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## FORMATION OF KNOWLEDGE, WORLDVIEW AND SPIRITUAL BASIS IN YOUTH - AS AN IMPORTANT FACTOR OF HUMAN CAPITAL DEVELOPMENT

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**ABSTRACT:** It is important to ensure the implementation of the tasks and tasks set in the Decree of the President of the Republic of Uzbekistan on January 28, 2022 "On the Development Strategy of New Uzbekistan for 2022-2026" No. PF-60. In particular, the fourth and fifth directions of the program are directly aimed at strengthening the foundations of education, knowledge, outlook and spirituality.

**KEYWORDS:** Cultural and moral capital, health (biophysical) capital, human capital, labor capital, educational capital, intellectual capital.

### INTRODUCTION

On July 17, 2018, the President of the Republic of Uzbekistan, Shavkat Mirziyoyev, at a meeting devoted to the reform and development of the general secondary education system, noted that the school is the foundation of human resources development, the main place that forms the foundations of knowledge, worldview and spirituality in young people. The President emphasized that increasing investment in "human capital" is the demand of the times.

"Human capital" has become a criterion that determines the fate of humanity and every country in the 21st century. Now is the era of rapid use of information technology. Scientists predict the end of this period in the next 7-15 years. The third stage of civilization can be general cultural or intellectual-spiritual stage. Human capital is the sum total of the combined capabilities of a nation. Natural resources, industrial and agrarian sectors of the economy, gold, currency reserves, etc. become a constantly decreasing part of the national wealth. According to some experts, by 2020, they will not be equal to 10% of the national wealth of developed countries. In other words, the intellectual-spiritual factor is a decisive condition of national wealth, the most important indicator of state power and determines the level of development of society. "In order to raise Uzbekistan to the ranks of developed countries, great power and great potential are needed. What is this power? In underground and surface wealth? In the army? In population? In the area?.. No! In the people, at the quality level of the population. In the nation's human capital. "Every person knows something, what he can do with what learning and skill, and his boundless loyalty to his country and people," writes M. Kuronov.

### RESULTS AND DISCUSSION

Entrepreneurship is not only a productive, but also a creative, intellectual resource of economic development. Therefore, there are enough investments, incentives, and investments in human

capital to support entrepreneurship in our country. This increases the constructiveness, creativity and innovation of human capital.

Every investment in civil society supports creative, law-abiding people. An atmosphere of optimism is created in the society, a constructive and rational outlook is formed. Non-governmental institutions that improve the quality of life will appear. People learn to live a healthy lifestyle. All this creates confidence in the future in our people and improves the quality of life.

If we look at our national history, we can see that brave, brave and wise people were highly valued. Definitions such as "Sahibqiran", "Jahangir", "Bahodir", "Olampanoh" mean recognition, honor and grace. For example, Amir Taragai, the father of Sahibqiron Amir Temur, had the title "Bahodir". This title was also added to the names of many warriors in the Sahibqiron army. According to Taamil, the soldier who was the first to jump out of the army at a decisive moment for the kingdom was given the title of "Dur-Javahir" and "Bahodir".

This title was not given only for strength and courage at that time. In order to become a Bahadir, one had to master the qualities of mastering swordsmanship, controlling a horse, self-defense, finding the right point of impact, correctly distributing one's energy, and anticipating enemy ambushes. Otherwise, strong, brave young men would sacrifice themselves in vain, or their intensity would be of little use. Bravery and swordplay alone were not enough for bravery. This required knowledge, more knowledge, skill. When Sahib Qiran Amir Temur said the wisdom that "one with a good wrist, one with a good knowledge will overcome a thousand", he probably meant these things.

There is a saying among blacksmiths: "One coin to the hammer, two coins to the one who says, "hit here"." A hammersmith earns 30 coins a month, and a craftsman earns 60 coins. This is the economic value of skill in the hammersmith and craftsman. Competence in both of them depends on the quality of the product. A quality product is sold at a higher price, and it is more profitable. In the 17th century, the British economist V. Petty was one of the first, who, as stated in the above Uzbek proverb, compared the production characteristics of a person to money. He says, "The value of land and people is twenty times the income they bring." Based on this formula, the scientist "priced" England and its inhabitants at 520 million pounds. That is, according to this, each Englishman costs an average of 80 pounds. He said, "One old man is equal to two children g. "One sailor is equal to three farmers." Petty argues that the wealth of a society depends on what people do and their labor skills. In this way, he calculates the economic value of an adult from a child, a sailor from a farmer. There is no doubt that this assessment is determined based on how much benefit they can bring to themselves and their country, not on their good or badness.

