

## Scientific and Philosophical Approaches to the Theory of Human Capital

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**Annotation:** As you know, everything has its own concept, essence. Besides when some concepts begin to take on a deeper meaning in the universe and in human life, they become a theory. Human capital is one such important concept. Because, a state or a nation that wants to take its rightful place in the world today cannot achieve economic development or significant achievements in science without people with high intellectual potential, knowledge and experience. In order to arouse public opinion about human capital, it is necessary to study the theories about it in depth and draw conclusions based on them. This is the subject of this research.

**Key words:** Human capital, political economy, profession, education, labor, ability, potential, income.

The independence of Uzbekistan gave impetus to the development of science, spirituality and enlightenment in society. Thus, the development of science and its financial support have risen to the level of state policy. In this context, on May 28, 2019, a special meeting of the President of the Republic of Uzbekistan Sh.M. Mirziyoyev was held, dedicated to the implementation of the tasks for the development of science and higher education. The speech of the head of state was directly titled "The main goal is the development of human capital in our country." It is clear that the topic of human capital is one of the necessary areas of research that is important to study today. Indeed, at a time when the processes of globalization are gaining strength, human capital and its scientific and theoretical analysis are becoming an urgent problem. If we look at the history of the term "human capital" and its popularity in society, we can see that it has risen one step further in the twentieth century. The key factor in this is the fact that at the end of the last century, humanity entered a post-industrial society, that is, in the era of information and innovative technologies. This means that the need for a workforce with a high level of knowledge and skills has grown more than ever.

Some economists have approached human capital and concluded that "human capital is the sum of the knowledge and abilities of each person" [1 P-4]. Considering that it will be beneficial in the future, this is considered capitalist nutrition. It is noteworthy that it is considered human capital, since it is inextricably linked with a person and is an integral part of it. One of these approaches belongs to S. Fischer, K. Schlamenzi and R. Dornbusch, who expressed their views in the Economics magazine: "Human capital is a measure that is reflected in a person and brings income to its owner" [2 P -303].

Education is included in Adam Smith's list of key factors that increase the well-being of a country. His ideas are still relevant today, since they reveal the changes and differences between the process of reproduction of material capital proposed by A. Smith and human abilities. A. Smith says that a person spends a lot of time and effort to master a certain profession or craft, which is comparable to the possession of a valuable object. Thus, he equates human knowledge, skills and / or ability with wealth.

Smith's views are supported by David Ricardo, a reproductiveness representative of classical political economy. In his book *The Beginning of Political Economy and Taxation*, he explains the economic differences between countries and the reason for the of a number of countries by the lack of literacy among various segments of the population [3 P-89].

Education, the accumulation of industrial experience, healthcare, the search for information is an investment in human capital. Education and vocational training increase the level of knowledge of a person, that is, increase the volume of human capital. One of the most important factors in reducing human mortality and extending its service life is the healing process. The process by which labor moves to more valuable places and industries, that is, to more valuable human capital, is called migration. When you think about it, education and healthcare tend to be around for a long time. As a result of the educational process, a highly qualified, talented capitalist with new qualities is created - a new workforce. The health care system is responsible for increasing a person's working capacity. However, there are also short-term factors such as migration, information seeking, and although the education and health sectors serve to increase labor costs, migration will cause labor costs to fluctuate within its cost.

An increase in the physical, mental and creative potential of a person is manifested as the main driving force of society, said K. Marx. He goes on to say that he is real wealth, while other wealth is a passing moment of social production. The growth of human potential can be viewed as the production of fixed capital. After all, the fixed capital is a person [4 P-182-183].

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S. A. According to Dyatlov, human capital is “a reserve of health, skills, abilities and motivations accumulated by a person, formed as a result of investments that are purposefully used in a particular sphere of social reproduction, and labor and production productivity, in turn, is affected by the growth of this human income” [5 C-83].

Thus, well-known classical economists have developed the methodological foundations of the theory of human capital. Their research is based on the premise that human skills are a major factor in capitalism. In this case, human labor brings more income than investment in improving his knowledge and skills. The idea that investing in human knowledge and experience is of an investment nature is a methodological basis for drawing an analogy between the production of material capital and the productive capacity of a person.

F. Machlup expresses this approach as follows: “It is necessary to distinguish between imperfect work and perfect work, which becomes more productive as a result of investments that increase the physical and mental abilities of a person. Such perfection is human capital” [6 P-419].

The views of some researchers are united by definitions of human capital. In particular, M. Blaug said that human capital is not the value of people themselves, but the value of skills created on the basis of investments made in it [7 P-19].

