

## Problems of Human Capital Assessment and Development in Our Country

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### ABSTRACT

*The article deals with the problems of assessing and developing human capital and ways to solve them in our country. It includes indicators of human capital as defined by the World Bank, direct education (length of study, learning outcomes (level of knowledge), duration of quality education) and health (probability of survival of a newborn up to 5 years, adult survival, healthy growth (proportion of children with developmental disabilities) Three indicators related to education and three more related to health were briefly explained.*

**KEYWORDS:** *human capital, education, primary education, higher education, health, length of study, learning outcomes, students' level of knowledge, quality education, adult children, child survival, healthy growth, flawless development.*

**Introduction.** It is not for nothing that the 21st century is called the age of knowledge. Because the intellectual capital that can manage it is also important to the material capital based on advanced technologies. Because both the creator of advanced technologies and their exploiter are human beings. In today's rapidly developing era, all capitals, including human capital, must be improved. After all, the ultimate goal of all our reforms in the social sphere is to increase the well-being of the population, to improve the level and quality of living. In order to achieve this, the reduction of poverty today largely depends on the development of the education system, its quality and efficiency. Therefore, quality education is a decisive factor in the development of human capital.

**Literature review.** Various scientists are engaged in the issue of human capital in our country. These include Toshkenbaev UN, Abdurakhmanova G.Q., Rustamov D.J., Kuronov M., Pardaev M.Q., Babanazarova S.A., Koziev Z.B., Usmanov B.Sh., Kadyrov M.Q., Eltazarov J.D., Joniev F., Amirkulov Sh.O., Akramova Sh.G.<sup>1</sup> can be cited as an example. In these works of the authors, the

<sup>1</sup> Tashkenbaev U.N. It was calculated how many percent of a person can use his potential in Uzbekistan. // FacebookTwitterTelegram 21:53 / 18.10.2020 13199., <https://kun.uz/news/2020/10/18/in-uzbekistan-in-uzbekistan-how-many-percentage-of-a-person-has-been-utilized-is-calculated>.

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essence, content, stages of formation of human capital, relevant factors for its improvement are considered. But the factors in the formation of human capital and their interrelationships have not been sufficiently revealed. Because of this, the topic of this work is relevant today.

**Analysis and results.** Today, at the stage of formation and development of the innovative and digital economy, the issues of improving human capital and assessing its level have become extremely urgent. In order to have a clear conclusion about human capital, it is appropriate to start by studying the ways of evaluating this category. Several scientific studies are being conducted in this regard. Summarizing all the opinions, we found it appropriate to give special importance to the opinions of the World Bank in this regard. Because this organization is an international organization that publishes the human capital index. According to the World Bank, the system of indicators representing human capital includes the following 6 indicators:

1. duration of education;
2. educational results (level of knowledge);
3. duration of quality education;
4. the probability that a newborn child will live to the age of 5;
5. the survival rate of adult children;
6. healthy growth (proportion of children developing without defects).<sup>2</sup>

Based on these indicators, the level of human capital utilization is determined. The World Bank announced the human capital index of the countries of the world for 2020 (as of September 2020). Uzbekistan participated in it for the first time, and as mentioned in the above article, the result of 62 percent was recorded.

As can be seen from the above, education and health care play an important role in the development of human capital. Because the probability of survival of a newborn child to the age of 5, the survival rate of adult children and the state of healthy growth (the percentage of children developing without defects) directly depend on the health sector, the other three indicators, namely the duration of education, educational results (level of education) and quality the duration of education is directly related to the field of education. So, according to the data of the World Bank, the indicators represent human capital system is divided into two large groups (Fig. 1).

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**Figure 1. World Bank groups of indicators representing human capital**

Special importance is attached to the field of education in our country. In particular, in the decision of the President of the Republic of Uzbekistan on January 28, 2021 "On measures to improve the system of protection of intellectual property objects", "at the first stage of the introduction of subjects related to the field of intellectual property into the personnel training system, starting from the 2021/2022 academic year, in higher education organizations, in particular, intellectual property sciences aimed at forming a sense of respect for the work of creators among the young generation will be introduced on the basis of advanced foreign experience in the fields of production and technical, agricultural and water management education, and the participation of practitioners working in the field will be ensured in the trainings held on them"<sup>3</sup>, marked as Because the main effectiveness of education is expressed in intellectual property.

**Indicators related to the educational system** are important in the formation of human capital. For this, it is appropriate to develop and improve the activities of educational organizations that are part of the educational system. But it must be admitted that school education also went through a lot of misunderstandings before it was traced in a certain sense, and it continues to this day.

