

PHILOSOPHICAL ASPECTS OF HUMAN CAPITAL FORMATION AS THE MOST IMPORTANT CONDITION FOR THE DEVELOPMENT OF MODERN CIVILIZATION

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ABSTRACT: Over the next three decades, life expectancy in rich and poor countries began to converge. Enrollment rates have increased significantly with education. Today, the importance of human capital can be assessed in different ways. Traditionally, economists have measured this by the incomes of the more educated.

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

INTRODUCTION

Studies have shown that each additional year of education increases a person's income by an average of 10 percent. The quality of education is also important. But cognitive ability is not the only indicator of human capital. Social-emotional skills such as courage, will, and integrity generally increase economic performance. Of course, human health is also important. Of course, work efficiency is directly related to human health. In studies, giving children an anti-helminth medication that cost just 30 cents reduced school dropouts. Later, when he became independent, the knowledge he acquired at school would increase his monthly salary by 20 percent.

Of course, evaluating and measuring human capital in different ways from a young age is effective. Feeding a child right from infancy and encouraging his healthy development will lead to an improvement in his physical and mental condition later on.

It should also be recognized that some deficits in childhood cognitive and social-emotional skills are costly to correct in adulthood. Therefore, it is economically beneficial for the state to develop human capital in the first 1000 days of a child's life. What does all this have to do with economic growth? First, it becomes clear if the benefits of individual investment in human capital are included.

Human capital as an important socio-cultural phenomenon appeared in science in the 60s. It becomes the subject of study of a science of the past century and, as often happens, not directly related to the socio-cultural sphere. The problem of human capital appears in American economic science as a problem of maximizing consumption. American economists have come to this conclusion by studying the possibilities of maintaining and increasing consumption not only in a short period of a particular consumer's life cycle, but throughout his lifetime consumption. "The theory of human capital stems from the understanding that the maximization of consumption that characterizes a person's entire life is not always a straight line between his capital, desire and

its purpose. In most cases, to achieve this goal, it is necessary to invest in yourself, in your human capital. To be more specific, and if we look at such an investment from the point of view of modern affordability, it can be seen that those who invest in retraining, education in general, medicine and information about their career opportunities are a shining example of the attitude to human capital.

RESULTS AND DISCUSSION

Analyzing human capital and summarizing different approaches to their types allows us to imagine this economic category as shown in the picture:

1. Cultural and moral capital. The reputation of the employee is as important as the company's reputation. Responsibility, honesty, breaking promises are highly valued in practical relationships. within the framework of philosophical sciences, cultural and moral capital represents a set of intellectual abilities, knowledge, skill, skills, moral qualities, qualifications.
 2. Health (biophysical) capital. Physical strength, endurance, hard work, duration of work are very important for every person in any production activity. Health capital is an integral part of human capital, and investing in it is reflected in the preservation of work ability due to the reduction of employee morbidity.
 3. Working capital. The more complex the work, the higher the demand for skills, knowledge, experience, and responsibility of the employee. Skilled labor is more productive than unskilled labor, so it should be paid more. Importance of human capital in enterprises Types of separable human capital Types of non-separable human capital Cultural-ethical Health (biophysical) Labor Organizational-entrepreneurship Socio-cultural Social Structural Organizational Customer (brand capital) capital is embodied in the work of qualified employees, and their weight depends on the technology used. .
 4. Educational capital. It is formed throughout life as a result of the accumulation of experience, work skills and, most importantly, knowledge. Education is the main means of reproducing qualified personnel.
 5. Intellectual capital. The product of intellectual activity is patented and protected by copyright as the exclusive property of the author. The author has the right to determine the directions and forms of using this capital in the economy. Objects of intellectual property are involved in economic circulation as tangible assets of enterprises and increase their income as well as the owners of these assets.
 6. Organizational-business capital. Organizational ability, high responsibility, business acumen, striving for innovation, thrift, will, and reasonable risk-taking are required to carry out entrepreneurial activities or manage the company's personnel. Having this capital - know-how, commercial secrets allows to turn them into organizational entrepreneurial capital. The degree of entrepreneurship is reflected in the amount of private and controlled capital. This makes it possible to distinguish between small, medium and large businesses. The types of human capital mentioned above belong to the inseparable types of this economic category.
- The following types of human capital can be distinguished:

- socio-cultural human capital. This capital reflects the integration and cooperation of cultural qualities and abilities of employees, the existence of constant information, scientific, educational, and technological flows in the structure of social reproduction;
- social capital. Social norms, trust, etc. are considered its elements. Social capital is related to the fact that each economic entity is integrated into the system of social relations in one way or another.

Currently, this type of human capital can be further divided into two. Including: firstly, it is always a product of organized interaction, therefore it has a social rather than a personal form; secondly, social capital cannot be a private property as an element of the functioning of the organizational-social system, that is, it is considered a social good. A. I. Merko believes that social capital includes information, ideas, trust, cooperation, emotional support and other elements of the organizational level. Based on this, he distinguishes two levels of social capital.

