

Theoretical Bases of Effective Management of Human Capital in the Conditions of Innovative Development of Enterprises

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Abstract:

The article informs that in the current situation, the tasks of innovative development of the economy are in the forefront, and the formation of innovations as a determinant of competitiveness at all levels is a requirement of the times. It is important to further increase the innovative activity of enterprises that have become leaders in ensuring the innovative development of our country. For this purpose, the development of human capital in our country, what indicators should be taken into account in the calculation of the human capital index.

Keywords: innovation, human capital, human factor, social welfare, human capital index, human capital management, intellectual potential.

Introduction. In the context of our country's transition to an innovative path of development, human capital is an important factor in the well-being and development of society.

The analysis of innovation factors shows that in modern conditions, human capital is becoming a key element in the sustainable development of the economy and society as a whole. The importance of micro-focused innovation systems for small businesses is high. As a social institution that reproduces the intellectual potential of the country; it must have the ability to develop the educational process, to meet not only the interests of society, but also its prospects, a unique individual and potential employer and an innovative environment in which the enterprise operates.

Innovative activity involves increasing the requirements for employees, their professional competencies, taking into account the modern requirements of the labor market, professional culture and quality of work. The selection of professional staff in enterprises and organizations is based on the personal qualities of the employee, experience, assessment of the situation.

The development of human capital, the increase in the efficiency of the use of human resources, the development of the individual cannot be achieved without constant investment in education, health and labor. All this is combined in order to increase the efforts of educational institutions, industrial enterprises in the formation and development of human capital that meet the modern requirements of the predetermined labor market in the interests of innovative development of enterprises. This level or goal is definitely achieved with the help of people. Therefore, the human factor is embodied as the most important factor.

As the most important historical factor of development in the context of globalization, the knowledge of the quality, potential, skills and experience of human capital plays an important role in the well-being of the international community.

Literature analysis. At present, in the theoretical issues of human capital and the concepts associated with it, the following foreign scientists V.V.Adamchuk, G.Boryagin, V.A.Galkina, B.M.Genkin, M.M.Haikin, A.Eatit.Kibanova, Rofo A.I, Tits S. N, Becker G.S, Kapelyushnikov R.I, Gruzkov I.V., Gruzkov V.N, Koritsky A. V and Abdurakhmonov Q., one of the scientists of our country. X, O'lmasov A, Vahobov A, Saidov M, Bakieva I.A, M.Q.Pardaev, Abdukarimov B.A, K.Saidov, M.Muhammedov, D.Aslanova, R.Seytmuradov, S.Iskhakova's old brogan has covered a

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number of scientific studies. In this regard, it is worthwhile to pay attention to the definition of human capital and the history of its formation. Different definitions are given to human capital by our scientists.

The concept of human capital is a multifaceted concept, describing it as one of the first and conducting research, the American Scientists Theodore Schultz and Gerri Beckers. Schultz T.P. - "...depends on the increase in the welfare of a poor person, not on technical means, but on his knowledge. Apart from him, having said the following thoughts on this term, all human abilities will be innate or increased. Each person is born with an individual gene set inherent in his innate abilities. The skills acquired or acquired by man with funds, we call it "human capital" [9].G.Becker-"human capital is a treasure trove of knowledge, the scale of qualifications and the reserve of motivations that everyone has. The difference of human capital from physical capital is that it is a separate type of capital, in which it acts similarly. But there are also a number of fundamental variations in it, among which it is of particular importance that this capital is not separated from its owner. The accumulation of human capital requires large expenditures, such as physical capital, and this is associated with a complex investment process" [10].If we pay attention to the above definitions, then almost most of our scientists recognize the ability, knowledge, skill in man as capital in man. In general, the analysis of global indices reflecting the level of human development and capitalization of Uzbekistan in relation to different countries proves the need to modernize the human capital management system at all levels, especially those that have critically low yields.