S.A Kurgan slightly changed the definition: “Human capital is a measure of the abilities and qualities accumulated by a person and formed as a result of investments, the targeted use of which leads to an increase in labor productivity and incomes” [8 P-97].

In the production process, human capital constantly interacts with material capital. Summarizing what has been said, we can identify the similarities between human capital and material capital. The following similarities were considered:

In the process of a market economy, profit becomes a key factor in reproduction;

- It enters into relations as capital of mass production;
- Both types of capital investment generate long-term returns;
- Both capitals accumulate and become a reserve;
- The formation of these capitals requires investment;
- Both capitals are in the form of monetary value and can be used in cash or in kind;
- Both capitals are outdated spiritually and physically.

Let us analyze the essence of the concept of human capital in comparison with concepts such as labor force, human potential and the human factor, which are semantically close to it.

Labor force as an economic category is the sum of all physical, mental and spiritual abilities of a person to work.

Human potential is “the sum of opportunities, resources, funds, resources, etc., which can be mobilized and used to solve the problems that arise when achieving the set goal; the potential of an individual member of society, the state in a certain area” [9 P-510]. These are skills that have not received investment. Skills formed and developed as a result of investment can be viewed as human capital.

At the beginning of this century, scientists tried to determine the value of each person and the entire population. The reason for this was the demand of the governments of the countries and the economic necessity. Research in this regard has acquired theoretical significance. Interestingly, some scholars have tried to estimate the losses in the First World War in terms of the value of human capital. According to Goethe, capital is the person himself. They argued that human death would be a loss not only for the field of humanism, but also for the economic life of society [10].

In fact, there are a number of features that distinguish human capital from material capital. Today, human capital is the main wealth of society and a key factor in economic growth. After all, only human capital is able to form new values while preserving old ones. The analysis revealed the following differences between human and material capital:

- it is inseparable from a person (ie, its carrier). Consequently, only the result of using human capital is involved in the exchange;
- Changes during the validity period.

As a result of the research, G. Boag comes to the conclusion that material and human capital are inseparable from each other. He also noted that using the wage capitalization approach in assessing human capital would be a viable option. Because in this way you can determine the value of material things.

N. Senor, on the other hand, puts forward his point of view that J. Boag's proposal for assessing human capital by paying for production is very difficult. He explains this by the fact that it is difficult to say exactly how much it will cost a person to get an education and live in this region, just as people do not know how much they will benefit depending on their abilities, knowledge and skills [11].

The life of material capital is usually relatively long. For example, when we see that a person's knowledge, skills and abilities end with his death, values in the form of money or other material values are always preserved without losing their value. However, this situation is also relative. After all, each generation not only accepts the material values of the previous generation, but also contributes to their enrichment. The same rule applies to human capital. A person has a certain "heritage" that is passed from blood to blood. However, despite this, each family member spends a lot of money on the education of their children, teaching sciences, and directing them to a profession. From this we can conclude that the process of human capital formation was also a continuous reality [12 P-111].

Human capital is formed within the framework of potential, and the formation of human capital, in fact, means the development of human potential. These are parallel processes, which in practice merge into one process. Indeed, measures to build human capital will become the basis for human development in general, along with improving the quality of people's work through education, health care and other areas. However, there are also features that differentiate the two processes. The multifaceted abilities of a person accumulate over time and ultimately become potential. This is reflected in all spheres - economic, social, cultural, spiritual and political. The formation of human capital is somewhat different from this process, which is applied in the context of production.

"Human potential" is a broader concept than "human capital". Because only a certain part of human potential becomes human capital under certain conditions. According to T.I. Volkova, "the development of the economy in the general case, the development of social production in a particular case at a certain stage means that the accumulated opportunities and factors of a particular system are reflected in practice" [13 C-16].

Based on the above, we can express "potential" as work skills that have not yet been realized. Human capital, on the other hand, is reflected in the real process of labor and production. For clarity, let us compare the concepts of human capital accumulation and human development. Of course, these two processes are interdependent and complementary.

Finally, if the main goal of human development is to achieve social benefits (the human development index is a key indicator of education, life expectancy, etc.), then the accumulation of human capital is primarily economic efficiency, i.e. direct relations of participants (entrepreneurs and workers). Thus, we tried to substantiate the fact that the concept of "human capital" is fully justified to exist as an independent category.

This is confirmed by the following views of the First President of the Republic of Uzbekistan I.A. Karimova: "In the 21st century - the century of intellectual thinking, only countries that have prioritized investing in human capital can achieve high development. Only such a society will be able to overcome modern threats and problems [14].

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