In the 20th century, researcher S. Fisher said: "Human capital is a measure of a person's ability to make a profit. This includes his innate abilities, talent, knowledge and acquired professional skills," he concluded. According to him, human capital is not the number of people, but their creativity and efficiency.

The price of cattle is in its weight, the taste of food, the price of a singer is in live performance, the price of a football player is in the goals scored... Does a person have a price? In 2007, the news spread on the Internet that "Los Angeles Galaxy" football club bought David Beckham from "Real

Madrid" football club for 100 million dollars. So, the price of human capital is higher, not the person, but what he can do.

In Uzbek, "Nima?" the question can be asked. "Who?" we apply the question. Because he is a dear and noble living being, an organism. What made man the owner of living creatures? Because it has flesh, bone, sinew, hair? No, other animals have them, even more. Today, what we call "human capital" - intelligence, knowledge, skills, competence, competence makes the human race dearer than other creatures. "Who?" answered the question.

Unfortunately, when it comes to human value, we understand that everyone is the same - high status. Man, then he is priceless. Or we define it as worthy of a high price. Therefore, if you say, "Does a person have a value?", someone will say, "What are you talking about?" Man has no value. He says it's priceless. Why is it said, "There is a man who is the pattern of men, and there is a man who is better than an animal"? Are patriots equal to patriots? Is a faithful wife and a light-hearted woman the same? Is there no difference between a scholar and a tyrant, between a wise man and an ignorant one?

Can the idea that "man is priceless" be applied to Hitler and Confucius, Genghis Khan and Navoi, patriots and traitors?!

According to the dictionaries, "Insan" is an Arabic word. This word comes in three meanings. 1. Man, mankind, human. 2. Every individual; man 3. A form of reference to someone (usually negative).

"Capital" is a German word. It means main, main. In the "Annotated Dictionary of the Uzbek Language" it is given in three meanings. 1. (cit.) - Wealth (securities, funds, material property, etc.) that is used for self-increase and brings profit and income to its owner. 2. A large amount, a lot of money, wealth. 3. (Literally) something that is considered a great asset, valuable, important, important to someone (In our society, human health is an invaluable asset). Capitalist - owner of capital; a person who uses his own resources, sometimes hired labor, for profit.

But President Sh. Mirziyoyev spoke not about economic profit, but about acquiring modern knowledge and skills, the ability to take responsibility for the country's future, courage. These are spiritual wealth. So, when we talk about human capital, moral factors take priority.

In "Wikipedia" we see the conclusion that human capital is a set of knowledge, skills and abilities used to meet the multifaceted needs of a person and society as a whole. This concept was first introduced to science in 1979 by Nobel laureate Theodore Schultz. His student Gary Becker was also awarded the Nobel Prize for developing this concept. Simon Kuznets, the third Nobel laureate, made a great contribution to the development of this theory.

Until then, human behavior was approached from the point of view of literature, morality, spirituality, physiology, law, cultural anthropology, pedagogy, psychology. Becker approached human behavior as an economic issue. The phrase "human capital" is understood as "giving him educational and professional qualifications in order to increase his working ability." Over time, this concept became more and more widespread.

Human capital is the main factor shaping and developing the innovative economy and the next stage of development - the economy of knowledge. It is classified as "Human capital of an individual", "Human capital of a firm, enterprise" and "Human capital of the nation". By the

second half of the 20th century, the attitude towards human capital in developed countries has changed radically. The concept of "IK" (Human Capital) appeared in scientific literature. Human capital was created on the basis of the question: "What is the impact of human mental potential on society and economy?" As a result, the requirements of development in modern conditions have created the need to study IK as the main productive and social factor.

Human capital is a developed and generalized state of concepts such as "human factor" and "human resource" in a broad economic sense. Therefore researcher S. Fisher: "Human capital is a measure of a person's ability to make a profit. This includes his innate abilities, talent, knowledge and acquired professional skills. Simon Kuznets believes that if the human capital is raised to a high level and quality, it will lead to a stable growth of the gross domestic product per capita, an increase in the level and quality of life of the population. Therefore, he says, human capital becomes the main factor of sustainable growth of developing countries. Because the theory of human capital is widely used, the development paradigm of the USA and European countries is being successfully implemented. Sweden modernized its economy and regained its leadership by the 2000s. Finland has transitioned from a raw economy to an innovation economy in a short period of time. All this happened due to the demand of IK times, emerging innovation economy (knowledge economy), venture business. The core of IK has been and will always be human. Deep knowledge, creativity, initiative, creativity, high professional potential form this core. Human capital means high spirituality in a person.