The biggest drawback in our work today is the lack of knowledge, which, unfortunately, is felt in all areas.[1]. However, there will be no development of a single territory or network without modern knowledge and knowledge. This is evidenced by the fact that more than 50 percent of the gross domestic product in developed countries is created from the "knowledge economy" account, that is, by innovation and highly qualified personnel.[1]

Research methodology. In accordance with the UN Human Development Programme, Human Development is being considered in the following areas:- insonlarninguzoqvasog'lomhayotkechirishi, umrko'rishdarajasibilano'lchanadi;

- knowledge determined by the level of adult literacy and the total number of schools, colleges and universities in the country;
- A decent standard of living, measured by the ratio of GDP per capita.[7. 9-12].

When determining the components of the human potential development index, it is recommended to use a set of standards established for maximum and minimum values, with which the actual indicators are compared.

Analysis and discussion of results (main part).In the human development concept, it is important that man stands at the center of his development primarily in order to achieve economic growth and economic stability. This project is mainly aimed at expanding the opportunities of people, their, achieving a higher standard of living. According to the latest report of the UN Development Program, our country ranks 108 in this index rating, and in the next 10 years this rating will increase from 108 to 40, that is, to 68. If these indicators determine the index of human development at the country level, then individual methods of assessing or calculating human capital in innovative developing enterprises are used.

The president of the Republic of Uzbekistan, Shavkat Mirziyoyev, commented... The most important task is the formation of innovative thinking in the minds of our people. Where there is no innovation, there will be no development and competition either...". When assessing human capital,

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it is necessary to take into account all the expenses that a person has made, including in the search for work, etc. The main value of human capital is its physical health, mental potential and professional experience.[2]. In order to properly manage the enterprise and activate innovation, it is necessary to calculate the amount and quality of accumulated human capital. The volume of investment in human capital human capital is assessed; the value of the total volume of human capital is calculated both for one person and for the whole country. Several different methods of calculating human capital are used:-tabiiy (vaqtincha) hisob-kitoblarini;

- ✓ measure human capital (ie education)
- ✓ method of earnings

Effective use of these methods is important for the operation of the enterprise. When we use which method of calculation method of course, we depend on the result of the information we are waiting for, how important it is. Human capital as a component of the property generates income, which is indicated as a discounted salary, which can be received in the average period of time received by the employee. Since the individual is able to overcome the use of human capital due to the fact that he / she has facilitated the use of human capital, as expected the entire working period of life, it is the income from which the human capital as a component of the property has a "permanent, permanent" income. The total value of human capital is determined as follows:

$$\frac{W_1}{(1+r)} + \frac{W_2}{(1+r)^2} + \dots + \frac{W_n}{(1+r)^n}$$

W-the expected annual income of the use of human capital; n -the life of a one-year individual.

In the domestic economic literature, the concept of" human capital", the concept of" Educational Fund", the concept of" Educational Fund", is the assessment of workers, skills, skills and experience.[11]. In order to manage human capital in innovative enterprises in the modern era of development, it is necessary to develop human capital first. Through this, we achieve sustainable economic growth in the country. This is certainly an impetus to the development of the Human Development Index.

Summary and suggestions. In our country, mixed cases of application of such concepts as human capital, human factor, human capital and Human Capital among the researchers who are searching for human capital subject matter are failing. The above terms are considered to have their own place of Use and characteristics in terms of meaning. When conducting research on the subject taking into account these, it is necessary to continue to use the term human capital in the sense of "human capital", to give importance to the use of each of the terms in its place with precision. The subject of human capital, the problem of its formation, management, is now moving to modern society, from the type of industry-economy to the type of Industry-Innovation. It is important that more seminars be organized on this. In order to manage human capital, it must necessarily be developed. It is necessary to pay more attention to the development of computing indicators, to do it on the basis of certain programs. We must achieve a sharp increase in the goal of bringing this spectator to the prestigious place of its rating in our country.

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