During the union, 10 years of compulsory education was introduced in the last years. Then, from 1995, it was changed to 11 years. In the first years of independence, 11 years of compulsory education continued. This school education mainly prepared children to enter higher education. But only a part of them entered the university. The rest would have to take several additional vocational courses before finding their way.

In order to eliminate these shortcomings, school education in our country was divided into two. Compulsory education up to 9th grade, and vocational education was introduced instead of 10-11th grade. Now, graduates of vocational education should be ready for life and able to easily engage in a profession. Pupils intended to continue their studies were educated in academic lyceums. But this educational program did not allow achieving the intended goal. Because the problem of employment of trained students has arisen. Compatibility of training and practice was not ensured. As a result, the educational process had to be reformed again. As a result, starting from 2017, another 11 years of compulsory education was introduced.

So, now the educational system is being developed consistently not only in terms of quantity, but also in terms of quality, in order to educate young people to be knowledgeable and qualified, to prepare them as specialists suitable for world development. This can be seen primarily in the initial reforms in the field of higher education. In order to increase the coverage of those entering higher education, to improve the financial condition of institutes and universities, to give them financial independence, to introduce various methods of material support of professors and teachers, measures are being introduced. Now, in addition to his monthly salary, a teacher who has worked effectively has the opportunity to receive a fixed amount of bonus.

<sup>3</sup> The decision of the President of the Republic of Uzbekistan "On measures to improve the system of protection of intellectual property" adopted on January 28, 2021.

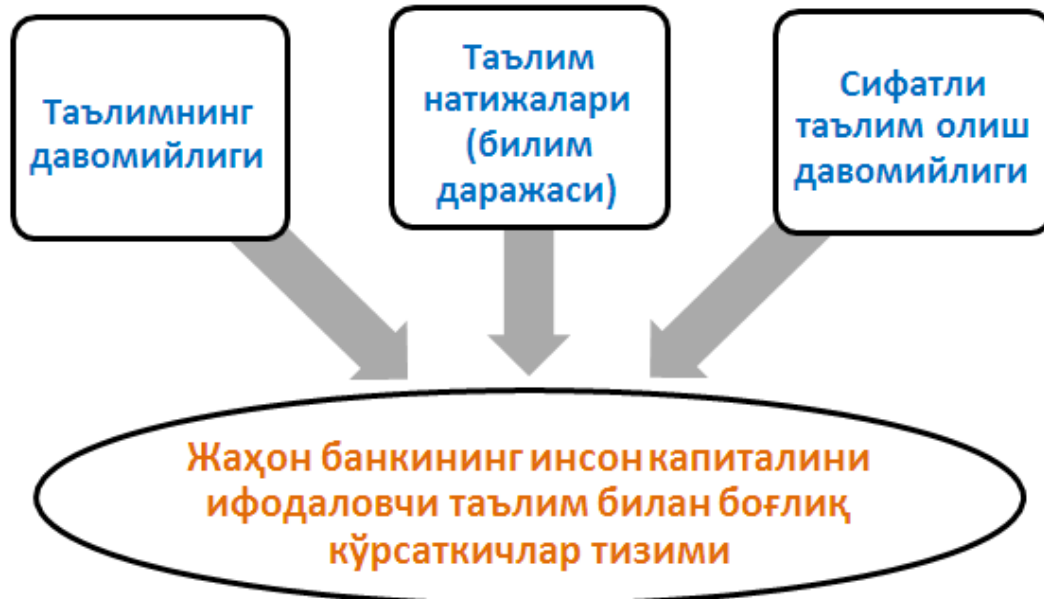
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President of the Republic of Uzbekistan Shavkat Mirziyoyev at the meeting of the video selector dedicated to the priority tasks of the higher education system on June 16, 2021: "in the last 3 years, the number of higher education institutions increased from 65 to 117, the number of admissions increased from 66 thousand to 181 thousand. Their material and technical base has been strengthened. Within the framework of joint education programs with foreign countries, training of specialists in 64 new professions was launched. The salary of professors was increased by 3.5 times on average." All these activities are aimed at improving the quality and efficiency of educational services by improving the educational system.

