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### **The social and philosophical aspects of the formation of human capital**

The understanding of human capital through social-philosophical view is took place in this work. Nowadays there are many explanations of human capital in various spheres of science. The author gives a brief explanation of this meaning. Also the development of human capital in Kazakhstan, particularly of intellectual capital is discussed as the main factors for strengthening national economy. The role of intellectual capital is a key aspect in the development of people productivity. That is why education is admitted as the most important factor of development and strengthening of intellectual potential of science, the guarantor of her independence and international competitiveness today and it is a fundamental condition for implementation by the person of the civil, economic and cultural right. Along with it, it should be noted that the development of cultural capital in Kazakhstan which plays a key role in formation of the human capital and exists as its integral component, is a spiritual wealth of the person in the form of his cultural development as the sets of steady forms of social interaction. Therefore, the spiritual condition of the person in society directly influences its human potential, level of social relationship in society. The aim of this article is to say that people in any country are developed by giving them knowledge, education, good social conditions, but the spiritual condition of person is more important. Because spiritual condition influence on the ability of people to create, to be useful and to be productive for society. Kazakhstan took a new strategic direction for being competitive among developed countries. In this course it is very important to save national identity in the process of globalization and integration. And the national identity with saving cultural capital of Kazakhstan people can help for our country to develop and up bring new smart generation

**Key words:** human capital, cultural capital, intellectual capital.

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#### **Адам капиталының қалыптасуының әлеуметтік және философиялық аспектілері**

Мақалада адам капиталына, оның дамуына белгілі экономист және әлеуметтанушы ғалымдардың теориялары негізінде әлеуметтік-философиялық талдау жасалған. Сонымен қатар Қазақстандағы интеллектуалды капиталдың рөлі айқындалып, елдің бәсекеге қабілеттілікті арттыра отырып даму жолдары қарастырылған. Автор мәдени капитал деген ұғымды талдай отырып, оның адам капиталының пайда болуындағы алатын орнын көрсеткен.

**Түйін сөздер:** адам капиталы, әлеуметтік және философиялық аспект.

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#### **Социально-философские аспекты формирования человеческого капитала**

В статье сделан социально-философский анализ на человеческий капитал и его развитие на основе теорий, разработанных видными учеными-экономистами и социологами. А также показана роль интеллектуального капитала в Казахстане и рассмотрены пути развития страны через повышение конкурентоспособности. Автор дает объяснения понятию культурного капитала и его роли в формировании человеческого капитала.

**Ключевые слова:** человеческий капитал, культурологический капитал, интеллектуальный капитал.

## Introduction

The transformational processes proceeding in the Kazakhstan society led to change of paradigm of its development, to create new social relations gaining more and more expressed network character. As experts note, the reasons which prevent less successful countries to receive powerful benefits from use of own natural and human resources, can be in deficiency, poor quality or in deformed development of the human capital, in particular, of the social, intellectual and cultural capital. The strategic development plan Kazakhstan-2020 called by the President as «the Kazakhstan way to leadership» includes such strategic task as increase of competitiveness of the human capital. Kazakhstan which is taking the 9th place in the world across the territory and having about 17 million people of the population will be considered competitive if it has developed technologies. However the technologies without human, without the developed competitive human capital are nothing. Therefore need of ensuring effective activity of the person in the conditions of technological civilization, reorientation of public consciousness to acquisition of qualitatively new knowledge and skills, disclosure of intellectual human potential has paramount value for Kazakhstan. Thus, social development, first of all, assumes formation of professional skills of future experts, and also development of forms and ways of successful communication of the human as the subject of the diverse social relations directed on formation of new generation of Kazakhstan people. They have to have not only intellectual competitive potential, but also have a steady spiritual state at which they can realize all the potential up to standard and to be useful for the development of the country.

## Main body

The intellectual capital as a type of the human capital acquired the relevance rather recently. Education is admitted as the most important factor of development and strengthening of intellectual potential of science, the guarantor of her independence and international competitiveness today and it is a fundamental condition for implementation by the person of the civil, economic and cultural right [1]. The national system of education and personnel training is considered in the developed countries as the most important component, which determines the prosperity, security and the future of the country as a strategically important area of social life, as a

major factor in the development and strengthening of the intellectual potential of the nation. In this case, the main purpose of education and training activities should be the formation of personality, expressing the fullest human potential of person. The process of implementation of the strategy of educational activities includes the following three levels: 1) spiritual development of human; 2) the social development of human including mastering of professional knowledge, abilities and skills; 3) physical development of human. These levels interconnected levels are put in culture subsoil. Their hierarchy, substantial filling, valuable and tool equipment are set by both type of cultural system, and concrete educational, preparatory, and pedagogical system. Along with it, it should be noted that the development of cultural capital in Kazakhstan which plays a key role in formation of the human capital and exists as its integral component, is a spiritual wealth of the person in the form of his cultural development as the sets of steady forms of social interaction. Therefore, the spiritual condition of the person in society directly influences its human potential, level of social relationship in society.

