

SOCIOLOGICAL ANALYSIS OF HUMAN CAPITAL DEVELOPMENT PROCESSES

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Annotation: This article provides a sociological analysis of human capital development processes and analyzes the responses of respondents. In the process of human capital development, special attention is paid to education and health, the priorities of socio-political activities of the state and society. Conclusions and recommendations for the development of the components of human capital were presented.

Keywords: Human capital, ethnoculture, enosociology, innovation, investment, socialization, optimization, education, culture, health, potential, demography.

In the socio-economic development of our country, the process of forming human capital as a factor of social production has entered a new stage. Human capital has become an important component of the modern economy. The priorities of the state investment policy and the role of the state in the economic sphere will change. In this way, the education system is developing as the main source of human capital formation. In such conditions, the demand for the institutionalization of the creation of human capital, which makes up all the components of economic relations and is formed by these relations, is increasing.

The path of innovative development, the country's people thinking from people while paving the way for the development of capital to change the style, social and moral views requires and ultimately modernization of the whole society and new leads to quality state-transformation.

All investment in the growth of human capital is effective and pays for itself in the future. This requires principles of human capital management.

If the country has a high level of human capital, the development of the society will move to a faster pace.

The development of human capital in our country depends on the following factors:

- development of individual capabilities of each person;
- directing investment directly to the development of human capital;

The social and economic development of the country depends on the level of formation of human capital, and this is the process of expanding the intellectual potential and opportunities of the citizens of the country.

It is known that human capital, which is a set of social relations, corresponds to society as it is. The development of human capital is also directly related to a person's consciousness, morals, spirituality, worldview, socio-economic, political relations, the essence and nature of the social system. Because a person has intelligence, he

understands the events of the real world, and manages the world with his knowledge, thinking, work, and potential. The growth of human capital is strongly influenced by all the events taking place in the surrounding social environment.[2.4]

In order to create innovative human capital, every family of the country and the children born in it should be directed to learning from the youngest age, instilling a passion for science, love for work, the latest educational technologies, world standards in educational institutions.

Level textbooks and manuals should be taught and taught will be Uzbekistan's status as a developed country is directly determined by the growing role of human capital, which is the main factor in economic development.

The system of continuous education adopted in our country is the basis for the formation and renewal of innovative human capital, which guarantees the development of society, as well as ensuring the development of a person into a well-rounded generation.

During the study of the processes of development of human capital at the individual and family level, social analyzes are of particular importance.

In the sociological survey, it was aimed to determine the tendency of the respondents to invest in health and education, which are structural elements of human capital and determine its quality.

It is known that demographic factors play an important role in the formation of human capital. The number of children in families determines the level of regeneration of the family's human capital and, in turn, the country's human capital. According to the obtained results, it was revealed that the majority of the respondents are families with two children. The relationship between the educational level, age and economic status of the respondents and the number of children in the family was not visible. Only the effect of the factor of nationality was revealed. That is, the distribution of the number of children in the family among non-local peoples - one-child - 42.5%, two - 50%, three and more children - 7.5%. Among the local population, these numbers were 24.1%, 39.1%, 27.6% and 9.2%, respectively.

The results of the latest research show that only 8-10% of human health depends on the health system, 20% on environmental conditions, 20% on genetic factors, and the remaining 50% is the organization of a person's lifestyle (ie, daily rational regime, eating habits, harmful habits, engaging in various physical activities, prevention of excess weight and stress, traditional and non-traditional training methods, etc.) For this purpose, since playing sports is considered as an important form of investment in health capital, which is the main component of human capital, respondents were asked the question "Do you play sports to improve your health?" was addressed with the question, and as a result, it was determined that with the increase in the level of education, the attitude towards sports and its role in human life changes in a positive direction.

Table 1. "Do you play sports to improve your health?" distribution of answers to the question,%.

Answers	General	Medium	Medium	Special High
I am constantly working at home	29,2	32,5	30,1	34,4
I participate in sports	9,8	7,5	5,2	10,1
I do not work separately, the housework is enough	36,3	24,2	39,3	37,5
I don't need to do sports	12,5	26,1	14,2	7,6
Other.	12,2	6,7	11,2	10,4

44.5% of respondents with higher education are involved in sports in one form or another, among those with secondary education, this figure is 35.3%, among those with secondary education, 40%. 7.6% of respondents with higher education do not feel the need to do sports, while among those with secondary and secondary special education, this indicator was 26.1% and 14.2%, respectively. These indicators indicate that sports are not sufficiently widespread in our society.