Currently, the dual education system is becoming one of the important trends. This educational system was actually founded in Germany. It is currently implemented in several EU countries and is expanding. It was introduced in our country for the first time at the Tashkent Textile and Light Industry Institute based on the principle of public-private partnership. Cotton-textile clusters "BCT Cluster" in Bukhara and "TCT Cluster" in Lower Chirchik district were selected as partners with this institute. The advantages of this educational system cover the entire stage from school to doctoral studies. In this case, the educational chain "school - college - technical school - higher educational institution" system works. Importantly, based on the demand of the cluster, training of qualified personnel will be started at all levels of education. An important point is that in this system, the higher education institution does not prepare personnel "based on its own desire", but does so in accordance with the needs of practice. Now students not only study theoretical subjects, but also combine practical studies with theoretical studies. If we apply the experience in Germany, the principle of three months of study and three months of work is followed.

таъминлаб, сифатли инсон капиталининг шаклланиши учун асос бўлади.

Жаҳон банкининг инсон капиталини баҳолашнинг таълим билан боғлиқ асосий шарглари қуйидагилардан иборат (2-расм).



2-расм. Жаҳон банкининг инсон капиталини ифодаловчи таълим билан боғлиқ кўрсаткичлар тизими

These activities will be a great impetus to ensure continuity of education, which is one of the main conditions of human capital today. Preschool education, primary education, vocational education, higher education system at all levels of education require the provision of continuity of education in order to train modern competitive personnel with intellectual potential that fully meets today's demands. Continuity is ensured in all areas of education. But coverage in the higher education

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system is still very low. In his pre-election program, the President noted that "In the future, the following issues will be in the center of our constant attention in order to introduce the national curriculum for the continuous education system, improve the quality of education and train competitive personnel." Now, the coverage rate in pre-primary education will be increased from the current 62 percent to at least 80 percent. In addition, more than 7 thousand new kindergartens will be established for this purpose. Also, by the end of 2024, 6-year-old children will be fully covered by the preschool system. All this is the beginning of the educational continuum. The greater the coverage at this stage, the higher this indicator will be.

It is known that the number of children in our country is growing year by year. Because of this, 60 percent of the population of our country is young people. Considering this situation, in the future, the construction of several new schools and the increase of private schools provided for. At the same time, it is envisaged to improve the quality of education. In order to fulfill these tasks in a systematic way, the President's report also mentioned the task of developing the "State Program for the Development of Schools". On this basis, "in the next five years, schools will be reconstructed and built anew to create additional 1.2 million student places."

It should be noted that "if the scientific potential is less than 70 percent in international experience, such a university is not considered prestigious. This indicator is very low in our country. For example, the scientific potential of 24 higher educational institutions do not even reach 25%, 19 of them do not have a single professor or doctor of science. In the last 30 years, only 208 professors-teachers received scientific degrees abroad.

It is necessary to constantly increase these indicators. Otherwise, it will be difficult to achieve the effectiveness of education. One of the main conditions of human capital, according to the criteria of the World Bank, today is measured by educational results (level of knowledge). Today, the level of knowledge of pupils and students should be fully mastered not only in theoretical, but also in practical directions in the educational institution itself. They should be personnel capable of working directly with a diploma of a higher educational institution. Now the issue of comprehensive development of education has been raised. Approaches to achieve this require a comprehensive approach. This means that the issue of increasing the attention and responsibility of local leaders and representatives of local councils to education was raised. Now the representatives of these agencies are not engaged in school inspection, but directly in providing support to schools in their regions, helping to create appropriate conditions for revitalizing the educational process.

Teaching and its effectiveness is now a matter of raising students from the memorization system to the level of logical thinking. This is being introduced at all levels of education. Now the work style of pedagogues, their teaching technology should be changed accordingly. To achieve this, educational organizations at all levels require a review of teaching loads and the number of lessons.

Every lesson learned today should be used in the lives and activities of students and students tomorrow. For this, the approach to the field of education requires a new approach. Because at present, a lot of work has been done to expand the coverage of young people at all stages of education. All these are the first stage of the correction of the problem, that is, the processes related to increasing the quantity. However, our efforts to improve the quality of education have not yet yielded results. It is necessary to ensure that quantitative and qualitative changes are compatible with each other in order to achieve the corresponding success. If we achieve the above conditions, we will improve the World Bank's system of education-related indicators representing human capital and, accordingly, we will achieve an increase in the level of knowledge of pupils and students. In this way, our human capital rating in our country will increase and we will have our rightful place in the international arena.

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According to the criteria of the World Bank, the duration of quality education is defined as one of the main conditions of human capital. In the future, it is planned to increase the level of coverage of higher education to 50%. At the same time, the main focus is on improving the quality of education at all levels of education. By 2026, at least 10 of our higher educational institutions are taking all measures to achieve prestigious international ratings. It is difficult to achieve a high level of educational quality without strengthening the quality and competitive environment in the entire education system, especially in higher education. For this, together with the state higher education institutions, it is necessary to increase the number of private, state-partnered higher education institutions. In order to achieve this, it is planned to increase the number of private universities to at least 50 by 2026.

