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FORMATION OF HUMAN CAPITAL IN THE SOCIAL SPHERE IN THE CONDITIONS OF INNOVATIVE ECONOMY

Abstract. If initially human capital was defined through the prism of the immediate ability of a person (worker) to work, then over time the concept of human capital acquired new shades. Analytical socio-economic definition of human capital, i.e. The following definition can be considered as such which includes the possibility of management: human capital is an intensive factor of production, recently used as one of the indices of socio-economic development. Accounting for human capital in the structure of the national economy characterizes the degree of rationality of the attitude of the state, society and man to human existence, to its inclusion in the social institutions of a particular society. It is precisely because of the rational attitude towards man that human capital becomes not only the subject of theoretical study, but also the object of control.

Keywords: Human capital, labor market; labor force, labor resources, unemployment, employer, population.

INTRODUCTION

But the intermediate definition of human capital, taken in the framework of this work for the working, can be the following definition: human capital is an integral harmoniously structured set of knowledge, skills, skills at the operational level, ability to solve problems at the level of action and the ability to initiate innovation at the level of activity.

At the present stage of development of Kazakhstan there are four main priorities that provide conditions for the emergence of a post-industrial economy in the country:

- the formation of a diversified economy with a predominance of medium and high-tech industries
- formation of production and life-supporting infrastructure of the modern level
- development of institutional partnerships between different sectors of the economy
- improving the quality of life of the population

MAIN PART

A qualitative change in the standard of living of the population is necessary on the basis of developing human resources and ensuring the modern quality of city social infrastructure services (health, education, culture, social assistance and social services).

In turn, management inevitably is the activity of distributing and structuring any limited resources in order to find their optimal use. Since human capital, as was shown above, is a resource of modern economics thanks to the institutional theory and theory of human capital, it requires management. Moreover, this thesis concerns the human capital required by modern highly competitive economies.

Thus, it is shown that the study of human capital must inevitably begin within the framework of institutional socio-economic theory as a transdisciplinary synthesis of sociology and economic theory. Such a requirement for the proposed theoretical and methodological construct is explained by the synergistic effect that is achieved thanks to the developed theory in the framework of institutional economics and the explanatory interpretation effect achieved through the use of categories of sociology of management.

At all levels of human capital - individual, corporate and national - it is based on special, specific knowledge, skills and technologies that determine the competitive advantages of human capital of the appropriate level.

