THE IMPORTANCE OF NATIONAL VALUES IN THE DEVELOPMENT OF HUMAN CAPITAL

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Abstract: The success of any state in innovation development largely depends on its effective conduct of public policy in the field of innovation and the qualitative formation of human capital. Human capital has become the main criterion that determines the fate of mankind and each state. Human capital is a collection of knowledge, skills and skills used to meet the diverse needs of Man and society as a whole.

Now the value of knowledge, education is called the term" human capital". Until now, the concept of human capital in the literature has been understood mainly as a single entity, that is, human capital is the benefit that a person directly receives or the opportunity to social protection of an individual. Through human capital, not only one person can bring profit to himself, but also to others. This must be done in accordance with national and universal values. This paper analyzes how national values affect human capital development.

Key words: human, capital, human capital, education, value, national value, development, change.

INTRODUCTION

In modern conditions, the competitive advantages of the economy of Uzbekistan and the possibility of its modernization are inextricably linked with innovation and are determined mainly by the accumulated and realized human capital. In this regard, in a knowledge-based economy, it is very important to create high-quality human capital, which is necessary for sustainable economic, social, cultural and natural development. This requires both the study of the state of human capital and the evaluation.

Of course, in the global environment, updates and upgrades require interpersonal, innovative thinking and team-building, as well as an environment of innovation in each area. Therefore, one of the priorities of the innovative development of the state is the necessity of institutional reforms aimed at creating favorable conditions for the formation and reproduction of human capital.

It should be noted that the growth of the human capital of society today, mainly the creation of high technologies that develop the human potential of Science, Education and health, is of paramount importance.

LITERATURE REVIEW AND METHODOLOGY
It should be said that the national value is manifested in an inextricable connection with the history, way of life, spirituality and culture of the nation. From this point of view, the Uzbek people are heirs of special profound teachings dedicated to national, spiritual values and morality. In particular, the works of Yusuf Hos Hojib "Qutadgu bilig", the work of Ahmad Yughnaki "Hibbat ul-khaqoyiq", the works of Kaykovus "Kabusnoma", the works of Burhoniddin Marginani, named "Hidoya" consisted of seven books, the works of Hussein Voiz Koshifi "Ahloqi Muhsiniy", which have detailed the norms of morality have not lost their importance and relevance even today.

From scientists of our country academicians I.Mo'minov, E.Yusupov, S.Shermuhamedov, M.Hayrullayev, J.Tulenov, M.Baratov, A.Valiev; Professors such as O.Fayzullaev, A.Jalalov, Q.Khonazarov, H.Alikulov, R.Nasirov, A.Sharipov, X.Shaykhova, M.Kholmatova, T.Mahmudov, Q.Nazarov, G.Mahmudova, Sh.Madaeva conducted research on the study of the heritage of thinkers, which are rich in values, national values, spirituality, national spirituality.

For the first time, the concept of human capital was used in 1958 by American economist Jacob Minser in the article "Investments in human capital and distribution of personal income" [9.18]. Later, in 1961, Theodore Schulz [10], and in 1964, Gary Beckers [11] developed conceptions of human capital.

RESULTS

One of the important findings on national values is the academic I.M.Mo'minov's treatise "The significance and role of Amir Timur in the history of Central Asia " is a vivid example of how he views the historical heritage from the point of view of national value.

Treaties such as H.P.Polatov’s "I adored you, people", O.P.Umurzakova’s "The values of our independence, " Universal values: national traditions and customs are improving", H.A.Alikulov's "Values of Naqshbandiya", A.Jalalov's "Philosophy of independence and independence of philosophy", especially F.Temirov and S.Nazarovas "Society and values" and E.Y.Yusupov’s "Values and their importance in the life of society", X.O.Sheikhova and Q.Nazarov’s book "Universal values and spiritual perfection" have to be mentioned. At the same time, in Q.H.Khonazarov's article "National self-awareness and universal values" and in a number of other works of the scientist published in the following years, in A.M.Jalalov's book "The responsibility of independence", in B.R.Karimov and B.O.To’raev’s treaty "Rational value goals" some aspects of the topic are analyzed.
Kh.Kadirova in her article entitled "National values and the role of spiritual heritage in the life of society" point out: “The people of Uzbekistan rely on universal and national values. One of these does not deny the other”.

For the creation of the foundations of the theory of human capital, in 1979 Theodore Schulz, later in 1992 his apprentice Gary Becker was awarded the Nobel Prize in Economics. Semyon Kuznez, who received the Nobel Prize in Economics in 1971, made a great contribution to the creation of the theory of human capital [12].

