broader study of the sources and factors of human capital development from its internal and external levels, it is advisable to increase attention to investments in human capital at the family level. Because all components of human capital are formed and increased by the family's investments in their child. The development of a person's intellectual and psychophysiological abilities in the family is the basis for his further maturation and regular improvement of human capital.

Meanwhile, gradual reforms are being carried out in our country based on the

constitutional principle «The family is protected by society and the state.»

Family – each family reflects social relations in its own way. Since the influence of the family on the child is specific and unique, the formation of his spiritual and moral character is also unique and unrepeatable. The role of the family in creating social capital and sources of resources is incomparable. In the family, the socio-economic development of the family will be realized in stages through the potential of the parents. In turn, a healthy family and children are an investment for the state [6]. Family well-being is determined by material well-being, the health of family members and children, the health and peace of public life.

The main micro-level factor is the family, which is the main element of primary mutual social relations. In this part of society, the child develops basic skills of social relations, including a system of ethnocultural norms and behavioral habits in the family as capital. From research data it is known that human capital in the family as a «socializer» dominates the influence of educational institutions on consciousness. If different systems of values and stereotypes are spread in the family and school, then the family will win this competition, because education in the family is continuous and carried out not only at the conscious, but also at the unconscious level.

The primary investor in human capital at the individual level is the owner of that capital. Investments in human capital also increase trust. Educated people trust others more, and societies with high levels of trust tend to achieve relatively high economic growth. As a result of optimization of the sphere of human capital development, a new social environment, human capital, based on new spiritual and moral values, has emerged in our country.

The role of neighborhoods in determining social capital issues. We quote the president's speech. «From now on, we will organize our activities in a completely new way, that is, based on the principle of «man-society-state.» To achieve this goal, we set ourselves the task of effectively using the enormous potential of the institution of the neighborhood, which is a unique democratic structure in the world, to further expand its powers and ultimately turn the neighborhood into a decisive link in our society. In short, if the neighbors are peaceful, then there will be peace in the country. If the area prospers, the whole country will prosper.» According to the experience of Uzbekistan, the role of the neighborhood in resolving issues of human factor and social capital is high. In many ways and respects, the neighborhood is seen as a social institution. The neighborhood, through its function, ensures the socialization of its members in the life of the community and encourages them to follow the norms and procedures of the society.

Our country has achieved the restoration of the mahalla system, which is an ancient form of our collective way of life. The Mahalla Institute, which has no analogues in the world and is the social structure closest to the population, began to

systematically carry out its work. The social functions of this institution have expanded. Mahalla is not only an organization that ensures regional peace, but also an institution that comprehensively protects and develops the population spiritually, economically, socially and spiritually.

Each component of human capital is measured by the mechanisms of support for the individual and social communities that are formed in interaction with the social environment. Consequently, the social environment of a neighborhood regulates the behavior of its members within social relationships. The conditions included in the neighborhood function are to ensure voluntary and feasible processes; create freedom for certain groups and individuals in society; ensure a sense of mutual peace for groups and individuals in a community or institution; quickly apply examples of simple, high-quality and practical work in comparison with other social institutions, systems, institutions of society; it consists of social factors, such as desire, activity, organization of integration and relationships of individuals and ensuring internal organization in the team.

The importance of human capital in a society based on science and education. If you analyze the real state of modern society, it is impossible not to understand the importance of information technology in its development. It is known that the phrase «who owns the information, owns the world» has become the main motto of modern civilization. At the end of 2019, the President of the Republic of Uzbekistan Shavkat Mirziyoyev, in his Address to the Senate of the Oliy Majlis and the Legislative Chamber, declared 2020 the «Year of the Development of Science and the Digital Economy» and emphasized that this year the country should radically change its approach to the development of the digital economy. «To achieve progress, we need and need to acquire digital knowledge and modern information technologies. This gives us the opportunity to take the shortest path to ascension.» [2]

Yes, education is necessary, but it must be aimed at developing critical thinking and developing human capital. Over the past period, various negative stereotypes have formed in education. It was noticed that having a higher education only to improve social status in society, regardless of specialty, they choose higher education or young people determine their life positions after school education, depending on whether they become a student or a student. And in the educational process, these skills were taught to them mechanically. For example, you simply listen to lectures, memorize certain details, apply formulas, and that is essentially what education is all about. Very little emphasis was placed on challenging the opinions presented, expressing them openly and, most importantly, thinking independently.

In developed countries, much attention is paid to investing in the full cycle of education, that is, investing in raising a child from 3 to 22 years old. Because these investments bring profit to society by 15-17 times. In our case, this figure is only 4



times [1, 230]. From this point of view, investment in education is not only an important path for the country's development, it is a social policy aimed at improving the prospects for human capital and socio-economic development. As a result, material well-being and a healthy lifestyle are achieved through improving human capital. It should be noted that human capital is a form of individual capital of each person. Human abilities, knowledge, skills and experience are the personal property of every young citizen.

In addition to the main advantages of the information society, it enriches people's daily lives with new cultures, abandons the traditional way of life, adopts various elite cultures and creates its own standard. Of course, this approach can be supplemented and its negative and positive aspects analyzed. In modern Uzbek society, the potential of young people to use and master the latest information technologies is high. In addition, when synthesizing and obtaining information, it is possible to leave the moral and national culture, social isolation or, conversely, merge with other ethnic groups (under the influence of various informal communities, religious movements, various «modern cultural» groups). currents, etc.).

The «line» of changes associated with information and technological innovations in society has transformed from the technical and economic side to the sociocultural side. Issues of innovation in the field of human capital development have become relevant. After the production sphere, other cultural spheres also became the object of conscious, purposeful innovation activity. This allows a number of researchers to state a continuous transition to innovative development according to the sociocultural type [7, 37]

The concepts of scientific forecasting of changes in priorities formed for capital are focused on studying trends in the socio-economic and production spheres. For example, the theory of «post-industrial society» by the American sociologist D. Bell [4, 47] covers mainly the sphere of culture; we can see the problems of political capital in the works of the Spanish thinker M. Castells [5, 601]

In the information society, providing information and receiving information are always based on knowledge, but there are sharp differences between them. In particular, the emergence of flexible technologies in society and the emergence of the information system of society is clearly visible in the context of the transition to a “post-industrial” society. It has been noted that the Internet, interactive television, cyberspace, social networks and other information technologies are becoming a tool that serves as the basis for providing human capital. Currently, information is transmitted through digital technologies, and in turn, in a society based on science and education, the value of human capital is also changing. A person can no longer store a large amount of information in memory, because it can be obtained from the network at any time. Now the ability to work with existing data and create new ones has come

to the fore. This is the essence of human capital.

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