1. Structural capital is the ability of the business entity to manage its organizational structure, adapting to the changing conditions of the market and directing it in the direction beneficial for the enterprise. In today's economy, the competitive environment in which firms operate is constantly changing under the influence of innovation. The high speed of such changes complicates the conditions under which the enterprise can achieve success. One of such conditions is the existence of significant structural capital in the enterprise.

2. Organizational capital. In essence, this is the systematization of business management and organizational capabilities. Organizational capital covers the following: innovation capital - they include protected commercial rights, intellectual property and other intangible assets and values that ensure the firm's ability to innovate;

3. Capital of processes - they include, for example, production, product sales, after-sales service systems, i.e., as a result of them, product value it is possible to enter capital that forms ini. At the same time, customer capital (brand capital) also differs. The activity of an enterprise with customer capital can be called an enterprise of "engaging the user of a product or service in the co-creation and improvement of consumer value." In this case, the buyer acts as the supreme arbiter of all products and services created by the company.

The above-mentioned structure of human capital is explained by the fact that this economic category is man himself. Despite the integrity and inseparability of material and human capital within the framework of production capital, human capital is increasingly playing a leading role. Direct human capital maintains the commodity value of consumed physical capital and creates new value that offsets the value of labor and benefits the owners of capital.

According to Professor K. Kh. Abdurakhmanov, "Human capital is more important than natural resources, material wealth and tools." Therefore, human capital is a key factor in economic growth and productivity. The concept of human capital as an economic category is regularly expanding along with the development of the world information community and the "knowledge economy".

In the current period, human capital is an intensive production factor for the development of the economy, society and family, which includes intellectual and managerial work, the environment

of living and working activities. This ensures effective and rational functioning of human capital development as a productive factor.

According to the theory of human capital, accumulation of human capital can be done in different ways. The most important of them is the accumulation of capital based on the development of skills during education and professional training. Family upbringing is usually included in this line. At the same time, there are other forms of capital accumulation. These include taking care of one's health (investing), obtaining information about migration, the economy, the labor market, and developing one's intellectual and physical abilities, using these abilities to increase labor efficiency.

Regardless of the sources of formation of human capital (state, family, private individuals, etc.), its use and direct income are controlled by the person himself. Human capital of an individual consists of his health, health, abilities, knowledge and skills. "A person's worth" increases throughout his or her life stages, and this value is used to increase labor productivity, while increasing personal capital gains and encouraging the person to make personal investments in furthering his or her capabilities. Intangible assets such as brand, personnel and new technologies currently play a special role in the human capital of the enterprise.

This capital can also include personal human capital assets (licenses, patents, copyright certificates), intangible assets of the firm (trademarks), organizational capital, structural capital, capital, brand capital and social capital. National human capital includes social, political capital, national intellectual priorities, national competitive advantages and natural potential of the nation. National human capital is more than half of the national wealth of each developing country, and more than 70.0-80.0% in the developed countries of the world. When appropriate, it should be shown that there are a number of controversial issues in the theory of human capital, both at the practical and theoretical levels.

According to theoretical approaches, it is assumed that each person correctly assesses the return of investments in human capital on the basis of future salary increases. But this does not take into account the many economic and even political factors that can affect wages for certain skills and occupations. The second problem is related to the empirical relevance of human capital theory. Some researchers have shown that spending on human capital, such as education, can affect how people change their wages. If factors such as motivation are not taken into account, the future payback of investments in human capital may be overestimated.

Investments in human capital, unlike physical capital in the form of investments, which are usually made only for the purpose of development of production, can be used partially inefficiently. Therefore, all these costs cannot be included in investments. For example, most students who study history, visual arts, and literature do not do so in order to improve the efficiency of their work. Such issues complicate the calculation of the value of human capital investments and their recovery. Alternatively, any investment in the human capital market, like the stock market, is not without its drawbacks:

- relatively free movement of labor reduces employers' desire to invest in labor force development;

- lack of information about the value of education, especially among young people, leads to insufficient or wrong investment in human capital;
- a large part of the population lacks funds to invest in themselves. Because of these and some other shortcomings of the human capital investment market, it should not be assumed that market mechanisms by themselves regulate it optimally. That is why it is extremely important for the state to be directly involved in investing in human capital. The special importance of such an approach is proven by the research of the World Bank.

World Bank experts made the following conclusions as a result of their research in 192 countries:

- more than 64.0% of the total amount of economic growth is related to human capital;
- natural resources of the country provide only up to 20.0% of the total amount of economic growth;
- in countries with a transition economy, the production potential of the country provides only 16.0% of the total amount of economic growth. These evidences clearly show the role and importance of human capital in today's society.

