

## MANAGEMENT OF HUMAN CAPITAL IN HIGHER EDUCATION AND ITS SCIENTIFIC-PEDAGOGICAL FACTORS

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### Abstract:

In this article, the scientific-pedagogical factors and theoretical analyses of the purposeful use of human resources based on the coordination of intellectual capital and ensuring growth in all areas of society through the management of human capital in the higher education system are highlighted.

**Keywords:** human capital, intellectual capital, higher education, resource, society and state, technological advantage, innovation, economic development, capital development, talent coordination, coordination direction.

### Annotatsiya:

Mazkur maqolada, oliy ta'lim tizimida inson kapitalini boshqarish orqali jamiyatning barcha sohalarida yuksalishni ta'minlash hamda intellektual kapitalni muvofiqlashtirish asosida inson resursidan maqsadli foydalanishning ilmiy –pedagogik omillar hamda nazariy tahlillar yoritilgan.

**Kalit so'z:** Inson kapitali, intellektual kapital, oliy ta'lim, resurs, jamiyat va davlat, texnologik ustunlik, innovatsiya, iqtisodiy rivojlanish, kapitalni rivojlantirish, ist'dodlarni muvofiqlashtirish, koordinatsion yo'nalganlik.

### Аннотация:

В данной статье освещены научно-педагогические факторы и теоретический анализ целевого использования человеческих ресурсов, основанного на координации интеллектуального капитала и обеспечении роста во всех сферах жизни общества посредством управления человеческим капиталом в системе высшего образования.

**Ключевые слова:** Человеческий капитал, интеллектуальный капитал, высшее образование, ресурс, общество и государство, технологическое превосходство, инновации, экономическое развитие, развитие капитала, координация талантов, координационное направление.



## Introduction

Human capital management and its orientation towards the state and society became popular in the 20th century, and the study of this issue from a scientific and theoretical point of view became an object of research for representatives of all fields. The concept of human capital, in the industrial society of mankind characterized by the transition to society, informative and innovative technologies is explained by stepping into the era. Also, the combination of human skills, professional competence, and theoretical and practical knowledge is the main factor for the development of the state and society more than in any era, the driving force of all fields, and unparalleled. The source of success began to be established.

Human capital (English: human capital) is a set of knowledge, skills, and abilities necessary to meet the various needs of a person and society as a whole. This concept was introduced to science in 1958 by the American economist Jacob Mincer. In 1961, Theodore Schultz and Gary Becker enriched this idea from a scientific-theoretical point of view, based on the fact that human capital is the source of investment efficiency for the state and society, and since 1964, it has been correct to approach human behavior from a scientific point of view in accordance with human abilities, knowledge, and understanding. put forward views about.[8]

In this context, the socio-economic development of systems, technological superiority in the world labor market, competitiveness, and the and the creation and development of quality and valuable products are directly related to human capital. Human capital, any economic, scientific, technological miracle, and it is one of the only factors that serves to create "leaps" and socially innovative approaches necessary for the needs of society. Capable, self-starter, educated, inquisitive, and self-sacrificing Christians. It is a project that organizes the content of human capital and serves the perspective of the state and society.

The Human Capital Development Project is a global initiative to help accelerate greater and more effective investments in people to promote social justice and economic growth. As of February 2022, with the support of the World Bank, 83 countries of different income levels have implemented strategic approaches that will allow them to fundamentally improve the results of human capital development in Africa. The goal is to increase investments, expand opportunities, increase the potential of new technologies, and ensure that every ability and talent is effectively directed for the perspective of the state and society. Also, in the Middle East and North Africa, a program of necessary measures for the education of young people was developed, and in order to improve their social situation, representatives of the economically weak strata were given economic support, a country network of the human capital development project was created, and a coordinating body for coordinating talents was created.

The development of human capital is one of the central issues of the world's global development strategy, with the goal of eradicating poverty and ensuring general well-being in all countries by 2030 while supporting existing talents and abilities in society. It is envisaged to be implemented on the basis of protection and development. Based on this, the goal is to ensure sustainable economic growth for all layers of the population and innovative coordination of social stability of developing countries.[9]



Innovative human capital - economic development, production release, technological advancement, scientific research, service, and any other social activity type the most new knowledge, methods of creative approach, and guidelines requires implementation with. This approach is a product of the knowledge and experience that people accumulate throughout their lives, allowing members of society to realize their potential. Talents and abilities in the society are the national and universal human capital, which can be used for purpose, provide proper nutrition, qualified medical care and quality education, create sustainable jobs, create modern professional skills, and help alleviate poverty. Also, it eliminates and serves as a basic condition for building a socially stable society.

