



WAYS TO IMPROVE THE ASSESSMENT OF HUMAN CAPITAL

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Abstract

This article gives methods for assessing human capital in enterprises, it is necessary that the methods for assessing human capital are calculated and evaluated regardless of the type of activity of enterprises. This is a factor that affects the development of economic indicators for all activities.

Keywords: human capital, potential, criteria, personal opportunity, human qualities, innovation, evaluation of human capital.

INSON KAPITALINI BAHOLASHNI TAKOMILLASHTIRISH YO'LLARI

Annotatsiya

Ushbu maqolada korxonalarda inson kapitakini baholash usullari berilgan, Inson kapitalini baholash usullari korxonalarining faoliyati turidan qat'iy nazar hisoblanishi va baholanishi zarur. Bu barcha faoliyat uchun iqtisodiy ko'rsatkichlarni rivojlanishiga ta'sir qiluvchi omil hisoblanadi.

Kalit so'zlar: inson kapitali, potensial, mezonlar, shaxsiy imkoniyat, inson fazilatlari, innovatsiya, inson kapitalini baholash.





ПУТИ УЛУЧШЕНИЯ ОЦЕНКИ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА

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Аннотация

В данной статье приведены методы оценки человеческого капитала на предприятиях, методы оценки человеческого капитала необходимо рассчитывать и оценивать независимо от вида деятельности предприятий. Это фактор, влияющий на развитие экономических показателей по всей деятельности.

Ключевые слова: человеческий капитал, потенциал, критерии, личностные возможности, человеческие качества, инновации, оценка человеческого капитала.

In the innovative development of enterprises in the economy, human capital is the largest driver for assessing high-quality and quantitative criteria. Qualitative criteria reflect management models and methods of assessing human capital. Human capital assessment systems of certain quantitative criteria are based on its definition and natural approaches. As the main quantitative approach, the model of human capital, which temporarily evaluates, is reflected in the youth of mankind. First, it is necessary to increase the effectiveness of the human capital assessment system in order to further develop human capital assessment mechanisms in the organization. If we consider organizational and management for assessing human capital, then we require the introduction of quantitative methods for obtaining objectivity and more accurate information about the human capital of the organization, for this you can apply a cyclic approach to assessing human capital, which will be a form of interpretation of the management model shown in Figure 1.

Within the framework of the formation or improvement of the human capital assessment system, this model should be supplemented by a quantitative method of determining the human capital of each employee. At the same time, a direct assessment of the human capital of each employee is recommended to be carried out





in the certification process in the manner prescribed by the certification rules. This is due to the thoughts of Labor and temporary resources.

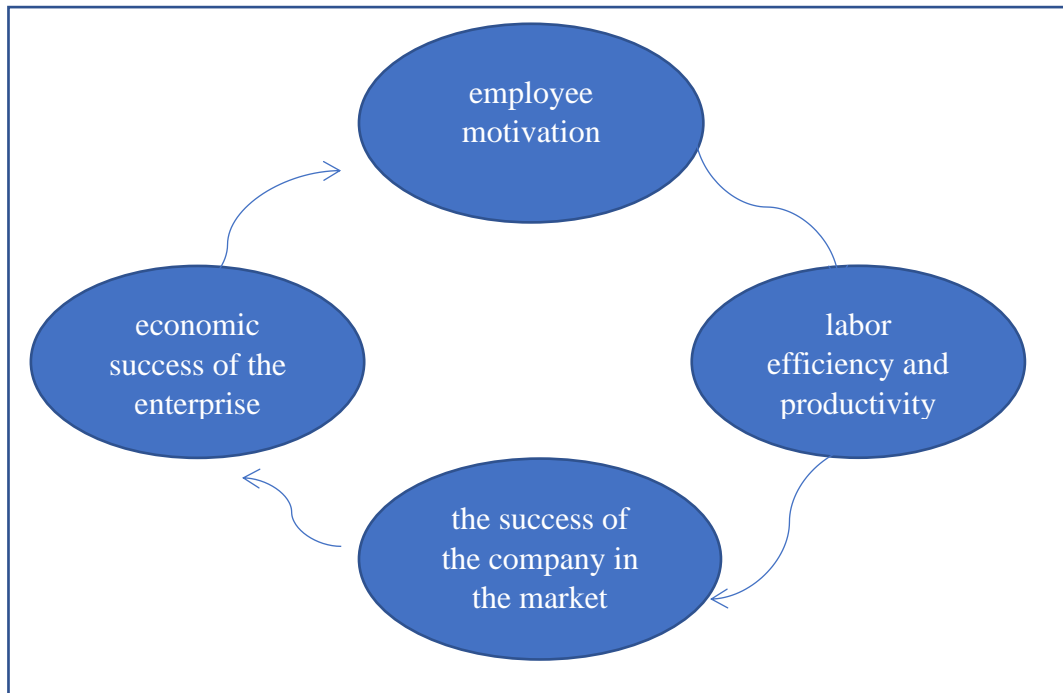


Figure 1-a manageable model of human capital assessment

It is necessary for us to determine the following indicators at the enterprise:

