



**Journal Website:**  
<https://theusajournals.com/index.php/ijmef>

**Copyright: Original**  
content from this work  
may be used under the  
terms of the creative  
commons attributes  
4.0 licence.

## **LEVELS OF FORMATION AND DEVELOPMENT OF HUMAN CAPITAL**

**Submission Date:** April 20, 2022, **Accepted Date:** April 25, 2022,

**Published Date:** April 30, 2022

**Crossref doi:** <https://doi.org/10.37547/ijmef/Volume02Issue04-03>

**Samariddin Z. Ruzikulov**

**Master's Student Karshi State University, Uzbekistan**

### **ABSTRACT**

The study of factors related to the formation of human capital requires the division into groups according to certain aspects: socio-demographic, institutional, integration, socio-psychological, environmental, economic, industrial, demographic, socio-economic. Human capital should be considered at the national, regional, sectoral level, as well as at the enterprise and individual level.

### **KEYWORDS**

Human capital, socio-demographic, institutional, integration, socio-psychological, environmental, economic, production, demographic, socio-economic.

### **INTRODUCTION**

Human capital in the broadest sense is an intensive factor in the production of economic development and the development of society and the family, including as a factor of production. covers.

The term human capital was first used by Jacob Minser in 1958 in his article, Personal Distribution of Investments and Income in Human Capital. The term

was later mentioned in the 1961 articles by American economist Theodore Schulz and in 1964 in Gary Becker. T. Schulz was awarded the Nobel Prize in Economics in 1979 and G. Becker in 1992 for laying the foundations of the theory of human capital.

In short, human capital is intelligence, health, knowledge, quality and productive work and quality of life.

## The main results and findings

The process of human capital formation includes important elements, including investment. It is impossible to form effective human capital without investment. Any measure aimed at increasing labor productivity is called investment in human capital. The accumulation of human capital consists of certain costs, investments of the individual (family, company, state):

- health care;
- general or special education;
- job search;
- vocational training and retraining in production;
- migration for personal and independent reasons;
- search for optimal information on prices and revenues, etc.
- Birth and upbringing of children

Economists distinguish three types of investment in human capital.

## Total number of educational institutions in the region (as of 01.01.2021)

№	Name of the region	OYIO Number	The number of Secondary special education	Number of school	<i>including branches</i>	Number of preschool educational institutions
<b>By region</b>		<b>6</b>	<b>61</b>	<b>1157</b>	<b>189</b>	<b>1558</b>
1	G'uzor		4	78	12	57
2	Dehqonobod		4	96	40	74
3	Kamashi		6	90	25	68

One of the most important components of human capital investment in all countries today is the cost of on-the-job training. In any training project, up to 80% of the knowledge has to be self-studied. This is especially true for professionals - researchers, teachers, engineers, computer specialists, etc., who are designed to constantly update their skills through individual study of the literature, application of independent study programs, activity learning, experience and knowledge learning. other people's evaluations (opinions).

Investments in education are usually divided into formal and informal in terms of content. Formal investments are secondary, special and higher education, as well as other education, vocational training in production, various courses, master's, postgraduate, doctoral and others. reading developmental literature, improving various types of art, professional sports, and more.

4	Karshi		4	69	5	117
5	Koson		5	102	0	187
6	Kitab		3	94	18	94
7	Mirishkor		2	39	1	82
8	Mubarak		2	33	0	49
9	Nishan		3	40	12	97
10	Kasbi		4	61	0	127
11	Chiroqchi		5	192	39	118
12	Shahrisabz		5	85	19	105
13	Yakkabog		3	102	16	144
14	Qarshi c.	4	6	51	0	140
15	Shahrisabz sh	2	5	25	2	99

In addition to education, the most important investment is in health. The economic value and importance of health for human capital accumulation is undeniable. The low life expectancy in the country automatically makes investing in health care a priority.

The evolution of intellectual capital theory can be divided into several stages:

1. Classical - the emergence of the idea of assessing human resources, the stage of recognizing the importance of skilled labor in the economic development of the state.
2. Neoclassical - the stage of emergence of the concepts of economic capital and maximum economic behavior.

