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**A.Zh. Eskalieva<sup>1</sup>, A.K. Молдашева<sup>2</sup>, Г.Т. Ахметова<sup>3</sup>**<sup>1</sup>Pavlodar State University named after S. Toraigyrov;<sup>2</sup>Atyrau Engineering and Humanitarian Institute;<sup>3</sup>Atyrau State University named after H. Dosmukhamedov  
[assel\\_2704@mail.ru](mailto:assel_2704@mail.ru), [saulesha\\_rahimova@mail.ru](mailto:saulesha_rahimova@mail.ru), [mplusj@bk.ru](mailto:mplusj@bk.ru)**QUALITY OF HUMAN CAPITAL AS  
A FACTOR OF PROFESSIONALIZATION**

**Abstract.** To date, in a competitive economy, its transformation and modernization, the main indicator is the accumulated and realized human capital. It is the human capital that has good health, worthy education, qualifications, life experience and determines the level, opportunities for economic, social and technological growth of society.

Since man is the main creative subject, the factor of creating material wealth, the criterion of progress is a measure of the integral development of man and the satisfaction of his needs.

**Keywords:** human capital, valuation, modernization, policy, competitiveness, potential.

**Introduction.** One of the topical problems of the economy of the Republic of Kazakhstan is the formation and maintenance of a high level of its competitiveness through the formation of competitive human capital. National competitiveness is an instrument in the struggle for a place in the world economic system. The issue of increasing the competitiveness of the economy of the republic is key in the development of the Strategy "Kazakhstan-2050" [1], Strategy-2030 [2], the Strategic Development Plan of the Republic of Kazakhstan until 2020 [3] and other programs aimed at modernizing the economy. The successful modernization of the republic's economy is predetermined achievements in the formation of human capital as the main factor in enhancing the competitiveness of the national economy.

The urgency of the problem of the formation of human capital is conditioned by the objective needs of the current stage of the world social and economic development, the specificity of the current situation in the country. These circumstances require the adoption of not only investment but integrated solutions that form new resources in the state, society and individual companies that ensure both sustainable economic growth and the achievement of a higher level of the well-being of the population and a decent quality of life. Mankind has entered a new century in the process of increasing global changes, among which the change in a person and his development sharply lags behind changes in the techno-economic sphere. Overcoming this lag and creating a modern system that forms and develops a person, and thus increases human capital, requires global processes, among which the main:

- the ongoing modernization of public administration and the socio-political state of society, improving its livelihoods;

- Acceleration of the processes occurring at the level of social organization for a shorter period of a person's life-the period of renewal of knowledge, key technologies and the formation of technological structures is drastically reduced, so that for a generation there are several shifts in technology, theoretical knowledge and practical skills necessary to achieve and the development of a person's social status;

- coming to the fore, the ratio of the two components of state development: social justice and economic efficiency;

All these issues exacerbate the problem of human capital in the country. In the presented article results of research of the human capital of the employed in various spheres of economy are resulted. 10 groups of respondents were investigated, the subject of the study were social, economic, political relations influencing the formation of human capital.

**Methods of research.** The main methods of research are a method of deduction and induction, as well as a comprehensive approach and a method of scientific abstraction. The variety of goals, objectives

and areas of activity in agriculture predetermines various criteria for assessing the effectiveness of economic entities.

**The discussion of the results.** Competitive advantages of the national economy associated with cheap labor, which, nevertheless, has a high educational level, are largely lost. In addition, the engineering potential of the country has significantly decreased; there is a "brain drain" from the state. Every year, there are fewer so-called "blue collars" and skilled workers. On the one hand, there is an acute need for business in specialists and a large number of vacancies, and on the other hand, there is a large mass of people who for various reasons are not such specialists and are not ready to become them.

One must really see that Kazakhstan now does not have a modernized industrial economy. The lack of serious scientific potential in the country makes the implementation of proposals on attracting foreign advanced companies to the country, inclusion of the country's economy into the global technological system more promising.