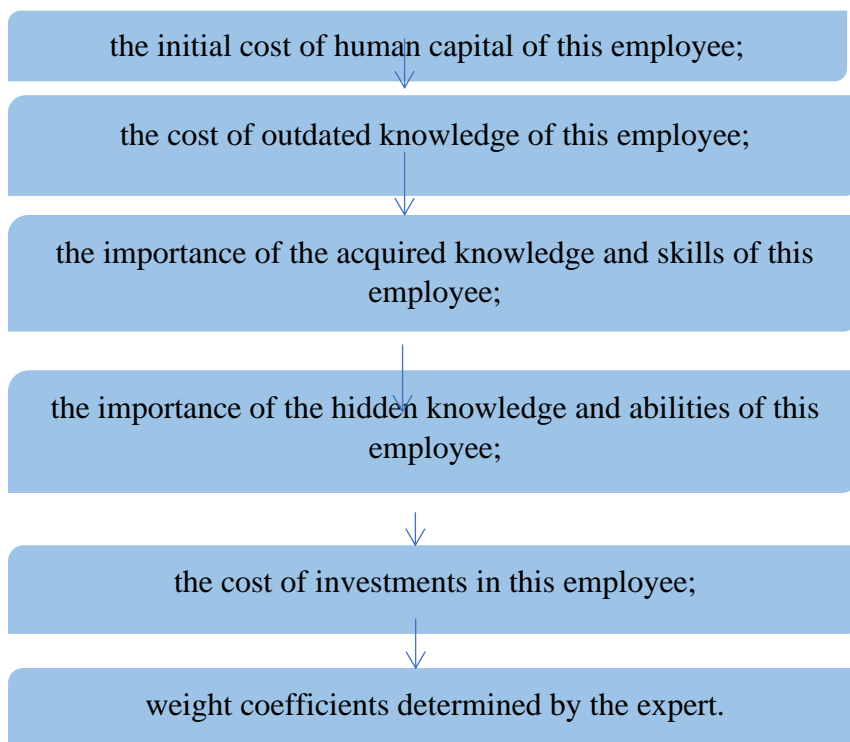


Figure 2. Indicators for which the importance of determining human capital for one employee at the enterprise is necessary.



An individual employee is defined as the initial cost of human capital - the main cost of employees in the field of selection, selection and recruitment. The valuation scheme of the initial price is given in Table 1.

Table 1. Initial value of human capital

	ELEMENTS
Direct costs	Search and selection
	Selection and setup
	Hiring and decorating
	Job submission
Indirect costs	Internal selection and selection
	Employee promotion
	A primary training officer, etc. costs
	Other types of indirect costs
	Total initial cost of human capital

Over time, human capital decreases from the weakening of health, cognitive impairment, self-study, development, etc., requires assessment, since human capital is an asset of long-term use. Human investment betting requires the identification of outdated knowledge based on the initial value of the individual employee's human capital. It is proposed that the coefficient A_1 , which reflects the erudition of the knowledge of a particular employee, should be equal to 0.05 for every 3 years of work at the enterprise.[9]

The knowledge gained increases human capital and is an outdated process of uncertain knowledge. The knowledge gained is expressed in terms of the initial value of human capital of a separate employee. The A_2 ratio, which determines the acquired knowledge, skills and skills of a particular employee, is planned to be equal to 0.1 for each successfully completed Certification in the process of work at the enterprise. The cost of an individual employee's indispensable knowledge reflects the effect of innovation, innovative changes and the introduction of proposals in the company's business processes, where rationalization and the results of ideas by this employee are included. Specific knowledge of the employee, his abilities, talents and professionally important qualities should be considered. It also includes the knowledge gained as a result of the rapid accumulation of experience, using the employees of their natural qualities, psychological capabilities and other individual characteristics of a person.



The cost of dubious knowledge is expressed in terms of the initial cost of human capital of a separate employee. The coefficient A_3 determines the most accurate knowledge that determines the skills and abilities of a particular employee, which is equal to 0.5 for each successful case of the introduction of innovations, developments and work that introduce the company's work processes in the enterprise of this employee. [3]

The system of payment for knowledge and compensation is the development of additional knowledge and skills that encourage the employee to grow professionalism. This approach is based on the fact that the competitive advantage of the organization directly depends on the competence of the working employee. The cost of the acquired knowledge is to increase the professional or production level of each employee, develop health and economic experience, develop production and economic experience, improve health and well-being. Consequently, investments in a particular employee will be economically consistent, if ultimately will ensure an increase in the profitability of the company. At the same time, you can evaluate the knowledge gained through the formation, accumulated professional experience through the assessment of investments in human capital. Therefore, it is necessary to share the approximate value of the acquired knowledge of the individual employee and the cost of investments in this employee. The value of investments in a particular employee is determined by the cost of training this employee and the rate of return on investment in training personnel. At the same time, a specific employee is offered a clear definition of 1 equal amount for the development of investment significance coefficient 1, investments in education, professional or production level development, health level, etc. This directly affects the increase in human capital.[3]

It is decided at the expense of the introduction of quantitative methods for assessing human capital, as well as in certain areas of development of a particular employee. As a result, this allows the organizer to clearly organize from the staff to prepare for the replacement of the main positions and what needs to be trained. The use of the proposed quantitative approach to the assessment of human capital makes it possible to fulfill the concept of management, accordingly, the enterprise will be able to use cost indicators when assessing the results of economic activity and comparing them. Thus, an objective combination of quantitative criteria and qualitative parts can be achieved due to the compliance with the level of personnel qualification and assessment. On the contrary, it will not be necessary to change the essence of the organizational and managerial approach.

For a quantitative assessment of human capital, it is proposed to apply a formula that leads to the initial cost of human capital of a particular employee, the cost of his



outdated and acquired knowledge, as well as the value of hidden knowledge and investments. [8]

Human capital assessment will be an additional asset that can be, as a result of formalizing a quantitative approach to the implementation of the proposed model and taking into account the target direction of the human capital assessment system developed in the organization. It is assessed qualitatively and quantitatively using the recommended methodology for assessing human capital. At the same time, the assessment of specific personnel can be carried out according to optimality and the criteria of professors.

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