Considered as an important research direction of social science, it studies social events and phenomena in the ethnic environment, as well as related ethnic culture, traditions and national relations. This field defines or defines the medium and boundary between social and ethnology, the field of ethnography. Compared to the other directions of social research, the socio-ethnic relationship, which appeared much later, is the social aspect of the development and activity of the ethnic group, the uniqueness of the group, its interests and the form of self-organization, the characteristics of collective behavior in it, the means of interdependence in the ethnic group.

Methodologically and empirically, although quantitative social research is important in the study of socio-ethnic Japanese society, the study of the problem with qualitative social research in traditional society has yielded fruitful results. Field research is especially important in the field of ethnography.

Socio-ethnic Japanese could not be described in the strict sense of the word. Later, in the dictionary "Ethnic and social ethnic categories", a separate article was devoted to the hap bip of ethnic Japanese, and it became important that the concept of "social ethnic Japanese" was not mentioned at all. Meaningful interpretation of the concept of socio-ethnic Japanese still remains a serious problem. At first, it was a good idea to discuss this topic with E.A. Tyugashev, in order to raise the conceptual issue of socio-ethnic science. First of all, the concept of social ethnicity is the most widely used interpretation of ethnic and social diversity. This idea was the starting point for the pus tradition. This happened, first of all, during the discussion of the topic of social ethnicity, which is closed as a scientific discipline that studies "social Japanese in ethnic diversity and ethnic Japanese with social consideration".

In most cases, we, as a social ethnic Japanese, are not talked about the development of the society. Don't forget that Yu. V. Bpomley's last song "Humanity is a nation" written in collaboration with P. G. Podolny has its own name. A specific sub-region (of a global scale and scale) that constitutes a global socio-ethnic group can be identified in its own localization, in turn, in an empirical way, that is, in relation to the landscape group. At the same time, Europeans

understood the essence of the culture of the ethnic group "on the face of the epic". In the broadest sense, culture is primarily a brew of landscape and ethnos in terms of qualitative uniqueness, interconnectedness, and integrity. Ethnic culture is objectified in cultivating the living environment, cultural landscape. In addition, hap bip is an autonomous ethnos local brewing subject, whose representative, strengthened by bipdom to the place of residence and brewing, is the carrier of a common culture that defines a separate ethnos compared to other ethnic groups. The formation of an ethnic community is determined by the diversity and characteristics of the natural landscape (a variety of natural landscapes does not form an ethnic culture). On the other hand, the similarity and development of the culture is provided by social and external (national) internal and external factors, as a result of which ethnic sociality is formed.

In fact, the socio-ethnic Japanese in general is a symbol of change and peace, flexibility and diversity. Ethnosocial Japan is limited to the interdependence of ethnic and social differences, and the result of this difference, including sub ktlap itself, nationalism means to create, relate, ethno-social situation, etc..

CONCLUSION

Thus, in the growing field of research, the idea of society as a social ethnic group and the basic level of social development of society - local, regional, national-state, as well as civilizational and global scale includes the interdependent development of the ethnic community as a part of the national community.

Many factors affect the socio-ethnic Japanese population: the general world trend, the economic and national policy of the state, the characteristics of the regional ethno-cultural massif, migrational Japanese population, and the traditional way of living in a certain region. In many regions, population depopulation, its natural decline, has become a problem for the demographic population, especially in rural areas. Due to the impoverishment of the population, high morbidity, alcoholism, nervous and mental disorders, etc., the birth rate has decreased significantly.

The general health of the population worsened. There was a family crisis, the number of divorces increased, the rate of illegitimate births increased, and the number of single families and unregistered marriages increased. The main family tradition has changed: while maintaining the importance of having one's family, the desire to have a bip, ep (wife) and to be in a registered marriage has weakened.

In the last 30 years of the social field, it has become the most widely found direction in the study of regional, ethnic, religious and national relations in the social fanlap system. He paid great attention to the analysis and interpretation of issues such as mentality reflecting inner abstraction, identity, social stereotype, social stereotyping, self-awareness, social identity, and so on.

Socio-ethnic group is a subset of social group and is an important factor in characterizing the subjectivity of ethnic group. Ethnic social issues in the region include ethnic unity and harmony, ethnic conflict, ethnic migration, ethnic economy, and ethnic crime.

On the example of the innovative development in the socio-ethnic group, we can evaluate the dynamics and modernization of the society from a social point of view. Because, as the human factor moves from one destination to another, it is based on novation, i.e. innovation and

difference. If we observe the social and cultural changes since the 30th year of the XX century, it can be seen that it was created as a result of the technological and technological revolution. In society, the "line" of difference related to industrial-technological innovation has been expanded from the technical and economic side to the socio-cultural side, and the issue of innovation in the field of human capital development has increased. The field of development has become an object of conscious and purposeful innovative activity, unlike other areas of culture.

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