**DISCUSSION**

It is known that today the dynamics of the development of the modern world is largely determined by the innovation, creative activity of Man, the development of Science, Technics and technology. At the same time, national and spiritual values play a special role in the reforms carried out. It is worth noting that when we talk about national value, we understand the ideas that have first of all been able to withstand the historical trials, fully embody the national interests of our people, fully meet the requirements of modern development, increasing the value of our people over the centuries.

In fact, as life develops, value also improves and continues to perfect. Therefore, in the sets of periods, the form of values, the genus can vary in a certain sense. But there are some values that do not change their form, nor their essence and value. They can include education, knowledge and science. Of course, knowledge is a huge treasure that cannot be bought with any fortune, and comes only after learning and aspiration.

Now the value of knowledge, education is called with the term" human capital". Until now, the concept of human capital in the literature has been understood mainly as a single entity, that is, human capital is the benefit that a person directly receives or the opportunity to socialize an individual. Through human capital, not only one person can bring profit to himself, but also to others. This must be done in accordance with national and universal values.

So what is human capital? Why is it necessary to develop human capital?

Today, man and his abilities, knowledge, skills have become the main factor in the prosperity of any society and the economic development of the state. Therefore, the essence of "human capital", which is an important factor in the development of society, is interpreted by some economists as a "reserve of all the acquired knowledge, skills and motivation" [2]. In fact, this is manifested as capital, because it is the source of future income. This is human capital, because it is inherent in Man and is an integral part of it.
Initially, when we say human capital, only the sum of investments that increase a person's working capacity - education and professional skills are understood. Human capital in a broad sense is the factor of intensive production of Economic Development, Society and Family Development, Knowledge, Social and managerial means of Labor, Health and living environment of the population, the high potential of modern qualified personnel [5, 19]. Human capital as an effective factor of development including manpower, knowledge, and managerial means of Labour, living environment and the educated part of the means of labour activity, ensure that it is effective and efficient.

According to G. Becker, "human capital is a reserve of knowledge, skills and motivation that everyone has. It is formed through human investments (long-term capital investments) in the form of spending on education, production training, health care, migration, collection of data on prices and incomes" [8]. In fact, education, gathering industry experience, healthcare, information means investing in human capital. It is for the reason that today man and his abilities, knowledge, skills have become a key factor in the prosperity of any society and the economic development of the state.

The concept of human capital has a much broader meaning - it is the main force that intensively develops the economy, society and its primary mobile family, the educated part of the workforce, the ability to manage intelligently throughout life and labor. In this respect, "human capital is a collection of accumulated skills, skills and goals, which is a factor that ensures the competitiveness of any country and state economy in the world market, has a strong impact on the activities of government agencies, legislative and executive authorities" [5, 6].

In the economic literature, human capital is formed as a result of investments as a certain reserve of health, knowledge, skills, abilities, motivations, the individual purposefully uses in a particular area of social production. The most common concepts in the definition of the term "human capital" are knowledge, skills, abilities.

It should be noted that education and vocational training increase the level of knowledge of a person, that is, increase the volume of human capital. Health reduces morbidity and mortality and increases a person's life expectancy. Migration and search for information leads to the fact that the workforce leads to areas with high wages and networks, that is, where human capital costs are high.

Indeed, it is not possible to achieve innovation without developing human capital. According to well-known economist scientists, the neglect of investing in
human capital can send a sharp decline in the competitiveness of the country. For the economic development of the country, it is required to educate talented people [7].

Of course, the basis of the concept of human capital lies in the complex of Man and his abilities. Ideas on human capital indicate that increasing the productivity of profitable work is primarily associated with increasing the workmanship and skills of the individual, as well as improving machinery and equipment. S.A. Kurgansky's works describe human capital as "a collection of knowledge, skills and other qualities formed by individuals as a result of investments and accumulation, if they are used appropriately, will generate a new flow of value and income" [6].

Currently, all reforms carried out within the framework of the strategy of action are aimed at developing human capital. In accordance with the strategy of action, digitization processes are carried out in our country on a wide scale. Also, the processes of digitization are taking place in all spheres of life of the society. In particular, the most important areas for a person are Economics, Education and medicine.

It must be said that today a new generation of young people is growing up - a digital generation with a technical vision, from which a humanistic element is extracted. Science creates a new environment for human life. "Like art, science is not only a cultural occupation of man. Science is a way of deciding how to do everything that seems to us. Therefore, we must say: the fact that today a person is moving and trying to stay is increasingly determined by what is called Science" [3].