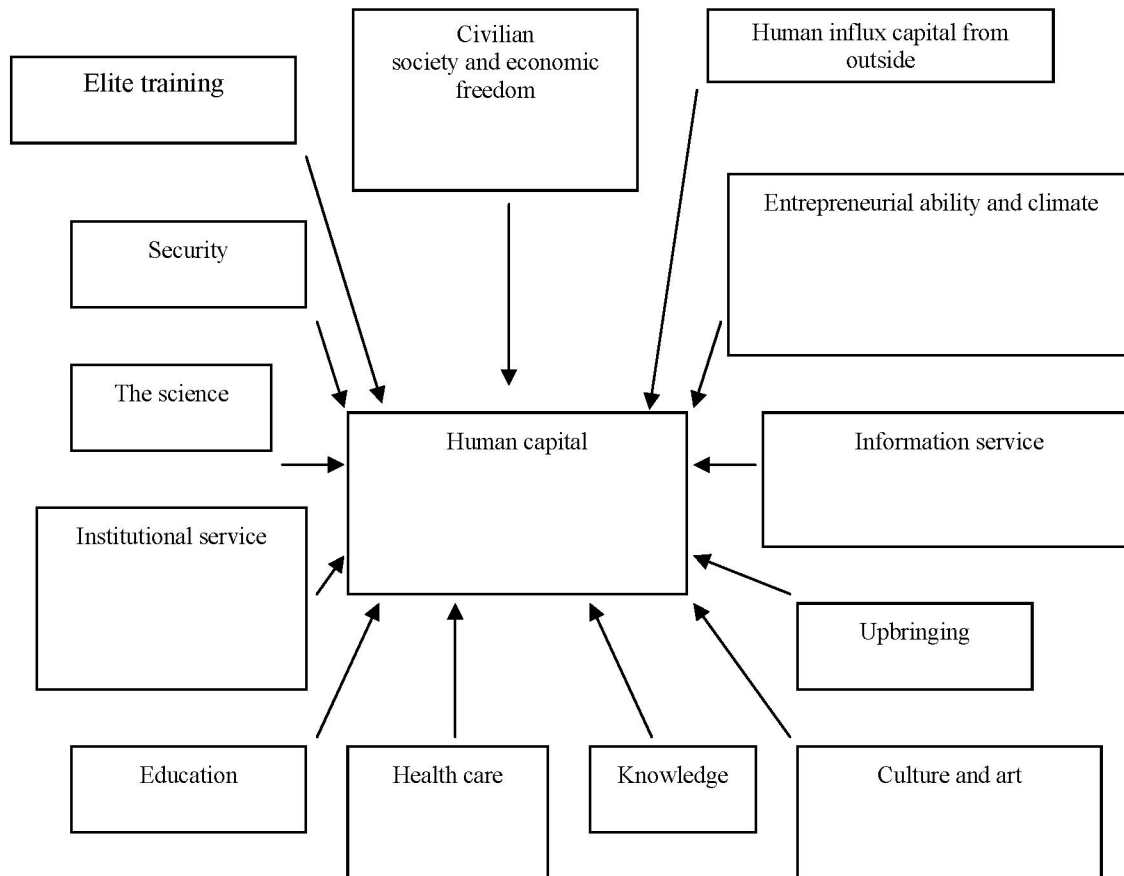


Fig. 1. Sources of national human capital formation in a broad definition

At all levels of human capital, it also includes additional qualified labor resources, quality of life, tools and technologies that ensure the realization of the competitive advantages of the national Human capital, the effective functioning of the Human capital as an intensive factor of innovation, intellectual work and development.

Positive human capital is defined as the accumulated value of the Human capital, which provides a useful return on investment in development and growth. In particular, from investments in raising and maintaining the quality of life of the population, in the growth of innovative and institutional potentials.

The fact that human capital cannot be changed in a short time, especially with a significant amount of negative accumulated human capital, is essentially the main problem of the development of the economy of the Republic of Kazakhstan from the human capital of the development theory human capital.

The methodology of the World Bank summarizes the results and methods for estimating the human capital of other schools and authors. These estimates of human capital in some countries of the world at the end of the 20th century are shown below in table 1.

Table 1 - Estimates of human capital in some countries of the world at the end of the XX century

Country	Overall volume, trillion Doll.	Human capital, in% to:		
		national wealth countries	Global Outcome	US level
World Outcome	365	66	100	384
G7 and EU countries	215	78	59	226
of them:				
USA	95	77	26	100
OPEC countries	45	47	12	47
CIS countries	40	50	11	42
including Russia	30	50	8	32
Other countries	65	65	18	68
including China	25	77	7	26
Brazil	9	74	2	9
Indonesia	9	75	2	9
Mexico	8	77	2	8
India	7	58	2	7
Pakistan	4	80	1	4

Source: L. Nesterov, G. Ashirova. National Wealth and Human Capital. // VE, 2003, No. 2; Economic theory. / Ed. Nikolaeva I.P. - M.: Unity, 2004. - S.: 417.

Human capital, as follows from Table 3.1, in most countries exceeds half of the accumulated national wealth. For developed countries, this reflects the high levels and quality of human capital. For developing and underdeveloped countries - highlights the flaws in the methodology for calculating the cost of human capital costs, which does not reflect the high proportion of investment losses, the high proportion of negative and passive human capital. And as a whole - does not reflect the quality and effectiveness of the national human capital.

Improving the quality of life, the emergence of opportunities for participation in the cultural and spiritual spheres of life for an increasing number of people ensured the emergence of a new phenomenon of social life - rapid growth of human capital due to an understanding of its significance in the structure of production and growth of investments in scientific research, professional education, and through political and economic freedom, urbanization.

At the same time, investments in human capital not only increased in volume, but also changed the forms of organization in the management and creation of human capital.

There are three stages of growth in the quality and efficiency of human capital:

1. Improving the level of education and the development of science as a social institution. The emergence of management as a narrow professional field of activity that led to the creation of an innovative lifestyle and thinking style — the ideology of capitalism.

2. Understanding the need for vocational training, which led to a massive educational process in special education.

3. The emergence of a class of entrepreneurs who initiated competition in the sphere of production, and, consequently, competition for the possession of higher-quality human capital. This increased the value of owning human capital and significantly increased the prestige of education.

