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PROBLEMS OF HUMAN CAPITAL DEVELOPMENT IN ENSURING THE STABILITY OF SOCIETY

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ABSTRACT

The article deals with the issues of human capital development affecting the stability of society, its content and structural elements, the level of human capital research, methods, and practical importance. In addition, it is dedicated to the research of factors affecting the quality of human capital and methodological issues of their assessment.

KEYWORDS

Human, capital, human capital, intellectual capital, stability, social stability, G.Becker, H.Bowen, M.Blaug, J.Mincer, Y.Schumpeter, J.Keynes, P. Xappod, "Better Life Index", "The Legatum Prosperity IndexTM 2020".

INTRODUCTION

Today, there are various methodological approaches to the implementation of human capital to increase the standard of living of the population around the world, not only the generally accepted approaches to the study of human capital in order to ensure stability, but also the socio-political, the problem of applying principles expressing spiritual and cultural

characteristics is also becoming a priority issue. The socio-political reforms implemented in this regard have improved over the past quarter of a century, and the need to research the phenomenon of human capital in modern conditions is gaining urgent importance.

In the world, the importance of human capital as an important factor in ensuring the stability of society is

increasing. According to the World Bank, "the share of human capital in the global national wealth of 141 countries has increased by 55% over the last two decades. The share of human capital in the national wealth of high-income countries that are members of the Organization for Economic Cooperation and Development (OECD) is 70%, and 41% in low-income countries. Due to the fact that the state of human capital directly affects the well-being of the population and the stability of society, the role and importance of science and education, intellectual development, compared to traditional factors, is observed to increase. In this research, taking into account the changes in socio-economic development, clarifying the essence of the category "human capital", improving the methodology of evaluating the impact of human capital in the conditions of innovative development, improving the mechanisms of human capital development, ensuring the optimal participation of the state in the economy. , in the conditions of improving the theoretical and methodological foundations of further increasing the importance of human capital, it is being organized to carry out research on a priority level.

In order to ensure the stability of society in the world, targeted research is conducted on the basis of measurements of the development of human capital, intangible resources that lead to material well-being, based on socio-political and spiritual values in society,

and the "Better Life Index" rating of the Organization for Economic Cooperation and Development (OECD) the need for a systematic analysis is being promoted in the Economist Intelligence Unit's "Quality-of-life index, where-to-born index" programs and in the Legatum Institute's "The Legatum Prosperity Index™ 2020" rating research.

Analysis of the literature on the topic: T. Shults, G. Becker, H. Bowen, M. Blaug, J. Mincer, Y. Schumpeter, J. Keynes, P. Khappod, K.N. Oppenlander, D.N. Kondratev, F. Agiyon, V. E. Pokhchin, G. V. Klimenkov Pakina A. A., C. A. Dyatlov, P. I. Kapelyushnikov and a number of other economists, philosophers, sociologists and political scientists made great contributions.

Problems of ensuring social stability and effective use of human capital in Uzbekistan K.Kh.Abdurakhmanov, S.S.Gulomov, O.K.Abdurakhmonov, A.A.Artikov, N.K.Zokirova, B.H.Umurzakov, Kh.P.Abulqosimov, A.V.Vakhabov, U.V.Gafurov, N.K.Murodova, S.A.Abdullayev, D.M. Karimova, Z.Y. Khudoyberdiyev, D.N. Pakhimova, M.Kh. Saidov, Sh.G. Akramova and others have been widely studied in scientific researches.

According to the results of the conducted research, the economic aspects of the development of human capital in ensuring the stability of the society were justified in the scientific researches of these scientists.

However, socio-political, historical, spiritual, scientific-philosophical and methodological aspects of human capital have hardly been studied. Therefore, in this research, the importance of human capital as a means of ensuring social, political and spiritual stability of society is studied.

RESEARCH METHODOLOGY

Historical, logical, analysis, synthesis, comparative and empirical analysis, deductive and inductive observation methods and systematic approaches were used to improve the quality and efficiency of human capital, to develop monitoring of its management, to ensure methodological support in ensuring the stability of society.