This concept is closely related to information technology. Because information flows cross all aspects of human life. Human capital is the knowledge, skills and abilities that people use to create their own wealth and national prosperity. Human capital is also valued in the same way that every asset is valued in the market.

That is, human capital is equal to the value of the set of services it can provide during its useful life. The idea of human capital in its modern form was expressed by the American economist, Nobel laureate Theodore Schultz in 1950-1960 (Schultz, 1961). Schultz describes a person's knowledge and skills as a separate, unique form of capital. This was a new thing for that time. Therefore, it attracted the attention of not only economists, but also politicians and the general public. The definition became popular at that time. As a result, this phrase is still widely used to understand and explain the economic and social problems of society.

Capitalization of knowledge. "A person's knowledge and skills are a special form of capital," says Theodore Schultz. A similar interpretation can be found in the writings of His Highness Khwaja Abdulkhaliq Gijduvani: "Be aware of his knowledge in every toat and prayer, without months." The second is that you have learned every science and practice it. The third is that of every deed, do it with sincerity! Let's take a look at our day with the "Gijduvani trio". That's why knowledge in eating, driving a car, treating, raising a child, using an android, faith, farming - becomes a guarantee of success in every work. That is: 1) "Whatever you want to do, know the scientific basis of this work; 2) Act on what you know; 3) If you are doing a deed, do it with devotion and sincerity. We know hundreds of great ideas about the benefits and importance of science from our great scholars. But no one in the world knows how to follow knowledge. Sahibqiran Amir Temur says:

"I have seen in my experience, one determined, enterprising, alert, courageous, courageous person is better than a thousand people without measures and apathetic."

Abdulkhaliq Gijduvani and Sahibqiron Amir Temur have proof that the unity of knowledge, action and courage brings victory in every big and small business. In the 21st century, Sahibqiron's ideas have been proven once again. The human capital of the country is manifested in the intellectual determination, intellectual entrepreneurship, intellectual vigilance, intellectual courage, and courage of every citizen. This can be seen in what each person knows, in what quality he can do using his knowledge, in his loyalty to the Motherland.

The process of globalization and modernization brings new concepts into our lives every day. Modernization - updating the facility based on new requirements and norms. In this case, the machine, equipment, equipment, technological process will be updated and modernized. For example, your laptop's software will quickly become outdated. If you say "it will happen to us", it means that you agree to stay one step behind the times. Whoever stops is considered to be behind.

In Uzbekistan, which is on the way to join the ranks of developed countries, priority attention is paid to turning human capital into this factor. After all, in order not to fall behind the times, first of all, a person should expand, improve and modernize his knowledge. Only then will his intellectual level and potential increase. Knowledge is added as a contribution to the development of the community, the enterprise, and the country.

Obsolete knowledge, skills, qualifications are "goods" that have lost their economic value. The company that put the software implemented in 2007 on the tablet released in 2014 and put it on the market is breaking itself. That's why powerful, rich companies in foreign countries openly say "Is there a new one?" They are fresh Angan fights for knowledge, know-how, and technologies. He finds and buys anywhere in the world. Because the things that make them strong and rich are the products of this human capital!

Updated human capital develops new knowledge, words, expressions. New concepts, phrases, ideas are "materialized", capitalized in updated goods, services, equipment. Consumers' knowledge, words, expressions are modernized. It is not difficult to know whether human capital is old or modern from the words and phrases he speaks.

Spirituality is capital. Children are born with equal opportunities to be happy. After birth, parents should prepare them to be happy and develop them healthy. However, parents treat them differently during childhood. Someone works tirelessly with their child. It teaches knowledge, skills and abilities that are of great benefit to business, production, banking, and agriculture. With this, they increase their child's level of usefulness and value to society. It turns out that someone has taught his child to live freely and without suffering at the expense of his property, state, and reputation. The knowledge, skills and competence that a male, lazy human child offers to society is known. That is, it does not make a profit or makes very little profit. As a result, he gets a low salary. This is the market, and any businessman who pays a high fee to his nephew with low knowledge, skills and qualifications, works against himself. It breaks.