The social and philosophical analysis on formation, development of the human capital and its components as the social capital, intellectual capital and cultural capital which are major factors of safe development of the country is made in this work. However, the big emphasis is placed on the social capital which represents set of the real or potential resources defining nature of network social interactions. That is it «connects» and «unites» people and allows to realize social opportunities of this or that society. Transition to an innovative way of development of the state provides need of theoretical development and deployment of effective mechanisms of formation of the cultural capital as adequate driving force of innovative development. Transition to educational development of the cultural capital allows to increase social stability and innovative stability of development of the country. On the one hand, the cultural capital of the population becomes demanded in social and economic systems of society. On the other hand, educational development of the cultural capital is aimed at formation not only moral characteristics, motivational and labor culture of the population, but also at development of values of rationalization creativity of people, formation within educational activity of new status labor positions of human. «Intellectual and moral form of the cultural capital of the population in the context of innova-

tive transformations has to be optimized and reconstructed» [2].

The social capital in Kazakhstan became a subject of scientific disciplinary researches rather recently. The social and philosophical considering of the social capital in Kazakhstan and abroad, detection of its intrinsic characteristics, civilization and regional geographic specifications allows considering social processes and social practitioners in the Kazakhstan society in a bit different foreshortening with orientation to the western countries. Besides, the theoretical judgment of the scientific results received within various disciplines and also the most social reality connected with the social capital in Kazakhstan and abroad will promote further development of the most social and philosophical knowledge.

Relevance of this subject is caused also by that the concept «human capital» even more often began to be used in recent years in political, publicistic and even ordinary contexts with any interpretations. All this speaks about the scientific importance of social and philosophical studying of the human capital in Kazakhstan. And the concept of human potential which received broad distribution in social sciences in the last twenty years is wider and universal. «The elements reflecting development of productive forces and all set of the public relations of a concrete historical stage of development of society are included into the maintenance of human potential. Therefore its structure includes both economic and noneconomic components» [3]. Respectively, «the human potential» is among not only economic, but also social and philosophical categories. Human potential appears as the integrated characteristic of physical, spiritual and moral and social and professional development of individuals opening possibilities of their participation in production and public life in general.

As for structure and formation of concept of the human capital, there are many definitions of the human capital, including founders of the theory of the human capital of Gary Becker and Theodor Schultz. They directly connected concept of the human capital only with the person, as the carrier of knowledge. Also they attached special significance to education, as to a major factor of development of society and economy. And now, such definition of the human capital is already represented narrower. The human capital includes not only education, knowledge, education, science, but also instruments of intellectual work and the environment of functioning of the human capital regarding performance of the productive functions by it. The interpretation of the expanded concept «human capital» formulated by

eminent economic persons (such as L. Turou, J. Kendrick, V. I. Martsinkevich, etc.), provides existence not only productive qualities of the individual and his abilities for the organization to gain income, but also possession of social, psychological, world outlook and moral and ethical qualities. The human capital is not only the value of the person and the organization, but also property of society. First of all, society is interested in such projects of investments into the person which transform his current and future requirements and abilities considered in the future not only as the individual, but also social benefit. «According to M. M. Kritsky the stock of abilities, the needs of the person participating in process of reproduction of the human capital demands existence of the special mechanism of interaction» [4].

The capital is a wealth that is accumulation something valuable as asset, money, securities, means of production, technologies, knowledge, know-how, patents, inventions, traditions, values, etc. There are physical capital (means of production), financial capital, natural capital, intellectual capital and human capital. National wealth includes the physical, human, financial and natural capital. As the human capital is an intensive factor of development with a certain productivity and it is estimated at cost, he received the name «human capital». It has the name «human» because people – the experts, professionals who are engaged in administrative, engineering, creative, in particular, scientific and other intellectual activity, and also business – are its center.

