



THE HUMAN FACTOR IN THE ECONOMIC DEVELOPMENT OF SOCIETY

Gulnoza Nasrullaeva,

A teacher at the University of Journalism and
Mass Communications of Uzbekistan

Abstract. The topic of the human factor, the problem of its formation, is very relevant today for countries that are transitioning from a traditional society to a modern society, from an industrial-raw economy type to an industrial-innovation type. In addition, due to the enormous efforts spent on the development of the education system and health care system, which are the most basic infrastructure of the human factor, the problems of human capital formation and the work done should be known to the general public.

Proper use of the human factor remains relevant in Uzbekistan, where all the efforts of the state and society and huge material resources are being mobilized for the well-being of the people and the exemplary functioning of social infrastructures. Therefore, as a logical conclusion of the successful educational reforms implemented in the country, the state has made a large investment in order to provide employment to educated and potential young human resources - young professionals who are the most active and valuable part of human capital, to create modern jobs that match the knowledge, level and skills of the youth. attention is paid.

In this article, the place, role and importance of the human factor and human capital in the economic development of the society is analyzed on a scientific and creative basis and scientific conclusions are given.

Keywords. Human factor, human capital, human factor, traditional society, modern society, material resources, investment, production, intellectual capital, human potential, economic development, human resources, economic development.

Introduction

The economic growth of society is a process that is inextricably linked with the human factor. That is, investments in people will not go in vain. It always pays off. A well-fed, healthy population, a qualified specialist with a high level of education is at the same time one of the main factors in the economic development of society and production.

Unfortunately, comments on the human factor, human factor and human capital are not available in the comments on the words "human" and "factor" in the "Annotated Dictionary of the Uzbek Language". [1.] However, relying on the traditions of practical use of these words and combinations of work power, human factor, human factor in our language, it is possible to reflect on their meanings.

"Human factor" is a phrase introduced into Uzbek language during the years of independence, and it is mainly used in a positive sense. It should also be mentioned that this term can also mean human capital in some sense. In particular, in the years of Independence, the class approach to the development of society was abandoned. In the development of society, the human factor began to be considered as a high value.

Among the various resources that are regularly spent on the production process, the human factor is particularly influential. Forming or changing human consciousness and



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worldview requires the implementation of certain tasks. "No matter how diverse the resources used are, they are traditionally divided into three main groups: natural or natural resources (land according to the definition of the French economist J. B. Ey), material resources (capital) and human resources, which are the factors of production can be called. [2.]

It should be recognized that human capital, social capital, social capital, cultural capital, intellectual capital, intellectual property, human factor in the scientific and popular publications of developed countries (USA, England, Germany, Japan, etc.) from the second half of the 20th century until now. Many articles on economic and social issues determining the development of society related to such terms are being published.

Based on the calculations of international experts, 60% of economic efficiency is provided by the human factor, and the remaining 40% is provided by capital reserves based on natural resources - underground and surface resources, as well as technical capital, machines, tools - equipment and other equipment. For example, countries such as Japan, Switzerland, and Denmark occupy the highest places in terms of per capita income, despite the fact that they have very few natural resources. At the same time, countries with abundant natural resources, such as Brazil and Argentina, have a much lower per capita income. Therefore, the development of any country mainly depends on directing the human potential to the right and specific goal. Economically developed countries such as Germany and Japan can be cited as examples of such countries.

Scientists say that the level of education and the growth of the domestic product of any country are interrelated. Because the social and personal expenses spent on the education system make up more than 50 percent of the growth of the gross product.

Nowadays, the level of education is becoming an expression of scientific, intellectual and creative potential and effective work, which is the spiritual wealth of the society, which forms a set of general knowledge and skills. After all, how effective a person's activity is directly depends on his level of knowledge. A person can achieve such goals only in a free democratic society.

Since the first years of independence in Uzbekistan, attention has been paid to the human factor, and the systems of education - training, science - science, profession - trade have been radically updated. A national personnel training program has been developed. Schools and colleges with all the necessary conditions typical of the developed countries of the world began to operate.

As a result of the wide-scale reforms implemented in the education system in Uzbekistan, a continuous education system was established that fully complies with the new version of the description of international standards of education [3.] (TXST) adopted by UNESCO in 1997, and it is successfully operating. The successful operation of this system is the guarantee of the development of human capital - personnel educated in the spirit of innovative economy and modern universal and national values.

Thanks to independence, Uzbekistan has become one of the countries with high literacy rates. Today, large-scale reforms are being carried out to further strengthen the achieved achievements, increase the level of literacy of the population, and train personnel who can meet the requirements of the time. We should not forget that our fathers and forefathers considered knowledge, enlightenment, education and upbringing to be priceless wealth and the most important condition and guarantee of human perfection and development of the



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nation. An example of this is the Ma'mun Academy, which operated in Khorezm at the beginning of the 11th century, or the Ulugbek madrasas, which were established in Samarkand in the 15th century.

Central Asian thinkers Abu Nasr Farabi, Abu Rayhan Beruni, Abu Ali ibn Sina, Mirza Ulugbek, Alisher Navoi and others put forward the ideas of human freedom, its value, and the human factor in their works. For example, Farobi tried to prove that friendly and friendly living of people in the country would bring great benefits to the peoples of the country.

In particular, Alisher Navoi made concern for human destiny, people's interests, and the country the main issue. He put forward the idea that the most valuable thing in the world is a person. In his opinion, the whole being should serve man and his happiness.

