

THE INTERDEPENDENCE OF HUMAN CAPITAL MANAGEMENT AND INNOVATIVE DEVELOPMENT, THE FACTORS AFFECTING THEM

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Annotation

This article covers the fact that human capital is a source of increasing the income of the population, increasing the competitiveness of organizations, developing an innovative economy. Currently, the intellectual, creative abilities, creativity of employees are considered as the main competitive advantages of the organization.

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Introduction. In modern conditions, the competitive advantages of the economy of Uzbekistan and the possibility of its modernization are inextricably linked with innovation, largely determined by the accumulated and implemented human capital. In this respect, it is essential in a knowledge-based economy to create the high-quality human capital necessary for sustainable economic, social, cultural and natural development. This requires both a study and an assessment of the state of human capital. The success of any state in innovative development largely depends on how effectively it conducts public policy in the field of innovation and qualitatively forms human capital.

Human capital is undoubtedly a priority of social economic policy even today in Uzbekistan, where a person and his abilities, knowledge, qualifications have become the main factor in the well-being of any society and state economic development. Because the development of human capital is considered a necessary condition for the development of an innovative economy, an economy of Knowledge, Investments, global Information Systems, the latest technologies and new forms of business. Human capital (Eng. human capital) is a set of knowledge, skills used to meet the different needs of a person and society as a whole. Within the various characteristics that make up the human potential, human capital represents exactly the characteristics that influence the change in income, in this respect human capital includes the knowledge accumulated by the worker on the basis of special education, professional training and production experience, their application and skill in practice.

The development of the socio-economic aspects of society gave rise to the need to consider as human capital. This has led to the possibility of describing some economic processes from the prism of human interests and behavior. Human capital is a source of increasing the income of the population, increasing the competitiveness of organizations, developing an innovative economy. Having human capital does not give a high economic result without investing in it. Investing these funds in human capital contributes to its accumulation, development, and the goals set by most enterprises are achieved: to make a profit, reduce production costs and increase labor productivity. To achieve the planned effect, we need to understand what human capital is, what you have and how to influence it [1].

Method. In our opinion, the development of human capital affects it through rational management, implementation, evaluation and coordination. At the same time, human capital passes through three levels of Management: individual; microdistrict; mesolevel. At the Individual level, the subject of management is the carrier of human capital itself, that is, people, at the micro level - enterprises of various organizational and legal forms, at the macro level-territorial authorities. Exposure to objects is carried out through the interaction of subsystems (elements) with the separation of conditions for their use and purposes. The next element of the Human Capital Management System - the introduction-is manifested at the second level (microdistrict). It is at this stage that the return of funds previously invested in human capital is carried out [4].

Implementation involves the practical application of human capital at the enterprise level. This is manifested in an increase in the indicators of the activity of the enterprise by attracting the enterprising, creative working-age population. At the same time, the necessary conditions for the successful implementation of human capital are the availability of vacancies, compliance of the received education with the requirements of the labor market, a certain level of motivation, etc. A system of motivation for high efficiency, work experience, ability and level of education, qualifications, state of health - all this should help to effectively implement human capital in the management process. It can be likened: the natural abilities of a person in a certain sense are compared with the initial qualities of the Earth, which rent brings.

Currently, the intellectual, creative abilities, creativity of employees are considered as the main competitive advantages of the organization. Personnel management functions include not only the development of these employee benefits, but also the recruitment of talented employees, which has led to such a direction in management as talent management. Thus, human capital is the most important factor and resource for the development of the economy and is decisive in maintaining the competitiveness of enterprises. A person with rich knowledge, developed abilities, high intelligence and creativity becomes a special type of investment. The problem of Human Capital Management is relevant for any organization, especially at the present stage, when the "human resources" factor, which ensures its competitiveness, plays an increasingly important role in improving production efficiency. The leaders of many enterprises focus on the management of production, finance, marketing, while improving such an important component of enterprise management as human resources does not become a weak link in the overall management system. In recent times, the function of Human Capital Management has become increasingly important, since the effectiveness of the organization, its competitive advantages, depends on the effectiveness of its main resource - the use of the individual. As a result, the requirements for employees are increasing.

Business psychology, in turn, speaks of human capital the value that all the people who make it up bring to the company, since they are an indispensable resource for achieving the goals set by the organization. When it comes to educational centers, its importance falls on skill, knowledge and, ultimately, talent that allows you to perform tasks. In economics, "capital " refers to all the assets needed to produce the goods and services that a business sells. In this sense, Capital includes equipment, lands, buildings, money and, of course, people - human capital. However, in a deep sense, human capital is not just the physical labor of people who work for the organization. This is a complete set of intangible qualities brought by people who help the organization succeed. Several of these include education, skill, experience, creativity, personality, health, and moral characteristics [2].

Result. Ultimately, when employers and employees make a common investment in the development of human capital, not only organizations, their employees and customers benefit, but society as a whole also benefits. Investment in human capital for employers includes commitments such as employee training, training programs, educational benefits and benefits, family support, and college scholarship funding. Training for employees is the most obvious investment in human capital.

Qualities that contribute to human capital, in particular education and Health, also directly affect

economic growth. States that suffer from limited or unequal use of health or educational resources also suffer from countries living in depressive conditions.

A number of factors influence the formation of human capital: social, environmental, health, educational, economic, demographic industry, technological, institutional, behavioral, etc. (Figure 1).

Today, in the conscience of every employee, it is imperative that his heart is given a positive solution to the issues of eliminating environmental problems, ensuring environmental tranquility. This in turn makes a worthy contribution to the development of a “green economy”, which is considered extremely important, the formation of a healthy generation of human capital. The Human Capital Index Represents the contribution of education and health care to the productivity of workers.

