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HUMAN CAPITAL IN THE CONDITIONS OF MODERNIZATION OF ECONOMICS

Abstract. In Kazakhstan, modernization is seen as a factor of economic growth for improving the social and economic system of society and improving the welfare of the people. The effectiveness of economic development is largely determined by the human capital accumulated and realized in the country. So, according to the authors, in modern conditions knowledge and qualifications are important factors of economic growth and social progress of society. The main wealth of any society is made up of people; therefore, the issue of studying the problems of the efficiency of the use of the main productive forces realized in the modern conditions in the form of human capital is topical. As we see, in Kazakhstan, along with the above-mentioned types of modernization, political modernization and spiritual modernization have become a necessary component of the modernization of a new type, ensuring the success of the nation.

Keywords: human capital, modernization, policy, competitiveness, training, potential.

Introduction. Human capital as a product of production is the knowledge, skills that a person acquires in the process of training and labor activity, and like any other kind of capital, has the ability to accumulate a rule, the process of accumulating human capital has a longer character than the process of accumulation of physical capital. The President of the Republic of Kazakhstan N.A. Nazarbayev in his annual address stressed the importance of the formation and development of human capital, which is the main national wealth for stable development and entry into the ranks of the world's competitive countries. Turning to history, you can learn that the concept of human capital dates back to early times. The economic condition of our country is growing every day. And the contribution of innovations to this development cannot be overestimated.

Clearly aware of the need to develop human capital through innovation, the importance of investing human capital, the Head of State N.A. Nazarbayev in his Address in 2010 emphasized that the main thrust of the "Strategic Plan 2020" is an active investment in the future to improve the competitiveness of human capital. At the same time, the Leader of the Nation indicated that the priority is the education of Kazakhstanis of the new pharmacy and the establishment of Kazakhstan as a country with developed, competitive human capital.

Methodsofresearch. The president gives clear indicators of the potential of the people of Kazakhstan. There are five of them:

- 1) a quality educational system;
- 2) the health of the nation;
- 3) development of all-Kazakhstan culture;
- 4) revision of social packages of civil servants;
- 5) increased attention to citizens with disabilities.

The total national stock of human capital and the rate at which it is built up are extremely important for the level and pace of the country's economic development. First of all, because human capital determines the ability of a country's economy to perceive and use technical innovations. For a rapid

economic growth, investment in human capital must be accompanied by a correct state development strategy, including the rational use of human capital. One of the tools that affect the qualitative growth of human capital in society is education.

Results. The state should take care that the educational policy creates conditions for the implementation of profitable investments. To increase the return on investment in education, the following measures are necessary:

1) the formation of requirements for the content of educational training in areas (specialties), taking into account the country's economic development strategy;

2) monitoring needs in professions for assessing the demand for professions using different methods;

3) the formation of a state order for training specialists taking into account the personnel situation in the labor market;

4) assistance in the employment of graduates;

5) use of marketing tools for forecasting the dynamics of changing labor market needs and shaping the demand for workers of various professional groups in the interests of the sustainable economic development of the country;

6) formation of the system of continuous education, which allows to constantly improve the level of skills, acquire new abilities, remain competitive in the labor market with changes in the sphere of activity, and also increase mobility between types of classes.

It is necessary to develop personnel to ensure the "digital production" of MMC: analysts, IT specialists, management of higher qualifications, working according to international standards.

The impact of increments in different levels of education depends on the level of economic development of countries, and for developed countries (OECD members) the development of higher (tertiary) education is critical for growth. It is also revealed that education gives additional indirect benefits, in particular, by stimulating investments in physical capital, the country's own technological development and adaptation of technologies developed in other countries.

In the conditions of growing competition in the global market of knowledge, technologies, labor resources, the role of the educational system is growing. Reforms in the educational system currently underway in many countries are a response to the challenges of globalization and many dynamically developing economies that are already demonstrating achievements in the development of the knowledge economy will soon exacerbate competition in the development of human capital. In these conditions, the national competitive advantages can be provided not only on the basis of constant support of the educational sphere and concentration of funds, but also the creation of a system of measures aimed at increasing the competitiveness of Kazakhstani education.

In the work of A.G. Mukhamedzhanova "Human capital of Kazakhstan: formation, state, use", it is given the following definition of human capital:

- Firstly, human capital is the self-growth of a person's ability to create greater value than was originally advanced to a person;

- Secondly, human capital is a category of social reproduction, which has a cyclic form.

