REPORTS OF THE NATIONAL ACADEMY OF SCIENCES OF THE REPUBLIC OF KAZAKHSTAN
ISSN 2224-5227
Volume 3, Number 319 (2018), 91 – 94

A.Zh. Eskalieva[1], А.К. Молдашева[2], Г.Т. Ахметова [3]

[1]Pavlodar State University named after S. Toraigyrov;
[2]Atyrau Engineering and Humanitarian Institute;
[3]Atyrau State University named after H. Dosmukhamedov
assel_2704@mail.ru, saulesha_rahimova@mail.ru, 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