Knowledge is needed every hour, every minute. If a person does not know, he cannot find his home. He doesn't even know how to cut a white onion and smell it (this is also knowledge, right?).



He looks at 100 melons in the market, but cannot choose the best one. People become victims of human trafficking because they do not know labor laws. He buys poor-quality products for the money of good meat, and hears from his wife. Because what the seller praises, that's what he gets. After all, master farang butchers have to sell low-quality meat. I saw a teacher in Shirin Bazaar. He introduced the young man next to him as "My nephew". "When I want to buy meat for the family, I call this nephew. He brings the best of the meat." So, his nephew has the skills to know good quality meat. 100 times unemployment protection.

Underground gold, gas, oil, currency reserves are the national wealth of every country. But their stock is constantly decreasing.

We talked with 80-year-old father Bektemir in Zarbandi of Ishtikhan. About unemployment. I said, "A young man has 40 skills," and he "corrected" my statement: "My child, in the old days, it was said, "A boy has a hundred skills, a girl has 40 skills." If Alfred Nobel were alive now, he would probably give his prize to this Uzbek proverb. Why didn't our people say that three, five, or even ten jobs are too little for a young man? If we say that a girl gives a boy a job, one girl with 40 jobs is equal to 40 other girls. Isn't this the national, wise diversification of human capital?! So, if we follow this proverb, it will protect us 100 times from unemployment. If the parents had followed this proverb, would their children have been living abroad and doing the darkest things?

A proverb appears in 300 years. It is a true idea that a boy can be a hundred, a girl forty. For this, it is necessary to consider and act on youth as a period of learning, learning, and enriching one's spiritual capital, not a period of fun and relaxation, as it is seen in the elements of "mass culture". Not 100, not 40, not 40, not 20, not 20, not 10, not 10, not 5, men and women with three trades will definitely live comfortably.

Unemployment, the scourge of the Lost generation is becoming global. In such a situation, it becomes clear that the Uzbek proverb "A man has a hundred skills, a girl has forty skills" is a principle that saves humanity from decline. Because every profession (qualification) relies on knowledge and skills. In this sense, it can be said that human capital is not the number of people, but the number of professions in one person. This is very rare in today's technology era. Venture - the rich. A person becomes an owner not because he appropriates other people's assets, but because he acquires knowledge and skills that have economic value.

## CONCLUSION

T. Schultz. Nobel Prize laureate. The market economy is lazy, uninteresting, and has no compassion for people. Such people do not even have a "vein" of stone. Be a lover of active, restless, inquisitive, new-seeking people. At first glance, it seems that such people get happiness by burning themselves, running around, creating and creating news. However, they unknowingly find a solution to the small problem of their nation and lighten its burden. For example, Bill Gates became the richest man in the world by inventing the Windows computer program. Hundreds of millions of people are benefiting from computer software. (Both these sentences you are reading and the thesis in your hand were typed by the same computer program that Gates created). If you put a globe in front of intellectuals who are familiar with the history of medicine and say, "Which country can save the world from cancer?", which continent would they point to? Of course, the homeland of Abu Ali ibn Sina - Uzbekistan is shown. Every doctor in the world i - the disciple of the

great healer. Ibn Sina made and introduced 85% of the surgical instruments used by Europeans. The cure for dangerous diseases, which have increased in the 21st century, is "leaking out" from among the pages of his "Medical Law" written 1000 years ago. If "The Law of Medicine" was written by a hundred people, it would be worth it if a statue was erected to those hundred scholars. But the work of a hundred people was perfected by one of our doctors. Isn't this a manifestation of the potential in one person?

The meeting devoted to the issues of reform and development of the general secondary education system under the leadership of President Sh.Mirziyoev was of great historical significance. As the head of our state noted, investing in "human capital" ensures the development of any country. In recent years, more attention has been paid to the system of secondary special, professional education, and the issue of financing general education schools in accordance with the requirements of the times, and their integration into a single system, has been neglected. Last year, the share of budget funds allocated to the sector in the GDP decreased from 4.1% to 3.8%, which is proof of this idea. In 2016, the average monthly salary in the school education sector was only 48% compared to that of the financial sector, but by this year, it can be seen that it has decreased to 42%. This situation puts the issue of paying serious attention to school education, raising the position and reputation of the teacher on the agenda. After all, various problems faced in the life of the growing young generation can be solved only by paying serious attention to the field of education and human capital at the state level and increasing investment.

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