Investments aimed at strengthening human health in the social policy of our country have been recognized by the world community as having a high impact on the socio-economic indicators of the country in the future.

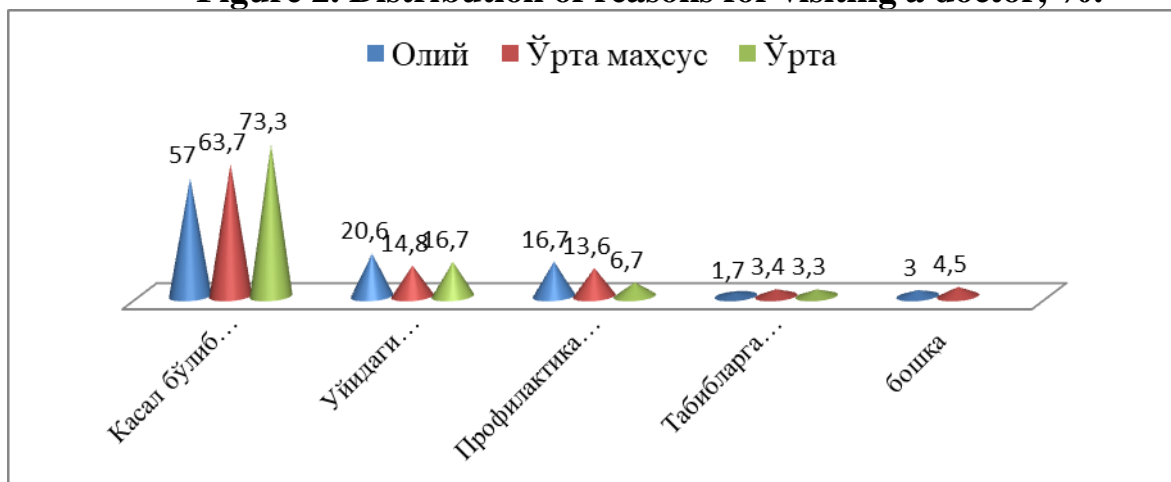
Health as a component of human capital has attracted great interest in the literature, both theoretically and from a practical perspective. If traditionally human capital depends on the education and skills of a citizen, recently it will have a broader concept that includes health factors. The improvement of human capital by investing in the health of the population was put forward by the American scientist T.W. Schult (1963)[4] and S.J.Mushkin (1962)[5] in the 60s, and became more clearly relevant after the early work of M.Grossman (1972). . Indeed, Grossman (1972)[6] was the first to clearly address this issue. According to this author, he emphasized that the higher the level of health of the worker, the more important it is in the production of products. According to the concept of human capital in the interpretation of S. Voronina, the level of health of the population is a particularly important issue, which forms the basis of socio-economic development in any country. It is the level of health of the population that forms human capital [7.141], he says. I.V. Ilinsky believes that human capital consists of educational capital, health capital and cultural capital [8.127]. To date, the concept of human capital is not only in the economy or production, but also in the individual characteristics of every citizen in the country: health, education, abilities and talents, acquired skills and experiences, social, psychological, worldview and socio-cultural characteristics of people, as well as in its structural structure. it is important to understand not only the material, but also the spiritual content.

Healthy people have less absenteeism due to illness, resulting in higher productivity and higher production ratings. From this point of view, the level of health is considered an important part of human capital, which is directly related to education. Like physical capital, health capital loses value over time, but people can invest in improving their health.

Human capital is related to a person's participation in society. Also, we all know that it is easier to prevent a disease than to fight it. However, we do not always follow

this. When we asked the respondents in which cases they go to see a doctor (Fig. 2), 60.7% of them answered when they got sick, and 18.8% answered that after home remedies did not work. Only 15.1% of the respondents go to the doctor for preventive measures to prevent the disease. 2.3% of the respondents indicated that they trust healers more than doctors in general, and 3.1% indicated that they believe otherwise. The educational level of the participating respondents also had an effect on this result. Among those with higher education, the share of those who go to see a doctor is the majority, 16.7%, and it was found that respondents with secondary and secondary specialized education turn to doctors twice as often as those with higher education.

Figure 2. Distribution of reasons for visiting a doctor, %.



The importance of human capital can be assessed in several different ways. Traditionally, economists measure this by the income of people with more education. Studies have shown that each additional year of education increases a person's income by an average of 10 percent. Investments in education can also reduce social inequality in society. In most countries, children born to relatively well-off families begin to enjoy opportunities from an early age, and this leads to a number of advantages throughout their lives, whereas children from disadvantaged families do not.

