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MODERN SOCIO-ECONOMIC FOUNDATIONS OF HUMAN CAPITAL FORMATION

The concept of «human capital» has long been a scientific circulation. With the increasing role of scientific and technological progress in economic growth, the attitude of Western classical economists to the problems of the reproduction of labor changed. The center of attention of scholars focused on the problems of creating a qualitatively new workforce, whereas the problems of the use of labor were the main ones. Structural changes in the economy served as the objective basis on which the modern concept of human capital arose.

Problem statement: The study of the concept of human capital is relevant because it is a specific investment resource that has a dual character in relation to the investment process and is characterized by specific properties. The study of this issue is relevant, since in the future the development of human capital is a profit, and the country's economic growth.

Purpose of research: The purpose of this article is to analyze and generalize the main approaches to the interpretation of the essence of the concept of human capital. The research is to analyze human capital as a specific investment resource, which has a dual character in relation to the investment process and is characterized by specific properties.

Subject of research: The subject of this study is human capital.

Object of research: Human capital in society and stages of its development.

Investigation of the problem:

The questions of the development of the theories of human capital are highlighted in the works of scientists: J. Ben-Poret, M. Blaug, F. Volkov, E. Denison, J. Kendrick, J. Michi, V. Petti, A. Sagradov, K. Smalensi, O. Toffler, I. Fischer and etc. The study of problems of the formation and methodology of the effective use of human capital was dealt with by domestic economists: D. Bohynia, O. Grishnova, O. Dlugopolskyi, I. Dunaev, V. Kavetskyi, V. Kutsenko, V. Lagutin, G. Lych, N. Markova, B. Onikienko, I. Petrova, K. Skrypnyk, M. Sokolyk, G. Tarasenko, S. Tyutyunnykov, L. Shtyk, A. Chukhno and others.

A large number of scientific works is devoted, in particular, to the definition of the essence of the concept of human capital. Having examined various approaches to the interpretation of this concept, we can stop on the following: «human capital - is a certain stock of health, knowledge, skills, abilities, motivation, formed or developed as a result of investment and accumulated by people (man) which is purposefully used in that another sphere of social production, contributes to the growth of labor productivity and, as a result, affects the growth of the earnings of its owners. «

The modern theory of human capital reflects the reorientation of economic science on the use of labor resources on the problems of creating a qualitatively new workforce in the conditions of scientific and technological progress. Although its key ideas were predicted by A. Smith, the clear design and rapid development of the theory of human capital comes to the end of the 50's and early 60's in the USA. At its origins were prominent American economists, representatives of the so-called «Chicago School» - the Nobel Prize winners Theodore Schulz and Gary Becker, Barton Weisbrod, George Mineser, Lee Hansen [6 p. 75].

It is well known that Marx in his arguments proceeded from the assumption that the movement of capital always begins with money, although money is not capital in itself: «Every new capital at its first appearance on the stage, that is, in the commodity market, the labor market, or the money market, invariably appears in the form of money - money, which through certain processes must transform into capital» [2 p. 56]. According to the scientist's conclusions money acquires signs of capital as a result of their use for obtaining additional money. In this case, the source of the formation of additional value is proposed to recognize the involvement of labor capital by the owner, which has value and consumer value like any other commodity. In modern interpretation, this thesis will become the following: «... capital is property whose value in a particular system of economic basis, determined by the social method of production, brings to the owner the added value that is the result of hired labor, and not his personal.»

The formation of the concept of human capital development in foreign experience, as a rule, is divided into two stages: 1) the system of formal education of human capital preparation; further staff specialization and retraining through scientific and training centers; 2) special courses that are funded by the state or organized in firms. An example of effective policies in the field of intellectualization and employment is Sweden, in which the human capital training program has an anti-cyclical character [3].

The main stages of the development of theories of human capital are:

- the classical period (until the XIX century) - the use of deductive, logical-philosophical and moral-axiological methods;
- institutional period (XIX - early XX centuries) - connected with normative-institutional and historical-comparative methods;
- Behavioral period (20 - 70 years of the XX century) - application of psychological methods for studying the man's essence; - the post-behaviorist period (the last third of the XX century) - characterized by combination of traditional and new methods [1 p. 40].

In the structure of human capital it is possible to distinguish four main elements:

- knowledge, information, productive abilities, talents
- secondary education
- health - health service; the state of the environment; lifestyle;
- motivation - system of material and moral stimulation; formed needs and values; - mobility - the level and quality of vocational training; the competitiveness of the workforce. [4 p. 176].

There is a priority importance of human capital for the growth of labor productivity in comparison with scientific and technological progress, mechanization, automation and other factors. To ensure and implement the system of continuous education as a factor in the development of human capital, motivation is needed: at the individual level - awareness of the purpose of learning, the impact of its results on job satisfaction, career, increase in material reward for work; at enterprise level - creating conditions conducive to learning, leadership support, recognition of the trainee achievements; at the macro level - raising the prestige of education and accomplishments.

Ukraine occupied the 26th place in Europe in 2016 according to the rating of human capital [3].

The founder of the theory of human capital rightfully considered T. Schultz, who was involved in the study of economic development after the Second World War. T. Schultz analyzed the relationship between the educational level of the population and its ability to use information and technology for economic development.

As a result of research on human capital issues, T. Schultz came up with the following conclusions:

- There are no fundamental differences between human and material capital - both one and the other pass through income;
- the growth of investment in a person significantly changes the structure of wages: the main its part is income from human capital;
- investments in human capital outstrip investments in material capital, so ownership of material capital becomes secondary;

- society, investing more in a person, can achieve not only the growth of the product, but also more even distribution of it [5 p.64].

Conclusion: Thus, human capital acting as a productive factor is a key capital and has specific characteristics. First of all, the specificity is that for the formation of human capital and its subsequent multiplication in the production process, certain expenses - investments are necessary. To summarize, it can be emphasized that human capital is a socio-economic category that characterizes the system of social relations in the process of creating a new value expressed in the form of certain stocks of knowledge, skills, abilities, health, motivation, experience, qualities that help them increase productivity and income levels of the subject, as well as improve human well-being and human development in general.

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