3. Current (modern) - the stage of expanding the concept of intellectual capital, the confirmation of theoretical rules with empirical results.

There are currently many ways to assess the value of human capital, and its assessment is carried out at different economic levels:

- micro-level - individual human capital and human capital at the level of enterprises and firms;
- meso-level - human capital of a particular region and large corporations;
- macro-level - total human capital at the level of the national economy (society);
- mega-level - global, globally integrated human capital.

Human capital is classified according to the following criteria:

**1. According to the level of limited use of human capital is divided into:**

- total human capital - this knowledge and skills can be used in other workplaces, regardless of where they are obtained;
- special human capital - knowledge and skills are used for this area and have value.

**2. By cost elements:**

- educational capital;
- health capital; - information capital.

**3. Views related to the process of reproduction:**

- the consumer;
- manufacturer; - intellectual.

**4. On the main forms of formation and accumulation:**

- health capital - physical strength, endurance, ability to work, immunity to disease, active labor activity required for each profession.
- labor capital - the harder the work, the higher the requirements for qualifications, skills and experience.
- intellectual capital - intellectual, creative activity, intelligence, ingenuity, ingenuity, which is still a characteristic of man.
- Organizational and entrepreneurial capital - the ability to develop effective business ideas, entrepreneurial spirit and perseverance,
- organizational skills, trade secrets;

- cultural and moral capital - business ethics, morality, spirituality, adherence to the rules of conduct, obedience to the law, etc.

Issues related to the development of human capital in Uzbekistan are identified as the main task to be performed directly by the government. In particular, the President of the Republic of Uzbekistan Sh. Part 4 of Mirziyoyev's pamphlet in the form of an infographic, based on his speech at the joint session of the Oliy Majlis chambers dedicated to the inauguration ceremony in 2021, is entitled "Fair social policy and human capital development." It sets tasks for the implementation of the idea of "New Uzbekistan - a democratic and humane state":

- Decent incentives for teachers;
- By 2025, the monthly salary of high-class teachers will be equivalent to \$ 1,000
- delivery;
- further improving the quality of preparing children for school by harmonizing the kindergarten system with school education
- improvement;
- construction of preschool educational institutions in the regions;
- Providing kindergartens with 2 million copies of modern textbooks annually;
- Improving the professional training and skills of kindergarten staff;
- Construction of new schools, strengthening the material and technical base of existing ones, all stages of the industry

- Development of a national education program aimed at ensuring continuity between;
- the level of coverage in preschool education from the current 62% to at least 80%, and in the higher education system
- Achieving 50%, improving the quality and level of education in schools;

Tasks such as the accelerated continuation of work on providing students with housing.

## CONCLUSION

The process of human capital formation includes important elements, including investment. It is impossible to form effective human capital without investment. Any measure aimed at increasing labor productivity is called investment in human capital.

The Human Capital Index used in international practice today can be considered as one of the most effective research methods in this field. The Human Capital Index is a report prepared by the World Bank that identifies which countries are the best at mobilizing the economic and professional capacity of their citizens.

## REFERENCES

1. Sharipov M. L., Koshanova H. M. The essence of human capital, its role in the development of the state and society DOI: 10.24411/2181-1385-2021-00728.
2. Aldjanova I.R. Use of pedagogical innovations in the training of future teachers. - Tashkent: "Science and Technology" Publishing House, 2011. - P.3
3. "Law of the Republic of Uzbekistan on information and library activities" dated 13.04.2011 № ZRU-280 / / legal information Center "Adolat" of the Ministry of justice of the Republic of Uzbekistan. – 2011.
4. Principles of Mankiw microeconomics, 6th Edition, translated by Cao Qian
5. The world trade organization was established on January 1, 1995. People's network [cited on March 31, 2013]
6. Baidu Library – global economic integration
7. Community of shared destiny: Rational Thinking on the future of mankind. Cctv.com [quoted on May 20, 2015]