The content and principles of the human factor are a component of the Uzbek national mentality. What is always present in the people's thinking is expressed in the creativity of its thinking children. That is, the ideas of the human factor are not introduced from outside, in other ways. It was an integral part of people's thinking. These traditions were further improved and continued during the years of independence.

One of the main reasons why the human factor is manifested in the reality of our nation today is that independent Uzbekistan is following the most correct path of historical development - the path of peace, harmony and stability. All this has given its results and has served to bring up unique talents with knowledge and experience in every field, well-rounded people who are able to make world-class discoveries with their high skills and qualifications.

Among the developed countries, in our country, on the basis of the special education program, sources of education financing are being improved. This point - from the point of view of the human factor - indicates that the level of education of the population and the quality of education fully correspond to the market relations of the educational system and its laws. That is, the knowledge and skill level of personnel for each country is the basis of economic development.

One of the promising directions of the human factor is human capital. Investments related to human capital are focused on increasing the level of the human factor. Health care, general and special education expenses, vocational training, child birth, their upbringing, finding economically important information and other similar expenses are among the investments directed to human capital.

A person who played an important role in the development of society and human life American economists Theodore Schultz and Gary Becker were awarded the Nobel Prize for their services in popularizing and proposing the scientific theory of capital. According to their definition: "Human capital is the sum of knowledge, abilities and skills that serve to satisfy the numerous needs of the individual and the society as a whole." [4.] This definition of human capital has expanded and expanded over time to mean deeper meanings.

Well-known industrial enterprises in developed countries accept highly qualified specialists as "human capital" that creates social and economic wealth. Therefore, the value and reputation of the human factor, that is, a specialist who has modern knowledge and practical skills, is increasing day by day. In other words, the "product" of the educational system delivered to the labor market - the intellectual potential and practical skills of specialists is becoming human capital. [5.]



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Among the investments directed to the human factor, those spent on health care and education system are considered one of the most important. General and special education increases the quality of human knowledge, and higher education prepares highly qualified specialists, and their work, in turn, affects the rate of economic growth. That is, using the knowledge and potential of highly qualified personnel, it provides opportunities to increase the technical level of production, prepare competitive products, and release them to the foreign market.

A number of practical works are being done in our independent Uzbekistan to realize human capital. First of all, the employment of graduates of each vocational college, specialists educated in higher education institutions on the basis of the budget is being controlled and monitored by the Cabinet of Ministers and hokimitas at the government level, in addition to the managements and relevant departments of educational institutions. Also, the granting of preferential loans from the financial and banking systems for the creation of new jobs in the real sectors of the economy ensures the positive nature of this process.

On the other hand, young people with modern knowledge and experience, well versed in foreign languages and computer technologies are naturally taking the place of average employees and people of retirement age due to competition.

The banking system of the republic actively helps the youth in Uzbekistan to increase the potential of human capital, that is, to prepare the material ground for the future, to acquire deep knowledge, to improve their qualifications and skills, and to open their own businesses.

We should also take into account the high evaluations of foreign experts and politicians about the great achievements and advantages of the Education system in Uzbekistan. In particular, when comparing the educational system of Uzbekistan with the developed countries of the world, it becomes clear that there are a number of similarities. Because in a number of developed countries, high school education is compulsory, and the higher education system, like ours, consists of 3 stages. Only the 3rd stage of the higher education system, the highest scientific degree (Doctor of Philosophus, PhD), takes an average of 3 years for masters and 5 years for bachelors.

It should also be recognized that the correct and purposeful increase of the funds allocated to science and the revitalization of innovation activities are one of the urgent issues. Development and implementation of innovation solutions, export of high-tech products, and income from the sale of copyrights, patents, and licenses provide growth in economic efficiency.

Today, humanity has entered a new stage of development. Instead of an industrial economy dominated by mass production, it is closer to the truth to say that a knowledge economy is emerging. In such processes, creative intellectual work takes the main place. And labor will have human capital.

Education is a means of forming human capital, an asset. This asset becomes one of the decisive factors of all successes in the conditions of the country's scientific and technical potential and market economy. Priority in competition is determined not by rich natural resources, capital strength, but by the level of education and the volume of accumulated general knowledge.

Independent Uzbekistan is shaping people's life and community activities based on the requirements and rules of the human factor, humanism and humanism conditions in its policy, and the most advanced experiences of Eastern and Western countries. The



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Constitution and laws of the Republic of Uzbekistan are of particular importance as they focus on the human factor, protecting human interests, valuing them, and making every person perfect.

To sum up, it has become clear that social and political progress cannot be achieved without fully mobilizing the human factor in the 21st century, the age of high thinking. That's the point - if we look at it from the point of view, there are many problems related to this field that are waiting for their solution. There are urgent issues related to the development of mechanisms to positively solve these problems, the implementation of the most advanced methods, and their orientation to the human factor. The positive solution of these issues is becoming one of the priority tasks that cannot be postponed by experts in this field.

Also, "The concept of sustainable human development focuses on the development of the main goal and resource of people from their production activities - human development. Here, production is not a goal, but a means for a person to earn a living worthy of this high name. At the same time, there is an opposite effect - by increasing the level of development of people, a higher level of production is achieved. The level of development of the society is measured not only by the high economic potential of the country, but also by the extent to which this potential is used for harmonious and comprehensive development of every person. [6.]

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