HUMAN CAPITAL AND MANAGEMENT EFFICIENCY IN SOCIOLOGY: THEORETICAL AND PRACTICAL ANALYSIS

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Аннотация. В данной статье сделан акцент на теоретическом анализе подхода к обеспечению эффективности управления на основе человеческого капитала в социологии, социологическом изучении понятия человеческого капитала в общественном развитии, аспектах его развития как социального явления, а также проблеме человеческого капитала как социокультурного феномена. Также изучены тенденции роста человеческого капитала и даны выводы.

Ключевые слова: человек, человеческий капитал, социальный феномен, социально-экономический, управление, насилие, общество.

Abstract. This article focused on the theoretical analysis of the approach to ensuring the effectiveness of management on the basis of human capital in sociology, the sociological study of the concept of human capital in social development, the aspects of its development as a social phenomenon, and the problem of human capital as a socio-cultural phenomenon. Also, the trends of human capital growth are studied and conclusions are given.

Key words: human, human capital, social phenomenon, socio-economic, management, violence, society.

Introduction:

Today, international organizations and communities prioritize the development of human capital. This is because sustainability in socio-economic sectors is no longer dependent on raw materials or goods but is fundamentally linked to the long-term socio-economic growth of society, which hinges on the advancement of the population's "human capital."

First and foremost, in today's world, humans—along with their talents, abilities, knowledge, skills, and qualifications—have become the cornerstone of societal prosperity and a nation's economic development. In sociology, the study of human capital is considered a unique social phenomenon. This is because developed countries place significant emphasis on the quality of life of their populations, the management of human resources, the human factor, and human values.

Today, the goal of the New Uzbekistan Strategy is to ensure that our country secures its place among the world's most advanced, stable, and democratic nations with high human capital—where happy and talented citizens live in peace, and the principles of social justice and equality are fully realized. Uzbekistan actively promotes cooperation in various fields, primarily the enhancement of human capital and human values, the construction of a prosperous state, democratic reforms, the advancement of business, investments, and innovations, cultural exchanges, and the expansion of many other areas [1;464].

Human capital includes several socio-biological concepts and directs it to society. The components of population include demographic, health, housing, education, cultural, moral-ethical, and informational accessibility aspects. Each of these designated components functions as capital, corresponding to necessary social activities and functional imperatives. Additionally, it is possible to distinguish various competency types that serve human capital. In the explanatory dictionary of the Uzbek language, "human" refers to mankind, humanity, while "capital" is derived from the German word "capital" and the Latin "capitalis," meaning "wealth used for self-multiplication, bringing benefit and income to its owner," representing a set of resources and means [2].

The theory of "human capital" was primarily formed in the 1960s based on economic sciences, but its roots trace back to ancient times. Since antiquity, representatives of all economic schools, starting from the economic teachings of ancient Asia and ancient Greece, have sought to study the causes of surplus value and how to increase it. For example, the laws of the Babylonian king Hammurabi (1792–1750 BCE) are considered the world's first legal code, addressing issues such as property betrayal, wage labor relations, payment of wages and their amounts, and legal protection of producers. From this, we can see that special attention was paid to human capital even in ancient times. The concept of human capital was mainly developed in economic sciences.

However, its sociological content also holds great importance, as it is regarded as a crucial factor in the stable functioning of social structures, social equality, and social institutions. From a sociological perspective, we evaluate human capital as the aggregate of individuals' knowledge, skills, health, and cultural values, which becomes a fundamental resource in enhancing the efficiency of social systems.

Although human capital primarily plays a significant role in improving the efficiency of social systems through individuals' knowledge, skills, qualifications, and social values, modern management approaches based on human capital also contribute to economic efficiency, social stability, and strengthening social relations. According to sociological theories, human capital not only reflects individual competencies but also serves as a fundamental factor in strengthening social networks and social trust within society. A high level of human capital in the management system lays the groundwork for the effective functioning of social institutions and the expansion of social cooperation.

In the process of improving management efficiency, policies and strategies aimed at developing human capital-such as the education system, professional training, healthcare, and social protection systems—play a key role. These factors strengthen the social foundation of management and ensure the efficient management of human resources.

Moreover, in sociology, the interconnectedness of human capital and social capital also directly impacts management efficiency. Sociological approaches highlight the importance of human capital not only from an economic benefit perspective but also in terms of social unity, cooperation, and cultural exchange. Beyond this, when utilizing the concept of human capital, we consider mechanisms to enhance human competencies as integral components of social processes, thereby increasing the role of the human factor and subjective agency in social development. This includes activating investments in economic, moral, cultural, educational, and upbringing spheres necessary for human development.

In this regard, Professor M. Bekmurodov states the following about elevating human capital in society: "Human capital means enhancing and strengthening the capabilities of every individual. This requires amplifying the biological, psychological, and intellectual competencies inherent in each person.

For this process to be mature and robust, it must be built on a scientific foundation. In other words, it is essential to create theoretical and empirical bases for improving human capital, develop social mechanisms to involve Uzbekistanis in social and labor activities and real societal governance, and ensure transparency in expressing individual interests" [3]. At the same time, the scholar emphasizes the need to focus on the following aspects to elevate human capital.

For instance, "If human capital is not active, no grand task facing our nation can be accomplished. In activating human capital, the social status of each individual holds significant importance. Therefore, in human development, special attention must be paid to the following aspects: patriotism, knowledge and skills, responsibility, conscience and enlightened faith, a modern worldview, the desire and spirit to satisfy people, noble goals, national values, social aspirations, behavior, role models, the scope and capability of human capital, social status among people, reputation, and place in the spiritual environment of the community, among others" [4].

