

THE ROLE OF HUMAN CAPITAL IN THE DIGITAL ECONOMY IN UZBEKISTAN

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ANNOTATION

The article discusses the formation of a digital economy in modern Uzbekistan along with the development of human capital. The latest economic and technological conditions require the development and implementation of approaches that will help the population master the basic competencies of the digital economy, ensure mass digital literacy and personalize education. Education is a key factor in the development of human capital. At the same time, human capital finds solutions of a social, cultural, economic and civil nature, forms continuity in society, represents the methodology of existence, knowledge and experience accumulated throughout the history of mankind, society and each person.

Keywords: Human capital, digital economy, education, labor market.

ABSTRACT

The article discusses the formation of a digital economy in modern Uzbekistan, along with the development of human capital. The latest economic and technological conditions require the development and implementation of approaches that will help the population to master the basic competencies of the digital economy, ensure mass digital literacy and personalize education. Education is a key factor in the development of human capital. At the same time, human capital finds solutions of a social, cultural, economic, and civic nature, shapes continuity in society, and represents a methodology of existence, knowledge, and experience accumulated throughout the history of humanity, society, and each individual.

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INTRODUCTION

It is known that any type of economic system has its main characteristics, the main of which is the main production resource of this system. Currently, in developed and newly industrialized countries, a post-industrial or information economy prevails, where the service sector is rapidly developing, based on the symbiosis of science, innovation, education and informatization. The main productive resource of this economy is human capital.

METHODOLOGY

Among all the necessary and sufficient factors of economic development, the American economist S. Kuznets singled out the level of accumulated national human capital as the main one. Kuznets noted that the accumulated national human capital has a certain marginal value, without which the transition to the next technological mode of the economy is impossible.

In the broadest sense, human capital is an intensive productive factor in the development of the economy, society and family, which includes the educated part of the labor force, knowledge,

intellectual and managerial means of labor, the environment and labor efficiency. rational functioning of human capital as a factor of effective development.

Human capital is a key factor in the formation and development of the innovation economy and knowledge economy.

Human capital is an independent complex intensive development factor, in fact, the basis of GDP growth in combination with innovations and high technologies in modern conditions. The difference between this complex-intensive factor between natural resources, classical labor and ordinary capital is the need for a constant increase in investments in it and the presence of a significant time interval in the return of these investments. In the late 1990s, in the developed countries of the world, about 70% of all funds were directed to human capital and only about 30% to physical capital. In addition, in the developed countries of the world, the bulk of investment in human capital is carried out by the state. This is one of its most important tasks in terms of state regulation of the economy.

The locomotive of the digital economy, the movement of innovations from an idea to a product and a customer, a generator of ideas and innovations is competition in all types of activities. Competition encourages entrepreneurs and management to create new products, innovative products to maintain and expand their market positions and increase profits. Free competition is the main engine of new knowledge, innovation and effective innovative products. The innovation system in developed countries, the economy and venture business are an example for developing countries.

At present, the share of human capital in national wealth in the most developed and developed countries of the world is 80-90% of national wealth. In connection with the special role of human capital in the development of the economy, it is necessary to study the factors of formation of human capital in the domestic economy.

Developed countries are forming new successful socio-economic paradigms based on the theory of human capital (Vaganova, 2014). Human capital meets the modern requirements of economic theory and practice, which arose in the second half of the twentieth century, and solves the issues of an innovative economy, i.e. economy of knowledge and venture scientific and technical business.

The basic concept of human capital is that a person realizes his or her potential to the maximum through such means as education, employment, skills and personal development. Therefore, investing in a person and improving his professional skills directly affect the formation of human capital.

Consider the groups of factors that make up human capital.

The first group of demographic factors:

- population;
- sex and age composition;
- population growth statistics;
- is the average life expectancy of the population.

The second group of factors that make up human capital are socio-economic factors. This includes:

- demand for labor;

- the level of general education and professional training of the population;
- working conditions;
- Preparation;
- social development of personnel.

Although the human capital involved in the service sector is close to the industrial economy, in the conditions of the information economy, labor activity in these industries must meet the new requirements of society. First of all, I like to constantly improve my skills, inform the process, and the ability to work in a team. Highly skilled and knowledge-intensive jobs in these industries are driving the new economy.

The national innovation system is a set of collective actions of public, private and public organizations that create, develop, store and disseminate new knowledge, transforming it into technologies, products and services in the country. State and economic bodies are identified that coordinate the activities of the main "performers" of the economy or industries (without founders: universities, laboratories of academic sciences, manufacturing enterprises and enterprises), their innovation activities in the field of innovation. Today's requirement is to define the role, tasks and coordinate work with the priorities of state scientific and technical programs. The active cooperation of the founders of the industry, that is, the full integration of the industry, deeply understands the problems of this industry. With the formation of innovative thinking, an innovative environment arises, the problem is a scientific idea - an object of intellectual property - the system for introducing new developments is working and the development of industries and regions is accelerating. Innovative developments will be created on the principle of "knowledge through science", their penetration into free economic zones and small industrial zones in the regions will be accelerated. Due to the fact that clusters, which are rapidly entering our way of life, unite different industries into a single chain, they strengthen the internal and external integration of industries and sectors, raise the innovative environment and innovative thinking to a new level. Innovative developments will be created on the principle of "knowledge through science", their penetration into free economic zones and small industrial zones in the regions will be accelerated. Due to the fact that clusters, which are rapidly entering our way of life, unite different industries into a single chain, they strengthen the internal and external integration of industries and sectors, raise the innovative environment and innovative thinking to a new level. Innovative developments will be created on the principle of "knowledge through science", their penetration into free economic zones and small industrial zones in the regions will be accelerated. Due to the fact that clusters, which are rapidly entering our way of life, unite different industries into a single chain, they strengthen the internal and external integration of industries and sectors, raise the innovative environment and innovative thinking to a new level.

CONCLUSION

In a word, the National Innovation System, designed to strengthen the integration of industry leaders, create an innovative environment in society, form an economy based on the development of human capital in the national system of continuing education, will appear only on the basis of collective coordination.

Raising the level of education and personal skills, as well as training and retraining of specialists involved in information processing (also with an advantage over e-learning and distance learning) will contribute to economic growth and the development of the domestic economy.

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