

Important Factors in the Formation of Human Capital and its Role in the Development of Society

Mamayunus Karshibaevich Pardaev¹, Ozoda Mamayunusovna Pardaeva²

Abstract: the article focuses on the composition of human capital and ensuring the continuous socio-economic development of the country, the role of human capital in ensuring its competitiveness at the global level, increasing one's knowledge and skills through the use of new educational technologies, online courses, web lessons, interactive and innovative teaching methods. The authors expressed their opinion about the need to pay attention to them.

Key words: need, natural resources, drought, human capital, development strategy, higher education, networking, dual education, professional development, quality of education.

Relevance of the topic. By the 20th century, the increase in the number of the world's population was much faster, and it is accelerating even more in the 21st century. This, in turn, causes their need for goods and services to increase. Because everyone has to eat. It requires people to meet their needs. Natural resources are mainly used for this purpose. Currently, solving this problem in the conditions of limited resources is a very urgent problem. Improper use of natural resources, which are the main source of this, can cause even bigger problems. It is known that at present there are problems such as natural climate disturbance, atmospheric pollution, and drought. This situation also affects the socio-economic situation of the country. In order to prevent this, many activities are being conducted around the world. One of them is the development of human capital.

The main elements of human capital are the level of knowledge obtained as a result of education, health, medical talent, ability and competence formed on the basis of experience. If a person has all these qualities, he will be at the level of an analytical thinker and a creator, able to make a correct and complete assessment of any events and processes from a scientific and vital point of view. A country with such capital will be stable and competitive. Due to this, today the improvement of human capital is given great importance all over the world. Because in a country with sufficient human capital, important factors of development are formed thanks to innovative ideas such as new technologies and advanced management methods. Due to this, in the developed countries of the world, education is given great importance and a significant part of the state budget is allocated to this field. For example, Switzerland allocates 20% of its budget to this field of education. Because of this, this country has a very high place in the world ranking. Great importance is attached to human capital in our country. However, we have our own characteristics. Because of this, we set out to reveal the important factors in the formation of human capital and its role in the development of society in our own way. In this regard, this article is very relevant.

Literature review. Various scientists are engaged in the issue of human capital in the countries of the world and in our country. These include S.A. Dyatlov, S. Fisher, R. Dornbush, G.Q. Abdurakhmanova, U.N. Toshkenbaev, D.J. Rustamov, M. Kuronov, Sh.O. Amirkulov, K. Shmalenzi M.Q. Pardaev, S.A. Babanazarova, Z.B. Koziev, B.Sh. Usmanov, M.Q. Kadirov, J.D. Eltazarov, F. Joniev, Sh.G. Akramova, H.N. Ochilova, etc. possible In these works of the authors, the essence, content, stages of formation of human capital, relevant factors for its improvement are considered. But the qualities embodied in human capital, their place and role in the development of society have not been sufficiently revealed. Because of this, the topic of this work is relevant today. After all, the qualities

¹ Professor at Samarkand Institute of Economics and Service

² Head of department at Samarkand branch of Tashkent State University of Economics



embodied in human capital include not only the economic, but also the spiritual environment of society.

Research methodology. In the process of determining the qualities embodied in human capital, their place and role in the development of society, methods and approaches such as space and time, quantitative and qualitative analysis and synthesis, induction and deduction were used. Logical analysis methods and controversial issues are also used in this.

Analysis and results. Issues aimed at the development of human capital are also reflected in the "Uzbekistan - 2030" strategy. The main focus of this document is education, development of science, health care, vocational training, improvement of personnel qualifications, support of ideas aimed at creating innovative technologies, and wide use of foreign experiences in this regard. On some issues, Uzbekistan's level in the international arena is somewhat lower. In particular, the number of scientists per million population is 10,048 in the Republic of Korea, 7,538 in Germany, 1,235 in China, and 980 in Uzbekistan. It also shows that we still have a long way to go. After all, human capital is an initiative aimed at attracting the most and most effective investments in people that ensure social justice and economic growth in society.

Taking this situation into account, the World Bank has established the development of human capital as the basis of its global development strategy. In the modern economy, human capital, which is part of the country's national wealth, plays an important role in creating the Gross Domestic Product. Human capital is a wealth of health, knowledge, skills and abilities accumulated by a person, which he uses in his professional activities. An increase in the quality of human capital leads to an increase in labor productivity and human income.