The above situation creates a strong competition between the educational organizations of our country. Such an environment is definitely one of the important factors in improving the quality of education. In order to fundamentally change the educational process, pedagogues who implement it must also be ready. Because of this, it is necessary to start the issue with the training of advanced pedagogues. This is definitely one of the events that cannot be postponed.

Another flaw in our current education system is that students and pupils are engaged in training aimed at getting a diploma. Also, young professionals can be explained by the fact that they are directed to work as an entrepreneur in some enterprise or as a hired worker in government agencies. They become experts in one or another field. But highly educated specialists are not trained to engage in independent activities aimed at providing themselves with work, opening new jobs and starting work anew.

Because of this, our diploma specialists are waiting for a job vacancy or for someone to open a new job. It is not a secret that in the regions where this process is prolonged, highly educated specialists go abroad to work as ordinary hired workers. In order to put an end to this, very good things have started in our country. Now measures are being introduced to determine the interest of schoolchildren in the profession and to gradually direct each of them to the profession of their interest.

Now the enterprises located in this area are also responsible for the quality of education. They help students and pupils to get an internship directly at the company. The subjects of industry, agriculture, service and other spheres are forced to work in organic connection with schools and other educational organizations. Also, the issue of turning the school into a real place of spirituality and enlightenment is gradually being introduced by attaching the artists, poets and writers working in the regions to schools and other educational institutions.

As we participate in the rating of the World Bank according to the system of indicators representing human capital, it is appropriate to organize it in each educational organization and develop a system for evaluating the quality of education with these indicators. In this way, the rating of each educational institution and the pedagogic personnel working in it is determined, and this result will ultimately be reflected in the World Bank's system of indicators representing human capital. In this way, it is natural that our place in the ranking according to these indicators will improve on a global scale. Another positive aspect of this rating is that now a clearly targeted system of indicators is formed when determining the categories of pedagogues. This in turn will make it clear what each teacher should focus on in order to improve their grade.

The World Bank's system of indicators representing human capital also includes indicators related to health. This is a very delicate matter. Because if we take the probability that a newborn child will live to the age of 5, this indicator includes several factors. First of all, the mother must be healthy. For this, it is necessary to create an appropriate well-being and spiritual environment in the family. To ensure these, not only the medical field, but also the entire economic and social life of the country should be developed.

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A similar situation is manifested in the survival rate of adult children, which is the second indicator included in this group. Ultimately, ensuring the healthy growth of children also directly depends on these indicators. These things do not happen by themselves. Because of this, it can be seen that there is a lot of work to be done to improve human capital. The World Bank's system of health-related indicators representing human capital is presented in the figure below (Figure 3).



**3- расм. Жаҳон банкининг инсон капиталини ифодаловчи соғлиқни сақлаш билан боғлиқ кўрсаткичлар тизими**

As the first of the World Bank's system of health-related indicators representing human capital, the probability of a newborn child living to the age of 5 was taken. In fact, keeping a child up to this age is not just a matter of desire, but depends on many factors. For the child to be healthy, the mother must be healthy, for the mother to be healthy, the community must be healthy. In order for the society to be healthy, the people must be prosperous, peaceful and calm. It is not difficult to imagine what needs to be done to realize all this. It can be seen from these that the formation of human capital is not an easy task.

During her visit to Tashkent to participate in the Uzbekistan Economic Forum, World Bank Vice-President for Europe and Central Asia Anna Berde discussed the results of reforms carried out in Uzbekistan over the past five years and the task of reducing poverty by half by 2030, as well as becoming a country with a population income above the average. noted that important tasks that need to be solved are being implemented.

It is noted that "during the last five years, it has experienced unprecedented economic and social changes "The decisive moment for Uzbekistan is approaching," he said. As a result of the reduction of poverty, the well-being of the population is ensured. This, in turn, increases the probability that a newborn child will live to the age of 5.

The development of the country's economy and the increase in the well-being of the population are certainly important factors for the development of the medical field. In her report, Anna Berde found that it is necessary to focus on four important instruments in order to achieve a number of goals of Uzbekistan's socio-economic development by 2030. The third of these tasks focused directly on increasing investments in human resources. In particular, "Access to higher education has increased dramatically, while state investments in professional and technical education have increased

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significantly. It is necessary to expand these works in the future and adapt the education system to the needs of the new economy, the driving force of which is the private sector. "Increasing investments in health and education services, as well as abandoning restrictive policies that lead to an increase in gender inequality and unemployment among young people, will have a more positive effect on the human capital of Uzbekistan"10.