President of the Republic of Uzbekistan Shavkat Mirziyoev: ... along with mastering the latest achievements in the field of information and communication, special attention should be paid to increasing the interest of young people in reading books, making them friends with books, and further increasing the reading level of the population. For this, first of all, it is important that we place the best examples of our national literature and world literature on social networks and pay special attention to their wide promotion" [1.86-87].

Investing in education is not only an important way of developing the country, but also a social policy aimed at improving human capital and socio-economic development prospects. As a result, material well-being and a healthy lifestyle are achieved by improving human capital. It should be noted that human capital is a form of individual capital of each person. Human abilities, knowledge, skills and experience are the personal property of every young person.

The analysis of the level of investment of the respondents in the field of education, which is the basis of human capital, led to the following conclusions and

results. Today, the focus is on education at the individual and family level. Most respondents (70.9%) emphasized the importance of higher education. It is worth noting that one of the important conditions for obtaining higher education is sufficient family opportunities.

In order to determine the level of development of tutoring, a widespread form of extracurricular education in our country, respondents were asked whether their children attend additional classes. Our research showed that 64% of the respondents who have children of school age attend extra classes. According to the level of education of their parents, this figure was 41.2% among those with secondary education, 80% among those with secondary specialized education, and 62% among parents with higher education. The desire of the majority of parents with a secondary special education level to provide their children with quality education can be evaluated as a desire for their children to achieve higher results in life. But the relatively low rate of this indicator among parents with higher education is not due to the lack of attention to their children. In our opinion, this indicator is relatively lower due to the fact that the children of such families are relatively more capable or can receive help from their parents in the field of science.

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In the development of many developed countries, especially Japan, Malaysia, Singapore, and South Korea, the education system has played a decisive role. Today's development puts before us, like these countries, the issue of training personnel in the fields that are in high demand in the labor market. At the present time, such professions and trades have appeared in the world market that most of them are prepared not in universities and colleges, but in ordinary educational centers, not in three or one year, but in a very short time. We can give many examples of this. For example, in Singapore, education is seen as the primary task of economic development. Issues related to the development of the field of education were solved by interacting with the American model of education. Although this system is paid (school education is free in Uzbekistan), Singaporeans began to pay special attention not only to 10 years of schooling, but also to various training courses aimed at improving skills. In addition to technical knowledge, Singapore's polytechnic schools and colleges also teach the

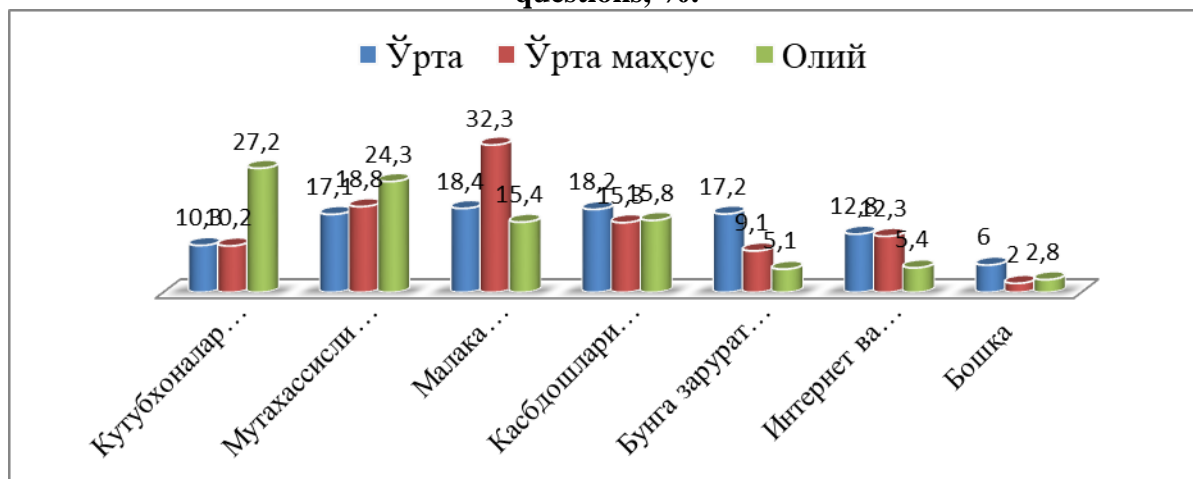
basics of graphics and design, as well as architecture. Education was carried out inseparable from production, the main focus was on practice.