At the expense of human capital, the main focus in developing countries is on increasing the value of a person. This is reflected in the fact that each country, first of all, aims to improve the health and education of its people. For example, countries such as Japan, South Korea, and China, which was one of the countries that suffered the greatest losses after the end of the Second World War, focused on measures aimed at improving the health and education of their people in order to get out of poverty. As a result, today these countries have become the strongest participants in the world's global economy. Today, large-scale work is being carried out in our country to use this strategy. It is known that every year the World Bank publishes a map of human capital indices, depending on the importance of education and health resources. It takes into account how they affect the effectiveness of the use of education and health resources, well-being and quality of life worldwide. According to the human capital index, Japan is on the 1st place, its amount is equal to 0.88, Hong Kong is on the 2nd place - 0.81, Japan is on the 3rd place - 0.80, the Republic of Korea is on the 4th place - 0.80, etc. . Uzbekistan is in 57th place and the index value is 0.63. The last 173rd place is Niger, the country's index is 0.29.

In most developed countries in a short period of time, the role of innovation and high technologies created as a result of the formation of human capital in achieving high efficiency is incomparable. There is a need to support many knowledge-intensive sectors, such as education, health, research and development and social services.

There may be several actions and activities for human capital development. This includes the following processes:

- every person should improve himself;
- it is desirable to continuously improve the quality and efficiency of education;
- creation of an organizational and economic environment related to the development of education and its effective use

DIRECTION 1. In improving human capital, each person should improve himself. Even when all the conditions for human capital are created, if a person has no interest, if he does not start to improve himself, it is very difficult for him to become knowledgeable and improve himself. Because of this, each person should be responsible for self-improvement. Only then, processes such as the educational



process, the appropriate conditions created, the improvement of skills related to the activity, and personal development will be covered. We would like to draw your attention to some of them below:

First, an important factor that improves human capital requires increased attention to education. In order to improve oneself, a person should focus his activities on education, acquire new knowledge and skills. This requires systematic work on self-development by reading books, attending various courses, getting the necessary information from the Internet and websites.

Second, each person must have a mature and high spirituality in order to achieve a level of improved capital. If a person is not able to control himself, if he cannot control his ego in this way, it will definitely have a negative effect on the growth of the economy and the maintenance of the stability of the spiritual environment in the community. A person who can't control his lust and starts to take advantage of the opportunity for his own benefit will have many negative consequences. This is one of the main reasons why corruption takes root. Human capital formed in such an environment is fragile.

Third, everyone should improve their skills regularly. This requires everyone to improve their professional skills and abilities in the field in which they operate. For this purpose, it is advisable for every specialist to attend courses related to his profession, to learn new professions aimed at creating new jobs, and to take advantage of appropriate activities for the development of professional skills.

Fourth, each person should increase his responsibility for his personal development. For this purpose, it is advisable to pay attention to the areas of personal development, such as maintaining health by following a healthy lifestyle, regularly engaging in physical education (sports), paying attention to manners, and maintaining psychological peace, i.e., calmness. Because a person can be highly skilled, but if he is not healthy, he cannot be used effectively.

Fifth, it is desirable for everyone to participate in various activities and competitions aimed at improving their field. This is also one of the important factors that help to increase the professional skills and level of knowledge of a person. It is also possible to increase one's knowledge and experience by participating in scientific conferences and participating in various scientific and practical projects. In this way, the expert's scientific views are formed and harmony of theory and practice is ensured.

Sixth, every specialist should use the method of communication (networking) during his activity. In this, each specialist connects with people suitable for his field, communicates with them, shares teachings and experiences. In this way, this specialist will have the opportunity to open new directions in his work, to improve his profession.

Seventh, it is desirable that every specialist has the ability to learn best practices and implement them in his work. Because in this way, they will have the opportunity to get advice from experienced people and develop themselves using their experience. This method is also an important factor in the improvement of human capital. In this way, it is possible to have personnel that will ensure rapid and stable development of the economic and social sphere.

These activities can contribute to the improvement of human capital, increasing its potential, but it depends on the personal abilities of each person, the environment, and the realization of their goals. For these reasons, it is important that you choose the activities that are most suitable and effective for you.

DIRECTION 2, for the development of human capital, it is also desirable to achieve continuous improvement of the quality and efficiency of education. It can be seen that if the development of human capital serves the development of all areas, one of the important factors in the improvement of human capital depends on the regular increase in the quality and efficiency of the education system. From this point of view, education is of great importance in the development of human capital, through which people can gain opportunities to improve their knowledge, skills and abilities, obtain new information, make personal development and discoveries, and create new innovative ways of development.



Therefore, the role of education is ultimately important in the improvement of human capital, as in all areas. Therefore, the improvement of the education system is a big factor for achieving all the successes. Thus, the role of education in the formation of human capital can be seen in the following directions:

First, the role of higher education in the training of mature personnel should be noted. University and other higher education institutions have a relevant position in training mature specialists in their fields. The role of higher education in training specialists in every field is incomparable. Due to this, the development of this field is important not only today, but also for the future. It is important for the personnel to study in the field of higher education in order to become competent mature specialists in their field.

