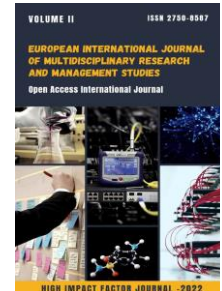


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THE ROLE OF HUMAN CAPITAL IN ECONOMIC EFFICIENCY

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ABOUT ARTICLE

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Abstract: This in the article a person capital what that it is level importance , not only state and of societies perhaps small business and private of entrepreneurship development for importance about information given. Also international and local indicators and their justification too note done the policy of our country in this field was also mentioned.

INTRODUCTION

Great our grandfather Amir Temur's " Determination ". determined , entrepreneur , alert , courageous and passionate one person a thousand without event and indifferent from a person is preferable words with not only state management and battle skill in the field , perhaps present time economic in efficiency a person capital How important sit down catch about obvious imagination giving definition that too we get can. In fact, we must recognize that human capital is the most important factor that determines efficiency, power and prosperity not only in the political, social, cultural, and educational spheres, but also in the economy, in large and medium businesses, small businesses, and private entrepreneurship.

Human capital is the sum of abilities and skills of a person: knowledge, intelligence, charisma, creativity, experience, business acumen. Human capital is the only thing that remains with a person even if he loses everything he has, his wealth, everything.

According to Gary Becker, the Nobel Prize-winning economist for his work on human capital, education, training, skills, and even public health account for 75 percent of the wealth of a modern economy. So the main part of economic wealth is not diamonds, buildings, oil or full wallets, but the knowledge in our brains. "Actually, we should call our economy a 'human capital economy,' because that's the truth,"

said Mr. Becker in his Nobel speech. - Although all forms of capital - physical capital consisting of factories and equipment, financial capital and human capital - are of great importance, human capital is the most important among them. In fact, among the capitals that serve to create wealth and economic growth in the modern economy, the most important is human capital¹.

Human capital is not only a criterion of efficiency in business and entrepreneurship, but the development of human capital in a society with positive political institutions created by great people shows the power and prosperity of all countries. All the scientific and theoretical foundations of this are described in detail in the work of the British economist and political scientist JA Robinson and the American economist D. Ajemoglu "Causes of the decline of countries: sources of power, prosperity and poverty"².

The experience and practice of the developed countries of the world show that the countries that invest the most in human capital are among the developed countries. That is, in 2018, we will pay attention to the ratio of funds spent on education between the ages of 3 and 22 in developed countries and in our country³.

No	Country	Amount spent on the entire educational cycle (dollars)	Value Added Per Employee (Dollars)
1	USA	231000	3.1 mln
2	South Korea	130000	2.1 mln
3	Uzbekistan	19000	77 thousand

The summary of this table is that in the USA and South Korea, the amount spent for one labor force, that is, one human capital, paid off 13-17 times, while in Uzbekistan, this figure is only 4 times. This is enough to imagine the resources we are wasting, that is, to put it in very simple words, it shows that each of our workforce is 3-4 times less efficient than each workforce of developed countries.

In recent years, in the conditions of Uzbekistan, while the huge shortage of personnel is an urgent issue, on the other hand, unemployment is also noted as a serious problem. A short and clear answer to the question "Why did this happen" is "The lack of sufficient human capital". That is, the backwardness of

¹Gary Becker, "Economic Evidence on the Value of Education," Remarks to executives of the Lotus Development Corporation, January 1999.

²JARobinson, D. Ajemoglu's "Causes of the Decline of Countries: Sources of Power, Prosperity and Poverty"²

³<https://yuz.uz/uz/news/inson-kapitaliga-etibor--asosiy-vazifa>

the education system over the years, the fact that graduates are graduating without sufficient potential and skills, has led to a huge gap between the employed and the unemployed.

Currently, the main factor affecting the efficiency of small businesses and private enterprises is insufficient human capital. Also, the lack of sufficient entrepreneurial knowledge and skills of small business and entrepreneurship owners and managers makes the situation even worse. Not using off-the-shelf solutions that solve business problems and seeing it as an extra expense rather than an investment leads to stagnant business results, inefficiency, and overall stagnation. It is important that currently Uzbek entrepreneurs are developing processes of recruiting HR (human resource) employees, who are responsible for the development of the human capital of their employees.

The demand for the development of human capital is higher than ever, as the cornerstone of the development of countries. The reason is that the high productivity of the labor force leads to an increase in production volumes, the creation of new jobs, and quality changes in the products and services created.

Legal, regulatory and tax structures also have a significant impact on productivity growth. High taxes, inefficient government, poor protection of property rights, and excessive regulation all reduce or even eliminate people's incentives to invest productively in human capital, as in all sectors. Some social factors, such as discrimination, also have a significant impact on productivity. A society that restricts women's access to education or restricts the opportunities of a particular race, caste or clan is limiting its own resources.

The first document signed by the President of the Republic of Uzbekistan Shavkat Mirziyoyev as the President " On State Policy Regarding Youth" dated September 14, 2016 No. has a mature intellectual potential, complete in all aspects, has an independent opinion, is patriotic, goal-oriented, energetic,⁴ has a special place in the development of modern knowledge and skills.

Most importantly, our country has begun to pay great attention to the development of human capital. For example, reimbursement of training and examination expenses of holders of modern professional and international language certificates from the state treasury, allocation of grants for study abroad, establishment of vocational schools as a competitor to the college system that worked ineffectively in creating value, recently studying in schools Changes such as 68 types of professions and the

⁴ Law of the Republic of Uzbekistan " On State Policy Regarding Youth " No. ORQ - 406 , 14.09.2016

requirement to know at least 2 foreign languages mean that the development of human capital has risen to the level of our state policy.

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