

SUMMARY

Subject of the thesis: The functioning of Human Capital: problems and ways to improve efficiency.

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Relevance of the research issue. The development of productive forces has led to the establishment of information society where knowledge is transformed into the main productive force, and its carrier is a man. Human capital is the most important resource, which determines the possibility of the existence and development of such society. It is not accidental that the branch of economic science devoted to studying of this concept is undergoing rapid growth.

Currently none of the definitions used for the essence of human capital is sufficiently complete and meets the needs of economic science for its practical application. There are significant differences in the views of economists on its essential characteristics, the features of establishment and use.

Therefore, according to the results of the study of various approaches to the interpretation of the concept of “human capital” it is relevant to formulate the definition of this category as a measure formed as a result of investments and accumulated health, knowledge and motives, which, when used efficiently, lead to an increase in labor productivity and income.

The purpose of the work is to find ways to improve the functioning of Human Capital.

The purpose presupposes the following **research objectives**:

- to study the concept of “human capital”;
- to identify the components of human capital;
- to consider the investments in human capital and in high quality of life as a condition for the functioning of human capital;
- to analyze the problem of stimulating the growth of the educational level of the population;
- to examine the problem of public-private partnership in ensuring the functioning of human capital;
- to identify the conditions for the effective functioning of human capital.

The scientific novelty of the study is determined by its purpose and objectives and consists in analyzing of functioning of Human Capital and searching ways to improve efficiency.

Structure: Introduction, two chapters, consisting of six paragraphs, Conclusion and 77-reference Bibliography (17 of which are in foreign language - English). The total volume is 94 pages.

Summary: following the results of study of different approaches to the interpretation of the concept of “Human Capital” in the present work this category is defined as measures formed as a result of investments and accumulated health, knowledge and motives, which, when used efficiently, lead to an increase in labor productivity and income. The allocated components are deeply interconnected, and the absence of one or another component makes the effective functioning of human capital as a whole improbable, or even impossible.

Based on the analysis of existing methods of assessing human capital, we concluded that it is necessary to improve them. So, in most cases, the costs of producing human capital are estimated, which are not identical to its value, since they are often unproductive. Thus, it is proposed to consider this value as a potential reflecting a probabilistic return exceeding costs.

The state, being the main investor, should organize, coordinate and stimulate the process of investing in the social sphere. The business makes external and internal social investments within the framework of its social responsibility. In order to stimulate it, measures are required from both the state and the public.

The effective functioning of human capital, beyond all doubt, depends on the quality of life, at the same time the achievement of high quality of life is associated with the implementation of the corresponding economic interests. Based on this provision, it can be concluded that the implementation of economic interests in the aspect of achieving high quality of life is a condition for the effective functioning of human capital.