Recently, in strategic documents, along with the term "industrial-innovative development", the term "modernization" has become widely used. Scientists rightly point out that it is necessary to clearly distinguish these concepts. In this regard, we quote the statements of the well-known Russian economist V.L. Inozemtseva, who writes: "Modernization is a movement from the existing state of things to a more perfect, but not necessarily the most advanced one." The way to an innovative economy lies through the stage of modernization of the existing economy. Proof of this are classic examples of successful modernization of the economies of Japan, South Korea and China. Their experience has shown that innovations are on a mass scale possible when the main tasks of modernization are fulfilled, the economy is built into the world division of labor, the main driving motive for its development is competition, and the need for knowledge becomes natural for a large part of workers and managers. Moreover, in countries that artificially stimulated innovation, but did not form modern methods of economic development, innovation and modernization remained divided.

Scientists and experts rightly raise the issue of irrational use of savings available to the state in the form of state funds, gold and currency reserves, which are not transformed into domestic investments in industrial development. But at the same time, in a modern innovative economy, one can not rely only on economic incentives. The scale of financial investment itself does not guarantee the success of certain projects. With a low level and quality of human capital, investments in high-tech industries do not give the proper return. Modern innovative activity requires awareness, modern knowledge, corresponding to the requirements of the profession, that is, the role and significance of the human factor is growing. Human capital is becoming an important factor in economic growth.

Western countries, creating new technologies, seek to multiply their own human capital. According to some estimates, in developed countries only the increase in the duration of education for one year leads to an increase in the gross domestic product (GDP) by 5-15%. In all developed countries, human capital is estimated at times higher than physical capital.

The low quality of training is due to the low level of funding for education and science, as well as the narrow range of its sources, the shortage of qualified personnel, the separation of the system of training personnel from real practice, the limited motivation of teachers' work and the teaching staff of higher education institutions, production and education, inadequate participation of employers in the formation of the content of educational programs, ineffective use of its scientific potential and others.

The experts studied 10 groups of respondents, the subject of the study were social, economic, political relationships affecting the formation of human capital, the results are shown in Figure 1.

The indicators of the assessment of the human capital of the first group show that among the respondents of the central executive body of the Republic of Kazakhstan the aggregate share of the "average", "above average" and "high" levels prevails, 57.2%, "low" and "below average" 42.8%.

Wages in one of the world's leading groups in the extraction and processing of mineral resources, with integrated extractive, processing, energy and logistics enterprises are very different from those of budget and government structures. The average monthly nominal wage of the respondents was 115.9 thousand tenge, which is 4% more than the average for Astana (110.8 thousand tenge) and 25.5% of the average republican level (92.3 thousand tenge). At the same time, 91% of respondents have wages above the regional level and suggest a wide range of differentiation of purchasing power. The results of the answers give an opportunity to reveal an approximate salary that allows a certain monthly expenditure on health

support. This estimated amount implies the costs of visiting sports centers, the purchase of health-giving vitamins, irregular, to support themselves in good physical condition.

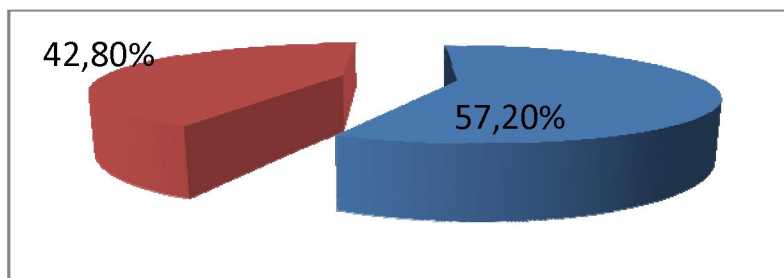


Figure 1 - Indicators of human capital assessment

The human capital of the majority of bank employees (65.3%) can be estimated as "medium" and "high". The average monthly nominal salary of the respondents amounted to 105.4 thousand tenge, which is 4.9% of the average level in Astana (110.8 thousand tenge) and 14.1% of the average republican level (92.3 thousand tenge). At the same time, 100% of respondents have wages above the regional level and suggest a wide range of differentiation of purchasing power. Not a high level of costs for maintaining health for 85% of the women surveyed is due to the fact that bank employees are promptly undergoing professional examination and medical examination in respectable medical institutions under insurance policies.