The second area in the World Bank's system of health-related indicators representing human capital is expressed in the survival rate of adult children. The survival of adult children also depends on many factors. Because human capital is formed for a long time and later, immediately after starting its work, it begins to bear fruit. Until then, it is necessary to invest in it.

Continuous investments in human capital should be made all over the world. Every student should be physically fit and mature professionals who meet the demands of the times. The quality of human capital is determined by the fact that every child is healthy and educated at the age of 18. At this age, everyone should have the potential to live independently. Due to this, taking into account the fact that people of this age determine the level of real human capital, they also use the methods of determining the human capital index in accordance with it. At this age, there are different indicators in many countries. For example, "In Singapore, 98 percent of students, and 26 percent in South Africa, achieve international basic level in high school. In other words, almost all high school students in Singapore are qualified enough to work anywhere in the world. Nearly three-quarters of South African youth are illiterate. This is nothing but the loss of human potential.

What percentage of our population who have reached the age of 18 can easily work in the economic and social networks of our country. Determining this is definitely a problem. First, what percentage of people of this age is healthy. We assume that even if one hundred percent is healthy, the lack of skills will make it difficult to find a timely and quality solution to this problem. But how many percent can find their place in production and social life. This is definitely one of the important and demanding issues.

**Healthy growth (proportion of children developing without defects)** is also included in the World Bank's system of health-related indicators representing human capital. If the birth of children is one issue, their development into a healthy, defect-free and competent body is another important issue.

It should be noted that the human capital index is periodically presented and reviewed at the annual meeting of a special group operating at the World Bank. This includes indicators such as the health status of a child born today at the age of 18, as well as the quality of education, its compliance with modern requirements, and ensuring the combination of theory and practical skills. As in Singapore, we have ensured that the quality of human capital has increased when 98% of students who have completed school at the age of 18 can easily do any job. Only then can we truly say that we have achieved sufficient success in this regard.

World scientists have enough information about what the benefits of human capital development lead to. However, life itself shows that this cannot be a reliable call to accelerate the actions of the respective countries in this direction. Due to this, it covers such things as dealing with these things separately, making appropriate investments.

### **Conclusions and suggestions.**

In conclusion, there are still many problems in our country regarding the assessment and development of human capital. Their solutions are being actively worked on. However, these activities will not be implemented in a short period of time. It takes a lot of time and money. Today, funds are being spent adequately. However, there is no possibility of achieving its effect in the short term. With these in mind, we recommend solving a number of problems.

First of all, in-depth research of the theoretical issues of human capital, full theoretical disclosure of



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its content as an economic category, assessment of the level of this category, which indicators to use based on the characteristics of our country, and specific proposals for identifying problems in its development were developed accordingly. should be.

Secondly, there are still many problems related to the duration of education, educational results (level of knowledge), quality education. In order to solve this, it is necessary to bring the material and technical base of educational organizations to the level that meets modern requirements, to prepare, improve and retrain pedagogic personnel in accordance with today's requirements, and to ensure that our children study not for diplomas, but for real knowledge. will be

Thirdly, as a result of implementing several reforms in the healthcare system in our country, increasing the probability of a newborn child surviving to the age of 5, increasing the survival rate of adult children, ensuring the continuation of healthy growth (the percentage of children developing without defects), and healthy and educated adult children it is desirable to achieve preparation.

Fourthly, it is appropriate to introduce the principle of dual education in order to train qualified personnel and ensure their competitiveness in our country. Because the advantages of this educational system fully cover the stage from school to doctoral studies, and the educational chain "school-college-technical school-university" is formed. It is important to train qualified personnel at all levels of education based on the requirements of practice. An important point is that in this system, the higher education institution implements it in accordance with the needs of practice. Now, students study in depth not only theoretical subjects, but also practical subjects together with theoretical subjects. The principle of three months of study and three months of work is followed. This system ensures the maturity of specialists and forms the basis for the formation of quality human capital.

If our recommendations are implemented, in our country the quantity and quality of human capital will inevitably improve. If the sustainability of this process is ensured, qualitative changes will occur in the economic and social life of our country. to "New Uzbekistan" and young people who meet the requirements of the third renaissance are educated. This, in turn, fully ensures the competitiveness of our country in the world integration.

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