Education is still highly valued by the Japanese. Once upon a time, there was a tradition in Japan of saving money for the education of children by saving money for daily necessities. The Japanese tried to leave their children knowledge rather than money and material wealth, more precisely, they spent the money that should be left to the children for their modern education, and on this basis, they left the opportunity for their children to earn money independently. This guaranteed them to work in public positions that provide high social status. Today, the educational system introduced in Japan has developed to the extent that it is an example for the whole world. Just like in our country, compulsory education covering primary and secondary education has been established, which covers almost 100% of Japanese children. 96% of them study in 2-level school education. 60% of children who have completed the second stage continue their education in colleges, institutes and vocational schools.

In modern Japanese pedagogy, the principle of moral education integrated with the education system has been formed. As early as the Middle Ages, practical ethics began to be emphasized in schools. These schools were taught how to be a practical manager. Under the influence of Confucian beliefs and Buddhist traditions, the education system began to be considered not only as a means of acquiring knowledge and improving craft skills, but also as a means of forming moral and spiritual perfection and, on this basis, bringing out the virtue of strict discipline.

Respondents were asked which method they prefer to improve their knowledge and skills. In the training courses, mainly education accounted for 27.3% and health workers for 35%. Among those employed in the field of entrepreneurship, this figure was 5.8%. Also, the fact that more than ¼ of the respondents with secondary education do not feel the need to improve their qualifications can be considered a negative trend, if it is considered to be a situation caused by professional affiliation. As a result of the analysis of this question, the demands of highly educated people towards themselves and others were expressed. Of course, reading additional literature is one of the factors that develop human capital.

Figure 3. "How do you improve your knowledge and skills?" distribution of answers to questions, %.



The analysis shows that 11.9% of the respondents do not read additional literature at all, and 46.4% of those who regularly read it, we can see a clear predominance of secondary information. The level of personal income is an important condition that determines the possibility and level of investment in human capital. For this purpose, the respondents' incomes were studied, and by dividing the incomes into certain limits, it was determined whether the respondents belonged to one or another group. The result showed that with increasing level of education there was a trend of increasing income. As shown in the fourth figure, the share of respondents with higher education increases with increasing income. That is, my return from higher education is showing its strength.

Also, about 80% of professionals with advanced degrees have an average income at the level of higher education. That is, it indicates that the return rate of post-higher education is lower than that of higher education.

Cultural entertainment is also important in people's lives. Rest is one of the important factors in restoring the lost mental, physical and spiritual capital and potential. We asked the respondents in which places they spend their physical and physiological condition and cultural needs. In figure 5 we can see the results.

As a result of the research, the following conclusions were reached:

- Reproductive inclination among the respondents was formed at the level of organizing medium-sized families. 26.2% of them reported having one, 40.2% two, 25.4% three and 0.2% four or more children. This can be seen as a support to the government's efforts to improve maternal and child health.

- It became known that respondents do not pay attention to their health. It was found that 2/5 of them do sports at one level or another, and only 15% go to see a doctor to prevent the disease. It was found that as the respondent's level of education increases, his attention to his health also increases;

- it was found that the tendency of our respondents to invest in their children's education is very high.

- of course, with an increase in the level of education, the tendency of incomes to increase was determined.

The results of the study revealed that respondents with higher education have more opportunity and inclination to invest in human capital. Higher education has been found to have a high return on human capital. In addition to the economic return, the impact on the welfare and social and political life of the country is immeasurable.

One of the only correct ways to develop the country's economic potential is to implement an innovative development strategy based on the realization of human capital.

During the research, the results of a wider study of the sources and factors of human capital development at its internal and external level show that it is appropriate to increase the attention to investments in human capital at the family level. Because all the components of human capital are formed and multiplied by the investments made by the family in its child. Development of intellectual and psychophysiological abilities of a person in the family is the foundation of his future maturity and regular improvement of human capital. In the meantime, gradual reforms are being

implemented in our country based on the constitutional principle of "Family under the protection of society and the state".

The main investor of human capital at the individual level is the owner of this capital. Investing in human capital also increases trust. Educated people trust others more, a society with a high level of trust usually achieves relatively high economic growth. As a result of optimizing the field of human capital development in our country, a new social environment, human capital based on new spiritual and moral values was formed.

Improvement of human capital, rapid growth of people's self-assessment indicators, people's standard of living, increasing confidence in the economic and political development of the population, stable growth of the level of state and civil cooperation, and especially in terms of human capital development, we are rising to a worthy place among the countries of the world.

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