ANALYSIS AND RESULTS

Today's globalized world is becoming more and more complex and changing. World and environmental conditions and opportunities are changing very quickly. Science and technology, natural resources: water, land and other ecological systems, climate change, new forms of diseases and military actions interact with each other. The development of science and technology continues faster than ever. Social systems are also rapidly changing due to the spread of technology, rapid population growth in some regions of the world, urbanization and free market relations, shaped by new and often highly globalized models of investment and information. These dynamics, in turn,

are linked to globalized economic changes in patterns of mobility - people, ideas, technologies, and down to the smallest particle, i.e. microbes. The reason is that some regions of the world will change, and some will change on the contrary.

All this creates political, development problems and causes of instability. For example, human-animal interactions and food production systems are changing the likelihood of new global pandemics and destabilizing factors. How can the world respond to improving sustainability relationships in a way that does not limit the livelihoods and freedoms of poor people? As sustainable technology and economic growth bring wealth to some, how will overpopulation, environmental degradation, and medical underdevelopment affect them? How are stability problems being solved in fast-growing Asia?

Today, these questions are becoming more and more relevant. In fact, ensuring stability in a world of widespread and growing inequality, connecting poverty reduction and social justice, and making science and technology useful for the well-being of people must become the main practical, political and spiritual problems of our time. On the other hand, such questions emphasize the complexity of solving these problems in a dynamic world. Social, technological and ecological processes are not only highly variable by themselves, but also continuously interact with each other in complex, locally diverse ways. In this context,

projects, technological fixes, technologies and regulations that do not work well often create other problems.

Therefore, the countries that have chosen the path of development are putting the main emphasis on the development of human capital. The role of human capital in facilitating economic and social development has long been debated, but the extent of this role is still controversial. Interest in the importance of social capital has also increased in recent years. The question is to understand whether and to what extent social relations, as well as individual characteristics, contribute significantly to economic activity and human well-being.

The idea of human capital has long roots in terms of its use in scientific treatment. The concept of human capital was first indirectly used by William Petty, according to whom human capital can be considered synonymous with "labor". What is needed is an element of both personal and national wealth. Labor is an element of production that has economic value and costs. Because deaths and wars lead to a loss of value and, at the same time, additional costs. In this context, Petty calculated the cost of death and life lost in war, and he predicted capital in a macro sense.

Adam Smith, who, like Petty, views labor as an economic value, divided capital into physical and human capital; human capital, as well as physical

capital, along with investment in expensive machinery and equipment, education, compared it to investment. However, human capital is different from physical capital. Life expectancy is a variation in fertility that can be caused by human factors such as illness and depression. Smith; the costs paid to individuals for skills acquired during education, training or apprenticeships, and these skills constitute capital for individuals and society. According to Smith and Petty, human capital is an expression of value. However, it also contains uncertainties. Therefore, everything related to human life. Uncertainty of any kind is a cost element that is difficult to predict for people and the economy.

Like Smith and Petty, human capital is viewed as an economic value. Commenting on it, Farr calculated the monetary value of human capital in terms of public finance. According to Farr, human capital in the British tax system is the taxable value. Kicker clarified Farr's calculations. He said that this is the first study according to the scientific method. But Kicker criticized the idea that people like Farr should be treated as capital, and that forcing people to pay property taxes would have negative consequences, saying the approach would be conceptually misleading.

Wittstein, in his 1800s work, like Farr, describes them as "capital goods." Individuals claim that their lifetime earnings are the sum of their living and education expenses.

Wittstein's definition of human capital in the 1800s led to the pioneering of human capital theory in the 1960s. Marshall evaluated labor as synonymous with the concept of human capital; "Your most valuable investment," he said, "is an investment in people." Marshall (1890); Similarly, Farr and Petty view human capital as a means of increasing the well-being of the country, not just the well-being of the individual.

The development of human capital depends on the growth of the real income of the population and the improvement of the quality of living conditions. "...the effect of the economic reforms and social changes we are implementing is measured, first of all, by the extent to which they affect the material condition and well-being of the population, the level and quality of life." From this point of view, the improvement of the quality of life of the population of our country directly depends on the level of development of human capital.

