



Pedagogical Aspects Of Systematic Organization Of Human Capital Management In Higher Education

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Abstract. In this article, the management of human capital in the higher education system is explained in its scientific-theoretical aspects, and the pedagogical factors of integrating human resources into the content of continuous education and implementing them in practice are analyzed.

Keywords: human capital, pedagogical factors, intelligence, continuous education, professional knowledge, higher education, resource, innovative approach, concept of human capital.

Annotatsiya: Mazkur maqolada, oliy ta'lim tizimida inson kapitalini boshqarish uning ilmiy -nazariy jihatlari yoritilgan bo'lib, inson resurslarini uzluksiz ta'lim mazmuniga singdirish va amaliyotda realizatsiya etishning pedagogik omillari tahlil etilgan.

Kalit so'z: Inson kapitali, pedagogik omillar, intellekt, uzluksiz ta'lim, professional, kasbiy bilim, oliy ta'lim, resurs, innovatsion yondashuv, inson kapitali konsepsiyasi

Аннотация: В данной статье управление человеческим капиталом в системе высшего образования рассматривается в его научно-теоретическом аспекте, а также анализируются педагогические факторы интеграции человеческих ресурсов в содержание непрерывного образования и реализации их на практике.

Ключевые слова: Человеческий капитал, педагогические факторы, интеллект, непрерывное образование, профессионализм, профессиональные знания, высшее образование, ресурс, инновационный подход, концепция человеческого капитала.

When human capital and its main components are studied from a scientific point of view, it is observed that it is formed under the influence of a certain system of factors. However, in order to fully realize all the positive features of human



capital, it is necessary to have a targeted influence on it. In this regard, global development and its prospects in the 21st century require the exchange of the concept of human capital realization, which is based on the concept of human resource management.

The concept of human resource management is characterized by attracting a professional employee to each field, training and maintaining them in high working conditions, and making investments in the formation, use, and development of human resources in accordance with the economic goals for creating conditions.

Human resource management is a strategic and consistent approach to effectively managing people in a particular company or organization to help the existing organization achieve a competitive advantage.

If we analyze the concept of human resource management from the point of view of the management approach, it is characterized by the implementation of permanent and contract work related to the activity of a certain organization and company, as well as the involvement of necessary employees for the implementation of specialized functions in organizations.

Human resources is a set of certain qualities and characteristics that describe a person's ability to perform a certain type of activity, and it is appropriate to consider this concept in the context of a single organization, region, or country as a whole.

From this point of view, it is important to study the human resource management system and its specific aspects from a scientific point of view and to distinguish its different aspects from the concept of human capital.

The human resource management system is aimed at providing the organization at a given time and placing the required number of employees with appropriate qualifications, as well as creating conditions that encourage the effective behavior of employees in accordance with the main goal. It is the internal "policy" of the organization and company aimed at ensuring socio-economic and personnel employment, consisting of logically interrelated actions. On the basis of this approach, the goal of increasing the labor productivity of employees by creating favorable conditions for the effective work of the organization's employees is set as a priority.

In doing so, attention is focused on keeping people and activity management under constant influence, making extensive use of administrative, economic, and socio-psychological methods of human resource management.



From today's point of view, the management of human capital is more relevant than ever, and it is one of the conceptual socio-political issues that determine the development and prospects of the state and society. Human capital management determines the direction of the strategic career path as well as the goal alignment and content while ensuring the correct orientation of knowledge and skills, intellectual potential, and abilities related to a certain field.

Taking into account the professionalism, professional knowledge and skills, individual professional characteristics, and personal qualities of each employee and specialist, all social conditions are created for their formation, support, and development, as well as for bringing them to a high level of professional potential. It is intended to build on the basis of the content of education, and it is considered that individuals capable of solving the tasks defined in the goals and strategies of the state and society are directed to the socio-economic, spiritual-educational, cultural, and political spheres.

The main goal of the concept of human capital is the knowledge, skills, and factors of health, physical, and mental stability that each person invests and accumulates throughout his life to fulfill his potential as a useful member of society. It is characterized by its focus on production.

The most important thing in this is the management of human capital. Priority is given to attracting human capital to all spheres of the state and society based on a purposeful and understood type of activity, as well as ensuring and coordinating the harmony of theoretical and practical activities. In this prioritization process, it is appropriate to define continuous education and its content as the main indicators of human capital development.

While education is considered the object of research of many sciences, it is characterized by its content and logical priority in terms of the full realization of human capital, and it is the basis of coordination of all resources and factors that serve the perspective and development of the state and society in each period. From this point of view, in the management and development of human capital, it is important to scientifically study the institutional foundations of foreign and domestic science education and revise a number of classifications of education based on modern components within the framework of the theory of human capital.

In our view, human capital organizes learning and coordination of activities at the micro-individual, family, small business, or firm level; at the meso-organizational, sectoral, and regional level; at the macro-ethnic and national



level; and at the mega-state, regional, and global level. It serves as one of the guarantees of social, economic, and political stability, increasing the possibility of solving territorial, regional, and global problems and quickly coordinating their pragmatic solutions.

It is no exaggeration to say that American scientists Theodore Schulz and Gary Becker put forward their scientific opinions on the fact that the concept of human capital is a multifaceted concept. T.Schulz said that the increase in the well-being of a poor person does not depend on the land and technical means, but on his knowledge, and all human abilities are innate or acquired. Each person is born with an individual set of genes specific to their innate abilities. We call the abilities acquired or enhanced by a person with funds "human capital".[8]

According to Becker, human capital is a fund of knowledge, a range of skills, and a stock of motivations available to each person. Human capital differs from physical capital in that it is a separate type of capital that behaves similarly. But it also has a number of fundamental differences, among which the inseparability of capital from its owner is of particular importance. The accumulation of human capital, like physical capital, requires large costs and is associated with a complex investment process.[4]

L.Volrax, J.McCulloch, I.F.Tuyunen, T.Weinstein, Far and I.Fisher put forward the scientific argument that human capital is information about the quality of knowledge, not abilities and other similar situations, but that a person himself consists of human capital[10] F.List, Dj.S. Walsh, Dj.S. Mill , L.Volrax, J.McCulloch, I.F. Tuyunen, T.Weinstein, and Far and I.Fisher put forward the scientific opinion that human capital consists not of the person himself but of his ability to work, education, and professional skills.[10]

R.I. Kapelyushnikov puts forward the scientific opinion that human capital is a stock of abilities, knowledge, skills, and goals accumulated in a person, and he divides investments into human capital into the most important types: education, preparation for production, migration, information search, even having children and including educating them.[9]

We gave our author's definition of human capital based on the above scientific considerations, not agreeing with the scientific opinion of L.Volraks, J.McCulloch, I.F.Tuyunen, T.Weinstein, Far and I.Fisher. In our opinion, human capital is one of the strategically important socio-political factors of the state



and society, a locomotive that moves the economy, a progressive factor that ensures the stability of society, an intensive real force that gives impetus to the development of the family, ensures the independence and defense of the state, and are individuals with professional and phenomenal intellectual knowledge and skills that serve the development of all fields.

In short, there are a number of factors that influence the formation of human capital, the most important of which are demographic factors, i.e., the proportion of population growth in terms of quality, i.e., health, gender, and age structure, or It is desirable to show the balance of women and men in society and the compatibility between birth and death, population growth rates, and average life expectancy.

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