Second, we think that now is the time to eliminate the shortcomings in the field of higher education. Because in higher education, it is limited to imparting theoretical knowledge. With this knowledge, personnel will have to lose a lot of time until they find their place in practice. Due to this, it is desirable to introduce a dual education system at all levels of education, including higher education. In this education, the specialist will acquire both theoretical and practical knowledge and skills at the same time.

Third, it is also desirable to achieve professional development in personnel. Every specialist should receive quality and necessary education for his professional development. The peculiarity of this direction is that in some cases there are special narrow professions. For this, specialists must have received a certificate after passing a short-term study. There are sufficient conditions for this in our country. A number of state and non-state training courses, personnel training and retraining training centers are also operating. In these courses, along with vocational training, it is desirable to focus on the training of existing experiences to improve the skills of personnel.

Fourth, it is necessary to move to a system of regular practice improvement. Because development is accelerating on a global scale. This is done due to the introduction of innovative developments into practice. The practice of education involves the process of human learning, and the improvement of practice involves the improvement of practice itself. In this process, practice forms the basis of all learning. Here the nature of the practice is studied and precisely because of this it is improved. For this purpose, practical lessons conducted in higher education should be held directly in enterprises and organizations. In this case, it is necessary to pay attention to directions such as participating in practical training, watching practical training in classes, and acquiring practical skills.

Fifth, mechanisms for effective use of educational technologies should be developed to impart education to specialists. It is possible to improve one's knowledge and skills by using new educational technologies, online courses, web lessons, interactive and innovative techniques of education. This method has been successfully implemented in our country. But not all experts have the skills to use these methods effectively. Due to this, it is necessary to give special importance to the qualification of the personnel in this field.

Sixth, it is necessary to give special importance to measures to ensure harmony of education along with practical activities. In this case, it is appropriate for a practicing specialist to study new achievements in his field every day. To achieve this, in the current conditions, it is appropriate for each specialist to create his own personal information base. It includes and collects the achievements and innovations in the field, and from time to time it is appropriate to form the skill of introducing these successes into one's own practice. For this, it is necessary to use additional training in the practice itself.

Seventh, it is advisable to regularly take lessons from experienced teachers. Experienced teachers are mostly spiritual along with their high level of knowledge. A spiritual teacher educates and gives knowledge at the same time. Studies show that using the experiences of experienced teachers, being in constant communication with them, helps each staff to develop professionally and spiritually. In this case, every specialist should have a passion for learning and self-improvement.



It can be seen that the educational system plays an important role in the development of human capital. Because of this, the field of education is listed as an active field as a medium with extensive experience worldwide. Supporting accuracy and innovation in education, creating a system that helps people develop themselves by acting on the basis of a strict plan for their professional development path and goals is also one of the urgent issues of today.

DIRECTION 3. It is important to create an organizational and economic environment related to the development of education and to use it effectively. Because the level of education around the world is judged more by the results of the educational systems and participation of countries in the field of education. This level takes into account the quality of each country's education system, the learning process and the investment in education, including several indicators. There are several approaches to this. The following organizational and economic environment and related indicators should be taken into account in understanding and accurately assessing the level of education around the world. These include the following and include several areas. These include the following.

First of all, it is the creation of an atmosphere of national satisfaction and touch for the population during the educational process. It is no coincidence that one of the indicators of the level of education between countries includes national satisfaction and environment. Because each country shows how its educational system and the organized learning process are located in the local and global environment. Only if the local population is satisfied with the education system in the first place, they will strive for it. Every effort is sustainable if satisfied. For this purpose, it is desirable to create a relevant important in this country.

Second, certain educational outcomes are measured by student outcomes. Students' knowledge acquired in schools is determined by test results, use of curriculum and comparison with other students. If the student receives a high grade, it indicates the effectiveness of the educational process and the high quality of education in this educational institution. Currently, the environment created in schools is also reflected in the admission of graduates to higher educational institutions through tests. This result became one of the important indicators. We think this is the right approach.

Third, the level of knowledge of students depends on the quality of knowledge and experience of teachers. The quality of knowledge of teachers is not clearly assessed at the moment. It is determined only by the results achieved by its students. This indicator is an indirect indicator. We think it's time to develop criteria that directly determine the level of knowledge of a teacher. Teachers' qualifications, experience, teaching methods and skills in managing the educational process are directly related to their level of knowledge and experience. Therefore, the results of students with high qualifications and the quality of his knowledge are in harmony with each other, and he is worthy of the assessment that he is a potential teacher. It is also necessary to give him due recognition and popularization of his experiences.

Fourth, today every school should meet the requirements of innovative development and create such an environment. It depends on the existing created environment in schools and its capabilities. In the educational process, appropriate material and technical support, in particular, information and communication technologies, computers should be provided. If there are teachers-coaches who teach these things and an environment where there is a passion for learning them, it will be possible to achieve the appropriate quality and efficiency in the educational process. In this way, the environment and infrastructure that provide opportunities for the educational process are also created. Thus, the most necessary material and technical base is formed, which includes facilities for students and teachers, laboratory and library facilities, educational equipment and other resources. This is an important factor for improving the quality and efficiency of education.