As the 2019 World Development Report "Changing the Nature of Work" notes, the level of skills required in the labor market is changing rapidly, creating both new opportunities and new risks. There is much evidence that without the development of human capital, the country will not be able to achieve sustainable economic growth for all segments of the population, will not be able to prepare a contingent of specialists ready to occupy highly qualified jobs, and will not be able to effectively compete in the world economy in the future. Inactivity in the field of human capital development is associated with increased costs.[9]

Man capital create for each one the child is small from the age starting from knowledge to get redirect, to science lust to labor love wake up them education in institutions new education technologies, the world standards level textbooks and manuals should be taught. Conditions have been created for all citizens of our country to learn a profession, and their rights are guaranteed by the Constitution of Uzbekistan and other laws. With this education system that all citizens of our society can learn from, improve their intellectual level and professional skills, realize their abilities and talents, and become mature specialists, our country and the world labor market can ensure competitiveness.

Our country and the world labor market's competitiveness and stability in this process are the product of talents and abilities that have been nurtured and formed since childhood, and in modern terms, human capital is explained by the coordination of motivational direction.

Today, one of the global issues that is gaining significant popularity all over the world is the management of human capital. The transition from human resources management to human capital management led to the formation of a new concept of information society.

In this matter, a number of our local scientists and researchers put forward their approaches, expressed their scientific analytical opinions, and gave definitions regarding human resources and human capital, as well as their place and perspective in the lives of the state and society.

I.A. Bakieva defined human resources as people, their work ethic, their desire to achieve a set goal, their knowledge and value system, and their creative and innovative abilities[3], while A.Ulmasov and A.Vakhabov defined human capital. This is the intelligence and power of people capable of creating goods and services that are considered vital goods. They expressed opinions that it is equal to capital because it requires cost. They expressed opinions that it is equal to capital because it requires cost.[7]. Q.X. Abdurakhmanov defined human resources as the part of the country's population that has physical development, mental abilities, and knowledge necessary for useful activities.[6]



From our point of view, human capital management is an important social phenomenon for the development of society today, an intensive production factor of economic and social development, including labor resources, knowledge, intellectual and organizational work tools, places of residence, and intellectual work, effective and rational functioning of human capital. is an effective development factor and quality indicator.

Based on the above, we developed our author's definition of the concept of human capital management. In our opinion, the management of human capital is to ensure the purposeful orientation of the intellectual abilities and abilities inherent in people in the information society, to coordinate them on the basis of educational trajectories, and to ensure their integration with the educational content of the state and the prospective strategy of the society.[5]

It is appropriate to base our scientific definition of human resource management on P.Drucker's scientific opinion, which will further increase the modernity and scientificity of this definition. From his point of view, human resource management is the purposeful use of existing factors common to all organizations, which requires relying on the necessary knowledge. Human resource management knowledge cannot be found in books, only information can be found there. However, the combination of this information with practical activities is a factor of purposeful management of human resources and serves to bring out human capital.[4]

A. Kurgansky classifies human capital as follows:

- intellectual capital (consists of education, knowledge, scientific, and innovative components);
- training capital at the workplace (includes professional skills, qualifications, practical knowledge, and experience of production);
- healthcare capital;
- mobility capital;
- competitiveness capital;
- social capital, creative capital, and cultural capital.[6]

The study of human resources and human capital is a complex and multi-structural structure characterized by qualitative and quantitative characteristics, which includes a comprehensive analysis of them and the number of employees necessary to achieve the organization's goals and is represented by potential. However, in the conditions of accelerating technological and technical innovations and increasing competition, the specific knowledge, skills, creative, and entrepreneurial abilities of employees, that is, the qualitative characteristics of human resources, are characterized by human capital, which is coordinated with the socio-economic system.

According to G.K. Abdurahmonova, the uniqueness of human resources management is that the modern economy requires not only theoretical knowledge and programming skills but also creative and analytical thinking, communication skills, and the ability to work in conditions of uncertainty. requires.[2]

In the conditions of the market economy, the role of information in the service sector is increasing, the essence and nature of capital are changing, production is automated, and computerized management everywhere is increasing the essence of human capital.



In conclusion, in the realization of human capital and the training of future highly educated pedagogues, it is necessary to scientifically analyze the content of education from the point of view of human interests, on the basis of all disciplines, to improve its implementation possibilities, including rapid and mobile education. Based on the content of education programs and continuous education, it is appropriate to develop a strategy of action, and it is necessary to create a pedagogical model of this approach.

This approach provides the opportunity to pragmatically implement the goals of modernizing the content and structure of continuing education and the main sectors and subjects of education, and it creates a sense of personal involvement and responsibility in the implementation of human capital in each subject of education.

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