It is known that the head of our state had earlier put forward five important initiatives to organize social, spiritual and educational work on the basis of a new system. Within the framework of the five initiatives, it focuses on the issues of attracting attention to young people, their wide involvement in culture, arts and sports, the formation of skills in the use of Information Technology, the promotion of book reading among the younger generation, the employment of women. At the same time, meaningful Organization of youth Leisure is an urgent issue. The higher the morale of young people, the stronger their immunity to alien phenomena and ideas. Of course, such work will help further development of human capital.

It should be noted that human capital, which includes health, knowledge and skills, is one of the main factors of economic growth and poverty reduction in many countries of the world in the twentieth century, especially in Asia. Therefore,
our country is one of the first in Central Asia to support the Human Capital Development Project [7].

National values play an important role in the implementation of the strategy of action. This is a very complex process. The difficulty lies in the fact that national and universal values encompass a complex system of knowledge, a rich arsenal of worldview, customs, traditions, rituals, feelings, etc. in conditions in which the real world is unique and opinions and views about them.

On the other hand, national and universal values have different directions: philosophical, social, political, economic, psychological, pedagogical, medical, literary, architectural, art history, rules of religious teaching, thoughts, proverbs, sayings, views and other national and universal masterpieces, which include traditions, rituals, customs, habits. And in each historical period they act as slogans, appeals, regulations, instructions and serve in a legal order, observance of which is mandatory for all. They bring order, beauty and good qualities into human life and society as a whole. Thus, national and universal values include everything that makes a person scientific, purify, direct to the path of truth, call for wisdom, dear, meaningful, useful to all, unique, exemplary and sacred. The need to learn and acquire knowledge in order to create the same wonderful pearls in the future is their pedagogical significance.

National values are a set of spiritual ideals that reflect the historical originality of representatives of certain ethnic communities. They serve as social and normative cultural axioms for the behavior of people of the same nationality [6]. It means that values play an important role in the upbringing of the younger generation, having a socio-historical character, as a means of introducing a person to the family, thereby allowing individual existence to overcome timeliness. Value-semantic content is the most important moment of "base punk selection", that is, the formation of worldview guidelines.

In fact, as life develops, value also improves and continues to perfect. Therefore, in the sets of periods, the form of values, the genus can vary in a certain sense. But there are some values that do not change their form, nor their essence and value. They can include education, knowledge and science. Of course, knowledge is a huge treasure that can not be bought into any fortune, only after learning, aspiration.

Therefore, now the value of knowledge, education is called the term "human capital". Until now, the concept of human capital in the literature has been understood mainly as a single entity, that is, human capital is the benefit that a person directly receives or the opportunity to socialize an individual. Through
human capital, not only one person can bring profit to himself, but also to others. This must be done in accordance with national and universal values.

Indeed, a person, realizing his position in society and mastering a new style of behavior, attaches special importance to the accumulation of his personal human capital. The researchers noted that the accumulation of personal human capital depends on the individual characteristics of each individual and the existing social institutions, and that accumulation is a complex, long and expensive process. When collecting human capital, human potential and related capital are distinguished; human potential exists as a reserve and acts only as a kind of opportunity to Become Human Capital, which manifests itself in the process of economic activity.

**CONCLUSION**

Thus, the future development of Uzbekistan will be based on science, scientific, social and humanitarian technologies. The development of human capital, which has become an integral part of national wealth in the last two or three years, is increasingly being paid attention. These include social protection, human health, improvement of family relations, improvement of activities of district institutions and radical changes in the education system. So, at the moment, human capital takes the form of intellectual capital, which is associated with the heuristic nature of the new knowledge. And the younger generation is becoming the carrier of modern intellectual capital, in which unique values, a new type of motivation, new types of communication and new skills (including digital) are actively formed.

In general, the accumulation of human capital begins with investing in upbringing, that is, with the birth of a child in the family, it is necessary to invest in them. Raising children means spending a lot of money, but at the same time, children are a source of satisfaction of parents. That is, in the process of life, a person brings himself into action, the fur is engaged in any "useful" work and "separates" from the components of their human capital - education, health, free time, education, free energy, which mutually reinforces each other.

In general, all the reforms currently being carried out within the framework of the strategy of action are aimed at developing human capital. And this increased attention of development to human capital, which has become an integral part of national wealth not only in our country, but also in the world in the last two, three years. As a result, the concept of human capital in a much broader sense, that is, the economy, society and its initial branch have become the main force that intensively develops the family, an educated part of labor resources, the ability to
manage life and work during its activities. Therefore, today the dynamics of the development of the modern world is largely determined by the innovation, creative activity of Man, the development of Science, Technics and technology.

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