

UDC 323

## HUMAN CAPITAL

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Human capital is the main factor in the successful development of the country. The most important component of human capital is education, its availability and quality.

In the late 50s of the last centuries, the Nobel Prize laureates, G. Becker and T. Schultz, highlighted educational component of the human capital, which has a powerful impact on the development of the economy. They justified the thesis that education can be considered as capital, since it allows to receive satisfaction in the future and increase incomes. At the same time, T. Schulz refers to investments in human capital not only "direct education costs in secondary and higher educational institutions, but also self-education, increasing work experience, as well as investment in education, science and health care" [1].

Education is one of the most important priorities, which is enshrined in all government documents and strategic programs. The President of Kazakhstan N.A. Nazarbayev emphasized, "knowledge and professional skills are the key benchmarks of the modern education system. Kazakhstani people must become a highly educated nation of the world, otherwise we will not achieve the tasks we set on, issues of quality and accessibility of education are called the most important component and guarantee of success of the state" [2].

As a result of the efforts undertaken to develop education, Kazakhstan in the human development rating for 2017 was among the countries with a very high HDI level, which is a significant achievement. In the category of "education", the country showed quite good results, the literacy rate of the population exceeded 99.7%. The key direction in the development of higher education in Kazakhstan in line with global trends is the quality of training.

One of the most successful projects for the preparation of highly qualified specialists was the unique international program “Bolashak”. The idea of the President to create an international program "Bolashak" has become very popular. Human capital is the main driving force in any state. Thanks to similar programs, China, Singapore and many other countries, by investing in human resource development, have achieved a high jump in the economy in a short time. Kazakhstan needs to strive for 100% provision of the population with high-quality higher education, including foreign ones. The more people will have a first-class higher education, the faster the country will develop.

The Bolashak program contributes to the formation of an elite of highly qualified specialists. Its graduates have a positive effect on the development of organizations and the communities of which they are a part, and also contribute to the technological development of the country by building a civil, peace-loving business community. Translation of foreign experience creates a real effect on the quantitative and qualitative indicators of individual sectors of the economy.

One example of high-impact is the medicine sector. Graduates of the cardiac surgery program conducted more than 32 thousand operations. The average cost of one operation varies from 300 thousand to 10 million tenge, while abroad such operations cost from 1.5 to 20 million tenge. According to the analysis, \$ 75 million was saved on operations, while the cost of training cardiac surgeons was \$ 1 million. Thanks to the program, more than a thousand high-quality IT specialists have been trained. Over a thousand educators, who by their work contribute to the development of the country [3].

Further development of higher education in Kazakhstan in accordance with world trends will be carried out along the path of internationalization, close integration with science, industry, business, and high quality, corresponding to the best international standards.

Thus, the high quality and accessibility of education at all levels are key factors in the competitiveness and success of a country. Today, Kazakhstan is pursuing a modernization of education in order to become a society with high quality human capital in the XXIst century - a highly educated and intellectual nation with the knowledge, skills and competencies to build a better future.

The quality of human capital is an important factor in the development of innovative and intellectual economy and the main priority of the socio-economic policy of Kazakhstan. Its qualitative growth depends on the level of development of education, health, science, the labor market and others. Knowledge, professional qualities, skills, competencies, human health characterize the wealth of his personality, and in the form of human capital are assets of the company, as well as the national wealth of the country.

Many foreign and domestic researchers distinguish two aspects in the concept of human capital. On the one hand, human capital is a reserve, since human abilities, knowledge, skills, talents and experience tend to accumulate. On the other hand, human capital acts as a stream of income, since investments in human capital provide higher wages throughout a person's life [4].

Over the years of Independence, Kazakhstan has developed its own social model for the development of the country, which is based on building up the human potential of the poly-ethnic Kazakhstan people. At the start of Independence in conditions of chaos and confusion, there was a sharp drop in the standard of living of the population. The government set itself the task of drastically changing the situation, avoiding the most dangerous feature of destabilizing the situation in the country, in all spheres of society.

It was necessary to find a non-standard solution, because already at the first stages of development of the Kazakh state, its head N. Nazarbayev made a strategic stake not on the export of natural resources and an extensive economy, but on the development of human potential and the creation of conditions for personal development. In this case, the choice was also made in favor of evolutionary and sustainable development for the long term. As the state developed, the social model was subjected to adjustments, but the main principle — the creation of conditions and opportunities for the development of the population, remained unchanged.

People play a huge role in the life of society and country, because human being is the engine of the process, and sometimes, as history shows, the creator. If we want to create a

developed society and state, then we must pay special attention to the human capital. For this purpose, the only desire is not enough. Complex measures, such as development of education systems, health care, culture is needed.

We are witnesses of how education and science have helped to strengthen individual states, such as the United States, European countries, Japan, Singapore and South Korea. The well-known brands, for example, “iPhone”, “Samsung”, “Toyota”, “Mercedes” are the results of the activities of people who are valued, developed and taught.

Every single sphere matters for the country and society. For example, healthy people are needed for the society. This means not only medicine development, but also sports, culture of healthy lifestyle, fight against antisocial phenomena (drug addicts, alcoholism, and smoking) and this list could be endless. After the tragic events in Astana, when five girls from one family were died in a fire at home, suddenly, government officials “realized” that they must support for large families. They have also decided to increase family allowances. This is all for the sake of the future generation – people who will continue to build and strengthen our country.

N. Nazarbayev, the president of Republic of Kazakhstan, at the congress of “Nur Otan” political party noted not by chance, that the program until 2030 includes:

- well-being of each Kazakhstan family
- education for the future, which will be affordable to everyone
- strong nation of healthy people
- inclusive economy
- developed business, as a basis for the well-being of society

All these spheres are very important for the human capital development and society. But still the most important and valuable investment in human capital stay for quality education. People and society are interested in a high level of education; only under this condition can we hope to increase the country's economic growth and make education into a sphere of profitable investments. The state should pursue such a policy to create favorable conditions for this.

According to most economists, education plays the decisive role in the formation of human capital. Today, education is becoming the main factor for the company's success in the market, the country's economic growth and the increase of its scientific and technical potential. Nowadays, competitive advantages are no longer determined by the size of the country, or by the rich natural resources, or the power of financial capital. Now everything is decided by the level of education and the amount of knowledge accumulated by the society [5].

Education is the principal driving force of individual, social and economic growth and development. It is included in the circle of the basic needs of the development of the human personality and is the inalienable right of everyone. Providing the best possible education that allows the society and its members individually to enjoy the economic benefits of the country, having higher positions in the labor market and higher income. Developed, educated, independent, self-confident, successful and responsible citizen is the basis and support of a free and prosperous Kazakhstan.

### **Literature**

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