Fifth, it also requires sufficient investment and other leveraged funds to adequately finance all training and related processes. Investments in the field of education by the state, non-state and other organizations (foreign investors) are important in developing the educational process, attracting good teachers and providing educational resources. Due to this, it is necessary to create an environment of



adequacy of funds by systematically providing opportunities to cover each process with appropriate funds.

Sixth, as usual, it is desirable to have appropriate documents and indicators to record the educational process. Based on the current demand, measures that show that the educational process will be convenient and effective for students and teachers should be expressed in appropriate digitized documents. For this, the issue of using digital technologies and the related environment is a very serious factor.

In short, based on such indicators, research and analysis of education systems will be possible to develop an index for determining the level of education around the world every year. It serves to determine how countries rank globally in terms of education in an important field. Through these indices, it serves as a basis for comparing educational results between countries, ensuring good educational standards, and implementing the development of education around the world. Based on these, each country will have the opportunity to develop appropriate strategic directions and strategies for itself.

References

1. Абдурахманова Г.Қ., Рустамов Д.Ж. “Инсон капиталини рақамли иқтисодиёт асосида ривожлантириш йўналишлари”. Монография. – Beau Bassin: “GlobeEdit” Publisher, 2020. – 127 б.,
2. Амиркулов Ш.О. Инсон капитали: шаклланиши ва ривожланиши. Инновацион технологиялар/Innovative technologies. – 2020 йил 2-сон. – 87-92 бетлар.
3. Babanazarova Sevara and Sharofiddinov Jakhongir (2022) “Study of Population Statistics (On The Example of Population Statistics of Uzbekistan)”, Indonesian Journal of Innovation Studies, 18. doi: 10.21070/ijins.v18i.663.
4. Жониев Ф. Инсон капитали ва миллий кадриятлар. <https://zamin.uz/hayot-tarzi/11291-inson-kapitali-va-milliy-adriyatlar.html>,
5. Инсон капитали: моҳияти ва уни ўрганишга ёндашувлар. Иқтисод ва Молия / Экономика и Финансы № 10, 2011 Журнал. – 53-57 бетлар.
6. Бабаназарова, Севара Абдиназаровна. "INFLUENCE OF THE LEVEL OF COMPETENCE OF THE TEACHER ON THE DEVELOPMENT OF HUMAN CAPITAL." ЖУРНАЛ ИННОВАЦИИ В ЭКОНОМИКЕ 6.2 (2023).
7. Пардаев М.Қ., Пардаева Озода, Пардаев Обид. Иқтисодиётни стратегик ривожлантиришнинг инновацион моделлари. Монография – Т.: “Fan va texnologiyalar nashriyot-matbaa uyi”, 2022. – 228 бет.
8. Пардаев М.Қ., Бабаназарова С.А., Кўзиев З.Б., Очилова Ҳ.Н. Таълим хизматлари ва уларнинг самарадорлигини ошириш масалалари. Монография. – Т.: Инновацион ривожланиш нашриёт-матбаа уйи, - 2020. – 260 бет.
9. Пардаев М.Қ., Очилова Ҳ.Н., Бабаназарова С.А. Таълим хизматлари сифати ва самарадорлигини оширишда синергетик самара ва таълим технологияларини такомиллаштириш имкониятлари. // Таджикистон: экономика и управление (Экономические науки) 2023. ½-сон. – 131-142 бетлар.
10. Пардаев Мамаюнус, Бабаназарова Севара. Инсон капитали тушунчаси ва унинг моҳияти нимадан иборат? // <https://telegra.ph/Inson-kapitali-tushunchasining-mazmuni-va-unifodalovchi-k%D1%9Ersatkichni-ani%D2%9Blash-j%D1%9Eli-09-21>.
11. Ташкенбаев У.Н. Ўзбекистонда шахс ўз салоҳиятининг неча фоизидан фойдалана олиши ҳисоблаб чиқилди. // <https://kun.uz/news/2020/10/18/ ozbekistonda-shaxs-oz-salohiyatining-necha-foizidan-foydalana-olishi-hisoblab-chiqildi>.



12. Усмонов Б.Ш., Қодиров М.Қ., Элтазаров Ж.Д. Инсон капиталининг шаклланишида таълим ва илм-фаннинг роли (илмий-оммабоп рисола). –Самарқанд: СамДУ, 2015. -83 Б.,
13. <https://www.gazeta.uz/oz/2020/08/19/individual-oriented-education/>
14. <https://www.osp.ru/news/2021/0804/13039814>.
15. https://uz.wikipedia.org/wiki/Inson_kapitali_indeksi.

