

P. Cherkasova-Lysa, Bachelor student
L. Petliovana, PhD in Ped., As. Prof., language advisor
Khmelnitsky National University

PROSPECTS OF HUMAN CAPITAL DEVELOPMENT IN UKRAINE

The aim of this study was to show the features of human capital, significance of investment in human capital as well as problems and prospects of its development in Ukraine.

The current stage of socio-economic development is characterized by the transition from industrial, to post-industrial, information society, from the capital of the industrial economy to the knowledge economy. In such circumstances, the person and key factor in production is the person. The concept of human capital means awareness of the crucial role of a person in the economic system, especially in the conditions of scientific and technological progress, when professional skill, level of education, ability to know new achievements determine the success of the enterprise. Man is at the center of the socio-economic system both as a consumer and as a producer. The human factor should be considered as the main reserve of production development, the leading factor of development and stability of economy. In such circumstances, particular attention is paid to the problems of investment in human capital, without which both employees, enterprises and the state as a whole would not be competitive [1, p. 12].

Human capital is a prerequisite for the development of the knowledge economy, and the production of knowledge and ideas is the basis of economic development. Education, health, development of creative abilities are factors of formation of qualitative human capital, which will provide in the future a high level of personal and public income, multiplying macroeconomic effect.

According to World Bank experts, the knowledge economy has four main elements:

- education and training, which characterize the presence of an educated and professionally trained population capable of producing, sharing and using knowledge;

- a dynamic innovation infrastructure characterized by the availability of information and communication technologies capable of disseminating and processing information;

- economic stimulation and legal regime - economic environment that facilitates the free transfer of knowledge, their realization and development of entrepreneurship;

- innovative systems - a network of research centers, higher education institutions, private firms and organizations engaged in the production of new knowledge and their application [3, p. 43].

A characteristic feature of investing in human capital is that a person is not only the object of investment, but its purpose. Thus, the development and expansion of educational, intellectual, informational, organizational, managerial, motivational resources, the view of man as the main, determining and qualitatively inexhaustible

factor of economic growth of a new type, as well as the purpose of this growth, is a defining feature of our generation. One of the central aspects of human capital formation is the provision that innate human capital develops as a result of conscious investment [1, p. 13].

Intellectual, educational, cultural and psychological potential, health are key elements of human capital development and knowledge economy development, and development and implementation of a large-scale long-term strategy of modernization of education, science and health care system, social protection and security, bringing it closer to quality EU standards. The needs of internal development of the state and society becomes a basic prerequisite for the reproduction, accumulation and multiplication of human capital in Ukraine.

The development of the knowledge economy is characterized by the dominance of human capital over other types of capital, which is especially prominent in high-income countries, in particular, in Japan, Switzerland, Germany, the United States, its share is 80%. Expenditure on education, science, health care, social protection and social security, spiritual and physical development, that is, human capital development, account for the largest share of investment in developed countries. In Ukraine, such expenditures increase annually, however, their size remains negligible compared to expenditures of developed countries [3, p. 54].

This is due primarily to the fact that since independence in 1991, Ukraine has been forced to create from the ground up the main institutions of a democratic state, while simultaneously solving structural problems inherited from the Soviet era, moving to a market economy and eliminating the devastating effects of the Chernobyl disaster.

In the last decade, our country has addressed urgent issues related to ensuring sustainable human development and the movement to democracy, which has required a stronger human rights culture and the formation of a strong civil society. Ukraine is now keen to create more favorable conditions for the implementation of these processes. This is manifested, firstly, in the commitment to achieve the Millennium Development Goals, and secondly, in the desire to become a member of the European Union.

That is why the preservation and development of human potential, both quantitatively and qualitatively, should become the main strategic goal of Ukraine's state policy [2].

In Ukraine, human development trends should be explored and new approaches to strategic human-centered national development planning introduced. The following ways of optimizing the link between economic growth and human development should be envisaged in Ukraine:

- increasing investments in the social sphere, in education, health care, vocational training, which contributes to the realization of people's abilities, their active participation in the production and distribution of goods;
- increasing innovative investment, introducing new research and innovation funding instruments that will help economic growth and job creation;
- promoting the development of high-tech and high value-added industries, which in turn will ensure the disclosure of human creativity;

- ensuring a more equitable distribution of income and wealth, which provides the material basis for the development of the human potential of less competitive population groups and guarantees the reduction of inequality;
- achieving a balance of social expenditures in order to strengthen the economic base of the social sphere and ensure social justice;
- improving the quality of life of the population on the basis of studying the projected impact of the planned measures on the state of life of the population;
- ensuring a decent standard of living for both traditionally vulnerable people and groups of the population with the so-called "new" vulnerability caused by the conflict in the east (referring to the population affected by the conflict in the east and to the group of internally displaced persons, who should be assisted) [4, p. 99].

REFERENCES

1. Гізело О. Інвестиції в людський капітал як умова соціального розвитку України / О. Гізело. // Економіка праці та проблеми зайнятості. – 2015. – №1. – С. 11–14.
2. Державна політика розвитку людського потенціалу [Електронний ресурс] – Режим доступу до ресурсу: https://pidruchniki.com/79769/ekonomika/derzhavna_politika_rozvitku_lyudskogo_potentsialu.
3. Левчук О. Інвестиції в людський капітал як визначальний фактор розвитку сучасної економіки / О. Левчук. // Ефективна економіка. – 2013. – №1.
4. Хмельницька Д. Сучасні підходи до планування розвитку людського потенціалу / Д. Хмельницька. – 2014. – №7. – С. 97–100.