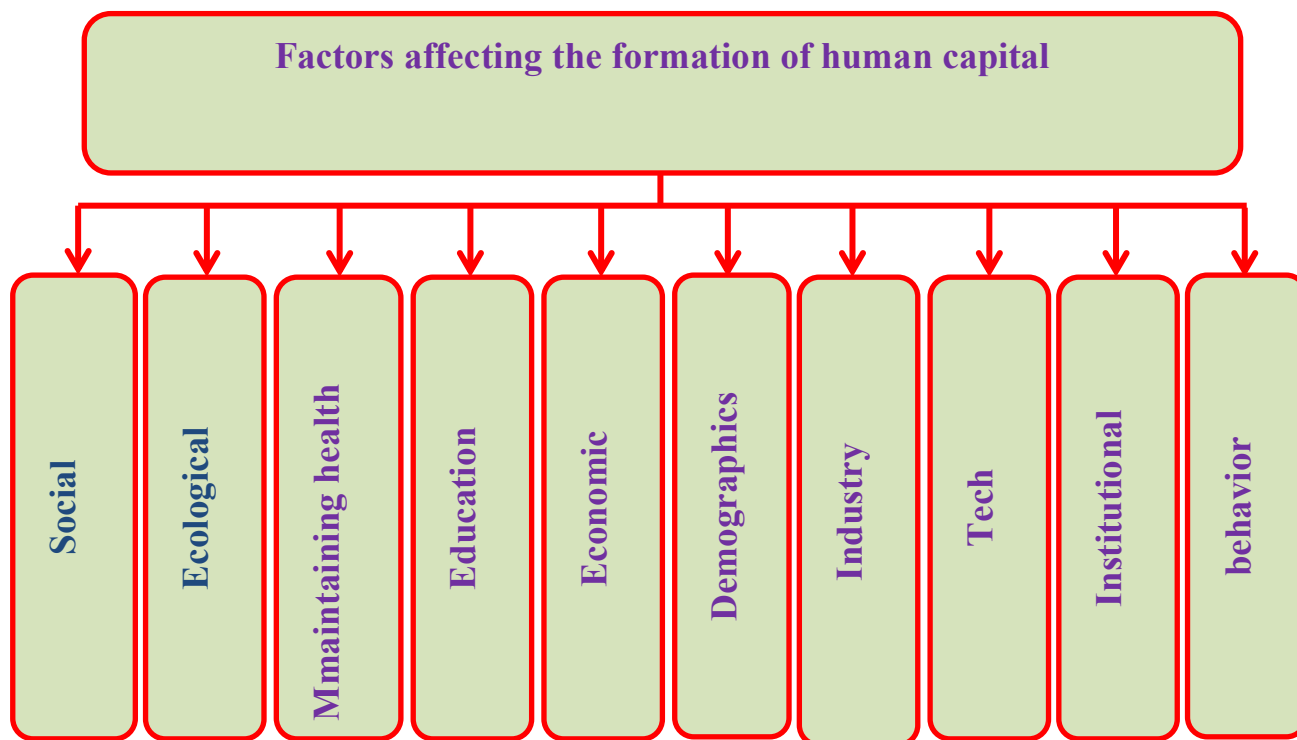


Figure 1. Factors affecting the formation of human capital.

Regions of expenditure on per capita education in Uzbekistan

the distribution on is sharply differentiated. Of the cost to the education system, 63% goes to secondary education, 21% to preschool, 10% to higher education and 4% to secondary-special education .

The reforms carried out in education should ensure the quality of education and equality in education.

Human capital includes its knowledge, experience, professional qualifications and handling skills. When assessing human capital, the following factors should be taken into account: age of employees; quality and quantity of experience gained by an employee; costs for hiring new employees; annual production volume.

Knowledge ensures the use of all the opportunities in society, and skills and skills ensure social progress and economic growth. This phenomenon assumes constant funding of Education.

The structure of human capital is inextricably linked with each other the structure of human capital embodies the values of the functioning life cycle, which is inextricably linked with each other, and is made up of elements such as Education; Practice; Health; motivation. The value of the human capital of an organization consists in the subtraction between the income it generates and the cost to manage it. The organization carries out the assessment of human capital through methods of comparative

comparison of income and expenses.

Discussion. Human capital is considered as an economic category, it is based on the idea of a two-level structure: at the initial stage, individual abilities, personal qualities, knowledge, skills, competencies and professional competencies are formed, potential abilities develop taking into account the specifics and innovative impact of production.

In this, human capital acts as an object of management, but at the same time it is also a means of achieving the set goals, that is, an element of the management system. Through the formation of human capital, it is possible to influence the process of innovative development of the enterprise, accelerate it, change its direction if necessary, eliminate or weaken the negative factors of the enterprise's activities. Each characteristic of human capital becomes a tool that affects the development of the enterprise's activities. The innovative development of business entities depends not only on the availability of labor resources (characterizing the initial stage), but, first of all, on qualified personnel who are able to make non-standard decisions, provide in time taking into account market requirements, are able to restructure production, correct it, which in turn helps to increase the efficiency of enterprise management.

Innovation is a characteristic feature of human capital. Innovation in physical capital can only be carried out by people. Therefore, the renewal of physical capital in the country, the renewal of management systems, technologies and the organization of production represent the directions of innovation in the enterprise.

Conclusion. The above points do not contradict our understanding of the impact of human capital on innovative development. In this, the formation of human capital is carried out by external innovative influence, for example, self-management of a specialist, in particular, during the period of self-organization and control. Human capital management implies the use of individual human capabilities, therefore, the periodic impact-based process approach helps each employee not only to adequately realize personal and business potential, but also contribute to innovative development.

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