Based on the annual income, 69% of respondents have the opportunity to expand the food basket and diversify purchasing power, and 31% have no such opportunity.

Along with this, more than 90% of respondents, health care costs vary from 40 to 10% of the monthly income level. This correlation assumes high costs for medical care and purchase of medicines, which is typical for environmentally unfavorable living conditions, 38% of respondents refuse preventive screening surveys motivating high workload and elementary lack of time.

It should be noted that in the respondents' life position, there is a pronounced desire to build a career, actively expressing public interest in the problem of society. However, a disappointing result is a low interest in the culture of a healthy lifestyle. After all, only 4.4% of respondents adhere to preventive screening surveys.

The above data show that there is a potential for the development of the nation's human capital, all this requires huge investments in the education, health and culture of the people. Since, in accordance with the basic concepts of the concept, human capital - education, improvement of health care - is one of the important areas of industrial investment. Analysis of known approaches to assessing the effectiveness of human capital shows that the area of analysis of investment efficiency is lent. Given the completeness of factors, investment levels, estimates of the contribution of human capital to economic growth will significantly increase, therefore, the prospects for studying the process of the formation of the human capital of the nation are at an early stage.

**Conclusions.** In the transition to an innovation economy, the role of a person with his education, qualifications and experience in ensuring economic growth and improving the competitiveness of the state. The major component of the human capital is labor, its quality and performance. In its turn quality of work is determined by the mentality of the population and quality of life. Unfortunately, the work in Kazakhstan remains a traditionally poor quality, as demonstrated by production of the majority of domestic enterprises, which is uncompetitive on world markets. Low-performance and low-quality labor significantly reduces the accumulation of human capital of Kazakhstan. The idea and practice of reproduction and functioning of the human capital become more complex and filled with new content. This human capital is gaining recognition and development in a rather wide sense - from the individual to the world community. Human capital is becoming a mass phenomenon, it corresponds to the type of innovative reproduction. Perhaps this is why in recent years the Government of Kazakhstan addressed to the problem of formation of national human capital, since the country needs tools that can make the transition to the innovative type of reproduction.

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### ҚАҒЫМДЫҚ ҚАБІЛЕТТІ АДАМ КАПИТАЛЫНЫҢ САПАСЫ

**Аннотация.** Бүгінде бәсекеге қабілетті экономикада оны трансформациялау және модернизациялау басты көрсеткіш - жинақталған және жүзеге асырылған адам капиталы. Бұл жақсы денсаулық, лайықты білім, біліктілік, өмірлік тәжірибесі бар және қоғамның экономикалық, әлеуметтік және технологиялық даму деңгейін, мүмкіндіктерін айқындайтын адами капитал.

Адамның басты пығармашылық мәні болғандықтан, материалдық байлықты құру факторы, прогресс шарасы адамның ажырамас дамуының шарты және оның қажеттіліктерін қанағаттандыру болып табылады.

**Түйін сөздер:** адами капитал, бағалау, жаңғырту, саясат, бәсекеге қабілеттілік, әлеует

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### КАЧЕСТВО ЧЕЛОВЕЧЕСКОГО КАПИТАЛА КАК ФАКТОР ПРОФЕССИОНАЛИЗАЦИИ

**Аннотация.** На сегодняшний день, в условиях конкурентоспособной экономики, её трансформации и модернизации, главным показателем является накопленный и реализованный человеческий капитал. Именно тот человеческий капитал, который имеет хорошее здоровье, достойное образование, квалификацию, жизненный опыт и определяет уровень, возможности экономического, социального и технологического роста общества.

Поскольку человек является главным творческим субъектом, фактором создания вещественного богатства, критерием прогресса выступает мера целостного развития человека и удовлетворение его потребностей.

**Ключевые слова:** человеческий капитал, оценка, модернизация, политика, конкурентоспособность, потенциал.

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