The Human Capital Index is a new measure for capturing and tracking the state of human capital development around the world. It has three key features. First, the Index measures a broader set of indicators than the traditional definitions of human capital. Second, the Index takes a long-term approach to human capital. In addition to providing a snapshot of the state of a country's human capital today through measures that reflect the results of a country's past practices, it includes indicators resulting from practices and policy decisions impacting the children of today and which will shape the future workforce. Third, the Index aims to take into account the individual life course. For example, the WHO states that «early childhood is the most important phase for overall development throughout the lifespan,» elaborating that «many challenges faced by adults, such as mental health issues, obesity, heart disease, criminality, and poor literacy and numeracy, can be traced back to early childhood [5].

However, you shouldn't forget that the human capital has not only the quantitative index, but also

qualitative. As today the human capital is created also from the potential of the human spiritual. That is the spiritual status, spiritual wealth of the person in the form of social relations is one of key aspects of its formation. The human capital as an inventory of knowledge, abilities, skills, experience can be saved up in the course of investment. The idea of the human capital has old roots in the history of economic thought. One of its first statements is found in «Political arithmetic» of W. Petty. Later it found reflection in «Wealth of the people» of A. Smith, A. Marshall's «Principles», and works of many other scientists [6]. However the theory of the human capital was issued as an independent section of the economic analysis only at the beginning of the 50-60th years of the 20th century. The merit of its promotion belongs to the famous American economist, the Nobel Prize laureate T. Schultz, and the basic theoretical model was developed in G. Becker's book (also the Nobel Prize laureate) «The human capital» (the first issuing was in 1964). This book became a basis for all subsequent researches in the field and was recognized as classics of the modern economic science. The works of Ben-Porath, Yoram, Lazear, Edward, Layard, Richard, Rosen, Sherwin, Welch, Finnis, etc. were important further. More precisely, development of the theory of the human capital developed in the neoclassical direction. In the last decades the principle of the optimizing behavior of individuals (initial for neoclassic school) started extending on different spheres of non-market activities of the person. Concepts and methods of the economic analysis began to be applied for learning such social phenomena and institutes as education, health care, migration, spoilage and a family, crime, racial discrimination, etc. Now the human capital has special value. Because it is a defining factor of economic and social development of any country. Investment into development of the human capital, as a rule, leads to increase of labor productivity and growth of production efficiency. The World Bank carried out studies in about two hundred countries and came to a conclusion that only 16% of growth in countries with transition economies are caused by the physical capital, the fifth part is caused by the natural capital, and remaining 64% are connected with the human capital. The most developed countries are received to 40% of a gross national product as a result of development of an effective education system [7]. Thus, reviewing of a problem of improving of qualitative and quantitative characteristics of the human capital becomes especially an actual. There is a set of treatments of entity of the

category «human capital», but it is most expedient to consider it from the point of view of its use. The human capital is available for everyone accumulated knowledge, abilities and motivations which are expediently used in this or that sphere of a social production and increases of productivity and earnings in the future. The modern world is characterized by transition to new type of socioeconomic development which pacing factors is knowledge, education, value of human life. Society enters in the phase of enhancement of productive forces when the person, his intelligence, abilities, skills to work, professionalism, its spiritual component is more and more appreciated. Economic development is based, as a rule, on use of results of creative activities of the person in production. Accumulation and use of the intellectual products which are expediently used in this or that sphere of public reproduction promotes labor productivity growth and by that carries to growth of personal and public welfare. In this regard, priorities in economic and social policy shall change, both improving and development of the human capital will become its index. Today science and education become the main factor of market success, economic development and social welfare. Presently advantage in the competition isn't defined by the sizes of the country, rich natural resources, and power of the financial capital. Now the science status, education level and the volume of knowledge which is saved up by society solve everything. The future of any country, especially of Kazakhstan depends on how the state will invest in creation of the human capital, having the right for part of future income from its use. Earlier education and fundamental science were accepted as a wasteful for economy. Then the understanding of their importance as factors of development of economy and society was changed. Education, science, and mentality as components of the human capital, and the human capital in general, became the main factor of growth and development of the modern economy, development of society and improvement of quality of life. The person, of course, was and remains center of the human capital. The human capital nowadays defines the main share of national wealth of the countries, regions, municipalities and organizations.

As for the development of human capital in Kazakhstan, we can say that a lot of steps were made by the government and scientists to raise it and keep in the top level. The developed countries as Japan and USA in early years understood the importance of human capital development. Now they have a developed and prosperity society where people inter-

act with each other on the high degree. The aim of this article is to say that people in any country are developed by giving them knowledge, education, good social conditions, but the spiritual condition of person is more important. Because spiritual condition influence on the ability of people to create, to be useful and to be productive for society. Kazakhstan

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