During the subsequent stages of human capital growth, there was an increase in the power of the triad of drivers of growth and development of the economy, society and quality of life: knowledge accumulation, intelligence growth (professionalism), and innovation generation. 1) Congenital abilities; 2) Health; 3) Culture and art; 4) Education.

Monitoring of supply and demand for labor in the vocational qualification context and aligning the training of people working professions, the introduction of new specialties according to the demand of employers.

Changing the structure of training programs for the training of new cadres of blue-collar occupations with an emphasis on practical training in the "mentoring" system: 70% of study time is "acquiring practical skills"; 30% of study time - "theoretical support for practical skills and competencies".

Making proposals on changing the existing Rules for the organization and financing of vocational training, advanced training and retraining of the unemployed, on the issue of equal participation of vocational schools and private training centers in obtaining state orders for training specialists with primary vocational education and retraining of the unemployed. The introduction of the dual system (specialization) with a rigid attachment to the production facility.

Making proposals to amend and supplement the current legislation on education and employment: on the introduction of a system of grants for the unemployed, according to which the unemployed - the owner of the "grant" (financial equivalent of tuition fees) chooses which institution to go to.

The introduction of a quasi-market environment in the training of workers with primary and secondary vocational education.

CONCLUSION

Introduction of a system of effective independent assessment of employee professional skills based on the activities of the Republican Center for Confirmation and Assignment of Qualification (RDCC). Quasi-market character is given by the fact that independent employers participate in the commission, tests are compiled with the participation of employers and professional practitioners assess the knowledge of graduate students and candidates for assignment or confirmation of a particular qualification. Transferring competitive operations to the Internet. Here, savings are achieved due to more competitive bidding, removal of geographical and temporal restrictions on access to contests of its possible participants, processing orders in real time. This is possible with the introduction of an e-government system and the provision of information systems for local governments and users.

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ФОРМИРОВАНИЕ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА В СОЦИАЛЬНОЙ СФЕРЕ В УСЛОВИЯХ ИННОВАЦИОННОЙ ЭКОНОМИКИ

Аннотация. Если изначально человеческий капитал определялся через призму непосредственной способности человека (рабочего) к трудовой деятельности, то со временем понятие человеческого капитала обрело новые оттенки. Аналитическим социально-экономическим определением человеческого капитала, т.е. таким, который включает возможность управления, может считаться следующее определение: человеческий капитал – это интенсивный фактор производства, в последнее время использующийся в качестве одного из индексов социально-экономического развития. Учет человеческого капитала в структуре национальной экономики характеризует степень рациональности отношения государства, общества и человека к человеческому существованию, к его включенности в социальные институты конкретного общества. Именно вследствие рационального отношения к человеку человеческий капитал становится не только предметом теоретического изучения, но и объектом управления.

Ключевые слова: Человеческий капитал, рынок труда; рабочая сила, трудовые ресурсы, безработица, работодатель, численность населения.

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ИННОВАЦИЯЛЫҚ ЭКОНОМИКАНЫҢ ШАРТТАРЫНДАҒЫ ӘЛЕУМЕТТІК САЛАДАҒЫ АДАМ ҚАРЖЫЛЫҚ КАПИТАЛЫНЫҢ ТҮРЛЕРІ

Аннотация. Алғашқыда адам капиталы адамның (жұмыскердің) жұмыс істеуге қабілеттілігінің призмасы арқылы айқындалған болса, онда уақыт өткен сайын адами капиталдың тұжырымдамасы жаңа ренктерге ие болды. Адами капиталдың аналитикалық әлеуметтік-экономикалық анықтамасы, яғни. Келесі анықтаманы басқару мүмкіндігін қамтитын ретінде қарастыруға болады: адам капиталы - әлеуметтік-экономикалық даму индекстерінің бірі ретінде жақында қолданылатын өндірістің қарқынды факторы. Адам капиталын ұлттық экономиканың құрылымында есепке алу мемлекеттің, қоғамның және адамның адам өміріне деген көзқарасының ұтымдылық дәрежесін, оның қоғамның әлеуметтік институттарына енуін сипаттайды. Дәл адамның адамға қатысты ұтымды қатынасы адами капитал тек теориялық зерттеу тақырыбы ғана емес, сондай-ақ бақылау объектісі болып табылады.

Түйін сөздер: Адами капитал, еңбек нарығы; жұмыс күші, еңбек ресурстары, жұмыссыздық, жұмыс беруші, халық.

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