The theory of human capital is a highly complex and multifaceted concept, which is why its essence is being extensively researched by economists such as K.H. Abdurakhmanov, J.H. Ataniyazov, T. Jalilov, D. Rakhmonov, and B. Usmonov in the field of economic sciences.

Among sociologists, the ethno-sociological aspects of human capital issues within the framework of national mentality have been studied by M. Bekmurodov, socio-cultural factors by A. Umarov, and the importance of social capital in improving the quality of life of the population by H. Akramov.

Human capital was established as an independent theory in the 1960s by professors T. Schultz and G. Becker from the University of Chicago.

Regarding this, Becker states that human capital is the stock of knowledge, skills, and motivations present in every individual. It is formed through investments in humans, such as education, training, healthcare, migration, and information about prices and income, in the form of long-term capital [5;314]. Education, accumulation of production experience, healthcare, and information-seeking constitute investments in human capital. Education and training increase an individual's level of knowledge, thereby expanding the volume of human capital. Healthcare reduces illness and mortality, extending an individual's service period. Migration and information-seeking enable labor to move to sectors and areas where human capital is valued higher and more fully compensated.

The works of G. Becker, T. Schultz, and their followers revolutionized labor economics. The theory of human capital shed light on many issues, such as the distribution system of personal incomes, income dynamics by age, wage disparities between men and women, and the causes of migration. Some economists define human capital as "the stock of knowledge, abilities, and motivations present in every individual" [6.362]. It emerges as capital because it is a source of future income. It is called human capital because it is unique to humans and inseparable from them.

Uzbek scholars B.Sh. Usmonov, M.K., Kodirov, Zh.D. Eltazarov define "human capital" as a socio-economic, political-philosophical concept (term), which includes the following aspects of an individual:

- Fundamental and practical knowledge, experience, skills, and the ability to approach natural and social phenomena, events, and processes scientifically and logically, as well as the professional level in finding innovative solutions;
- Intellectual property, the ability to produce material and spiritual wealth, and the presence of forces and means that ensure the development of individuals and society;

- Mental labor and high innovative thinking, which determine the standard of living, career growth, and social status and position in society" [7].

Based on conducted research, scholars studying the theory of human capital can be divided into three directions:

- The first direction includes those who recognize human capital as an individual's knowledge, skills, and qualifications;

- The second direction includes those who, while accepting the ideas of the first direction, additionally consider an individual's abilities, health, motivation, activity, and other socio-psychological characteristics;
- The third direction includes those who consider human capital as an object of investment. It is known that investments in human capital are also very important within the family, as the formation and growth of human capital are directly linked to the family's financial investment in their child. On one hand, a child is a source of satisfaction (joy) for parents, while on the other hand, raising a child involves both explicit and implicit costs.

The accumulation of intellectual and psychophysiological abilities within the family serves as the foundation for the future development and improvement of human capital. Investments made for the development of children's human capital not only benefit their own growth but also form the basis for the development of future generations' human capital. Various types of human capital are shaped through education and upbringing in families. Basic psychophysiological and mental abilities emerge, and the individual's personality is formed. The goal of the policies being implemented in our country today is precisely this, which is no secret to anyone.

Today, the World Bank has announced the Human Capital Index for 174 countries for the year 2020. Data related to healthcare and education in our country were included. Key indicators of children's health and education were collected before the pandemic period began. According to research results, Uzbekistan, with a 62% score, ranks after Belarus, Russia, and Kazakhstan among CIS countries.

The World Bank's Human Capital Index evaluates a child's development trajectory (from birth to adulthood) based on several key indicators:

- Survival probability (from birth to age 5);
- Expected years of schooling adjusted for the quality of primary and secondary education;
- Percentage of children with stunted growth;
- Adult survival rate.

Additionally, today, the Green Economy Index has been studied by the UN in 105 countries. The Green Economy Index measures achievements related to economic opportunities, social and environmental protection. This index includes 13 indicators reflecting challenges in transitioning to an inclusive green economy (energy consumption, air pollution, protected areas, gender inequality, green trade, renewable energy sources, Palm coefficient, environmental patents, life expectancy, average years of education, pension provision, and its utilization).

Sustainable Society Index. The Sustainable Society Foundation studied 154 countries. The Social Resilience Index reflects a country's current resilience index. It is based on 21 indicators, grouped into seven categories (basic needs, health, personal and social development, natural resources, climate and energy, transition period, and economy).

These indices are based on three dimensions (human, ecological, and economic well-being). Through such indices, we assess the well-being levels of countries today.

Within the scope of the studied topic, it was concluded that indices compiled by international organizations, public funds, research institutes, and other influential organizations do not always fully reveal the socio-economic level of society. Challenges and shortcomings in determining the development level of human capital include the neglect of ecological factors, societal mentality, and the spiritual and educational development processes of individuals.

The development and formation of human capital are achieved through investments. Based on conducted research and studied theoretical data, a SWOT analysis was performed to identify strengths, weaknesses, opportunities, and threats.

Strengths – identifying and evaluating the leading aspects and advantages of human capital development.

Weaknesses – factors hindering the effective development of human capital.

Opportunities – state strategies aimed at human capital development, created favorable conditions, and utilizing existing socio-economic infrastructure.

Threats – factors negatively impacting the formation and development of human capital.

The SWOT analysis provides an opportunity to identify the balance between the positive and negative aspects of investments directed toward human capital, as well as their social characteristics.

Thus, based on the above-emphasized and explained ideas, the following conclusion can be drawn. Human capital in society manifests the universal human values of humanity, based on the health, abilities, and needs created, produced, and enhanced by the individual themselves. All the signs that are interpreted as a factor serving the capital base are among them.

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