- Thirdly, human capital is an objective economic relation, occupying a central place in the system of economic relations of society, affecting the pace and direction of scientific and technological progress, the efficiency of the production and reproduction process, is a leading factor in economic growth [6].

Academician A.K. Koshanov defines two approaches to the study of human capital: "a narrow understanding of his essence as a cost of money, including wages, investments in human capital, and a more extensive definition of this concept, taking into account many economic and social aspects. These differences are caused by a different approach to the definition of the essence of the category "human capital", which in structure is an educational, intellectual, scientific, entrepreneurial potential, which characterizes the richest content" [7].

Prospects of the state policy in the sphere of Kazakhstan education are related to the ongoing global processes in the world economy, which is reflected in the national educational system, which should train highly qualified personnel both for the current needs of the economy and for the knowledge economy [1].

The most important directions of development of the innovative potential of higher education institutions and their role in the implementation of the State Program of Forced Industrial-Innovation include the following:

- training highly qualified specialists with knowledge in the field of science-intensive technologies, innovation, innovation management, research activities;
- participation of higher education institutions in the development of innovative projects and in the conduct of scientific research;
- Creation on the basis of higher educational institutions of innovative research centers as the most important structural links forming an innovative infrastructure;
- participation of higher educational institutions in the development of state programs for the innovative development of the economy and social sectors of the country;
- participation of higher education institutions in the development of skills of managers and specialists in intellectual work of leading enterprises and organizations of the country;
- Creation on the basis of higher education institutions of research schools for the training of young scientists on specific scientific lines, etc.

Conclusions. The level of training of specialists is becoming one of the most important factors determining the degree of economic competitiveness and the country's integration into the world economic system. The quality of human capital will be one of the most important factors of economic development in the long term.

In conclusion, we would like to say that human capital must be viewed as capital formed as a result of investments and having targeted use in social production or civil life, and also as a fund for certain knowledge, skills, entrepreneurial opportunities, health and motivations that are the main factor of the public production and economic growth.

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ЭКОНОМИКАНЫ ЖАҢҒЫРТУ ЖАҒДАЙЫНДА АДАМ КАПИТАЛЫ

Аннотация. Қазақстанда жаңғырту қоғамның әлеуметтік-экономикалық жүйесін жетілдіру және халықтың әл-ауқатын жақсарту үшін экономикалық өсу факторы ретінде қарастырылады. Экономикалық дамудың тиімділігі негізінен елде жинақталған және жүзеге асырылатын адам капиталы арқылы

айқындалады. Мәселен, авторлардың пікірі бойынша, қазіргі жағдайда білім мен біліктілік экономикалық өсімнің және қоғамның әлеуметтік жетістігінің маңызды факторы болып табылады. Кез-келген қоғамның басты байлығы адамнан тұрады, сондықтан қазіргі заманғы шарттарда адам капиталы түрінде жүзеге асырылатын негізгі өндірістік күштерді қолдану тиімділігінің мәселелерін зерттеу мәселесі өзекті болып табылады. Жоғарыда көрсетілгендей жаңғырту, саяси жаңғырту және рухани жаңғырту сияқты ұлттаралық жетістіктерді қамтамасыз ете отырып, Қазақстанда жаңа типті жаңғыртудың қажетті құрамдас бөлігі болды.

Түйін сөздер: адам капиталы, жаңғырту, саясат, бәсекеге қабілеттілік, оқыту, әлеует

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ЧЕЛОВЕЧЕСКИЙ КАПИТАЛ В УСЛОВИЯХ МОДЕРНИЗАЦИИ ЭКОНОМИКИ

Аннотация. В Казахстане модернизация рассматривается как фактор экономического роста для совершенствования социально-экономической системы общества и повышения благосостояния народа. Эффективность развития экономики во многом определяется накопленным и реализованным в стране человеческим капиталом. Так, по мнению авторов, в современных условиях знания и квалификация являются важными факторами экономического роста и социального прогресса общества. Главное богатство любого общества составляют люди, поэтому вопрос изучения проблем эффективности использования основных производительных сил, реализующихся в современных условиях в форме человеческого капитала, является актуальным. Как видим, в Казахстане наряду с выше названными видами модернизации стали осуществляются политическая модернизация и духовная модернизация, как необходимый компонент модернизации нового типа, обеспечивающий успех нации.

Ключевые слова: человеческий капитал, модернизация, политика, конкурентоспособность, подготовка, потенциал.

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