In our country, the issues of "developing human capital and mobilizing all opportunities for this", in particular, developing a continuous education system, strengthening the health of the population, and creating decent working conditions, are gaining importance. In the strategy of innovative development of the Republic of Uzbekistan in 2019-2021, "the development of human capital is defined as the main goal and the main factor determining the level of the country's competitiveness in the international arena and its innovative development, and by 2030 it will be

among the 50 most advanced in the world according to the Global Innovation Index rating. to achieve inclusion in the ranks of the country, to increase the quality and coverage of education at all levels, to develop a continuous education system, to ensure the flexibility of the personnel training system to the socio-economic needs, as well as to create conditions for the wide introduction of innovations. At the same time, "during the dialogue of the President with representatives of science, the importance of the task of establishing a personnel training system based on scientifically based experience" was emphasized. In the effective performance of these tasks, it is important to deepen scientific research in areas such as improving the system of evaluating human capital and its structural elements, researching the scientific and methodological bases of the influence of human capital on the innovative formation of all areas, identifying and improving opportunities for the development of human capital in the republic. becomes important.

Today, in any country, it is an important task to develop a unique and sufficiently effective national innovation system of the country. It should be emphasized that the transition to a new model of innovative development does not allow to overcome the accumulated negative processes and accelerate economic growth. When deciding on a new innovative model of sustainable economic development, it is

necessary to emphasize the acceleration of the use of innovative potential, the structural restructuring of the economy, the creation of new institutional structures that allow the effective functioning of innovative economic systems. Currently, there are four models of innovative development in the world, based on the interaction of business, science and the state, and countries prefer to choose one or another model, taking into account certain conditions and factors. The "tertiary spiral" model, which is based on the interaction between the university, industry and the state, is of great interest, based on the comparison of the advantages of the existing innovative development models and their study. In this model, great attention is paid to universities in forming the foundations of the innovative economy. The diversity of the results of research on human capital affects the quality and scope of the research conducted on the assessment of the role of human capital in the innovative development of the economy.

The first group of studies carried out on the role of human capital in ensuring the socio-economic development of society includes scientific studies based on the scope and quality of the influence of human capital on the production volume, among such studies Romer, 1990 ; Barro, 1991; Temrl, 1999; Kruger and Lindahl, 2001; Works by scholars such as De la Fuente and Dominique, 2005 can be included. At this point, it is clearly visible that in most studies there is a

significant positive correlation between human capital and economic growth (R. Solow 1992). Among the researches of the second group, it is possible to include the research results of scientists such as Barro, Kalayzidakis and Hodjo, who served to reveal the direct statistical impact of human capital on innovative development (non-linear and indirect).

CONCLUSIONS AND SUGGESTIONS

Determining the role of human capital in ensuring the stable development of the national economy, creating appropriate conditions for its effective use, is one of the important directions of scientific research in terms of ensuring the country's place in the international community, decent living and sustainable development of the population. does. In this regard, it is important to research the impact of the level of development of human capital on economic growth in scientific research, to evaluate the interaction of the structural elements of human capital, to determine the impact on the introduction and spread of innovations, to research effective methods of human capital development. In the Decree of the President of the Republic of Uzbekistan dated January 28, 2022 No. PF-60 "On the Development Strategy of New Uzbekistan for 2022-2026" as the 52nd goal: "Low indicators recorded in the Global Innovation Index is to improve the position of Uzbekistan in "Creating wide opportunities for the implementation of innovative projects in all directions, introducing modern

mechanisms of support for research and innovative initiatives" - the very issue of determining the innovative economy shows how important the national economy is.

The main goal of human capital development is:

- development of research of conceptual bases of human capital;
- summarizing theoretical considerations on the content and structural elements of human capital;
- by analyzing the evolution of human capital during historical development, revealing its ideological foundations in different periods;
- to determine the level of its development based on the study of forms of human capital in modern society;
- To express the main characteristics of human capital in Uzbekistan, its functions and the resources that allow its development;
- to identify the factors affecting the quality of human capital and research methodological issues of their assessment;
- promotes issues such as researching the methodological foundations of the relationship between the development of human capital and innovative development. The scientific significance is manifested in the research of the laws of the development of mutual relations from the point of view of the processes characteristic of the new era,

as well as in the determination of the place of use in everyday and scientific activities.

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