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Improvement of investment in human capital in modern conditions

Abstract: Different economic schools interpret the term "human capital" in different ways. In the early classical tradition the concept of capital covers and combines two different aspects: ownership-control over the means of production claim to future earnings. Neoclassic theory connects the capital with the second term on these points. In modern theory, by contrast, first put forward the consideration of capital as a public relation with social position, the issue of ownership and control over the means of production.

Keywords: capital, human capital, production, theory, classification, investment, consumption, earnings, relations.

Introduction. Formation of the concept of human capital was carried out in the process of overcoming the traditional views on capital as some homogeneous phenomenon, but on the other hand went towards synthesizing the achievements of different schools. It has found reflection in the so named extended interpretation of national wealth and capital, which originates from the ideas of I. Fisher (early twentieth century). [9, p. 64] He proposed to count all the capital that meets the following criteria: revenue generation stream over time, with any income is always the product of any kind of capital. Then the capital stock is any goods that have the ability to accumulate, industrial use which is not an isolated act, but continues for quite a long period of time and revenue.

From this human potential, gifted, knowledge, skills, etc., should recognize the particular form of capital based on the fact that they are an essential personal property of every individual; provide its owner to obtain a higher profit in the future by eliminating the share of current consumption, and this capital is able to offer not only cash

income (in the form of higher incomes), but also "natural" psychological benefit. For direct benefit of the whole society is a further growth of production.

Analysis of publications. In the process, the author used the work these scientists: H. Becker [1, 2], Geir V. [3] D. Grayson [4] E. Dolan and Lindsey D. [5] Dyatlov S. [6] Zakharchenko V. [7] J. Kendryk. [8] V. Lavrov [9] Makonnel K. and S. Brue [10] Martsynkovych V. [11] A. Toffler [12]. But these works very brief classification of the total capital and the types of investment in human capital.

The purpose of the article - subject to the conditions of Ukraine's transition to a new technological way to determine the classification criteria factors, total capital of the company, types of investment in human capital with the aim of raising the competitiveness of domestic enterprises.

Results. In modern conditions the human capital and not plant, equipment and inventories, is the cornerstone of competitiveness, economic growth and efficiency. The functioning of the human capital return on its feet implied by the use of his free will subject individual interests and preferences, its material and moral interest, lifestyle and general level of culture, primarily economic.

To invest in human capital tend to include the cost of maintaining health, for general and special education; costs related to job search, professional training in the workplace, immigration and raising children, finding economically meaningful information on prices and earnings.

Investment - is more important prerequisite for the production of human capital, but not the production, which is in the process of where the owner of this capital is either the subject or the subject or from exposure. Human capital is created as in the public sector by using a market mechanism, and in private, in the sense that labor and efforts to self-development and self-improvement play a crucial role in this process. But these costs will inevitably be switched in public spending in order to throughout the manufacturing process, as the accumulated stock of knowledge, skills and other productive qualities of man can wake implemented and can get an estimate only in society by means of their owner.

Makonell K. and S. Brue give the following definition: "Investment in human capital - is any action that increases the skills and capacity, and thus the productivity of workers. Costs that contribute to someone's performance might be seen as an investment, because the running costs are made with the expectation that those costs will be offset by the increased flow of multiple incomes in the future" [10, p. 171].

These authors identify three types of investment in human capital: education expenses, which include general and specific, formal and non-formal, training in the workplace; health care costs, which consist of expenses for disease prevention, health care, diet, improving housing conditions; the cost of mobility by which workers migrate from places with relatively low productivity in places with relatively high productivity.

Investments in human capital are family differences that distinguish them from other types of investments.

1. Return on investment in human capital depends on the duration of his life vehicle (duration of working period). The earlier made investments in people, the sooner they are beginning to return. But we must bear in mind that the better long-term investment and bring a higher and more long-term effect.

2. Human capital is not only subject to physical and moral deterioration, but is able to accumulate and multiply. Depreciation of human capital is defined in the - first, the degree of natural wear (aging) of the human body, but also the inherent physiological functions, and - secondly, the degree of moral (economic) depreciation due to aging or changing the values of knowledge of education. The accumulation of human capital is in the process of periodic retraining workers and accumulating production experience it. If this process is carried out continuously, then use it as the qualitative and quantitative (quality, volume and value) characteristics are improved and increased.

3. As the accumulation of human capital and its yield rises to a certain level, bounded by the upper limit of active employment (active working age) and then decreases sharply.

4. With the formation of human capital is a "mutual multiplier effect". Its essence is that in learning and improving performance and increasing the ability not only to students, but also the one who teaches, which further leads to the growth in earnings both the first and second.

5. Not all investments in people can be recognized as investments in human capital, and only those that are socially feasible and economically necessary. For example, the costs associated with criminal activity, not an investment in human capital as socially inappropriate and harmful to society.

6. The nature and type of investment in the person subject to historical, national, cultural characteristics and traditions. So the choice of education and occupa-

tions children largely depends on family traditions and level of education of their parents.

7. In comparison with investments in other forms of capital investment in human capital is the most favorable in terms of the individual and so in terms of the whole society.

All investments in human capital can be classified in the following groups of expenses: 1) health in the broadest sense, which includes all costs that affect the life, strength, endurance people; 2) learning in the workplace, which includes training provided by the company; 3) formal education (primary, secondary, higher); 4) migration of people and families in order to change the conditions of employment; 5) Search economically important information.

Of all the types of investment in human capital is the most important investments in health and education. General and special education improve the quality and supply of human knowledge, thereby increasing the volume and quality of human capital. Investments in higher education contribute to the formation of highly skilled professionals, high efficiency which gives the greatest impact on economic growth.

It is necessary to select a group of expenditure on education in the workplace. Today it is one of the most important components of investment in human capital in all countries. This applies to trades professionals - researchers, teachers, engineers, experts in computers, etc., which are designed to continuously update the classification using individual study of literature, the use of independent study programs, study the example of, experience and evaluations of others.

Along with education is the most important investment in health. Investments in health, his health, reducing disease and mortality prolong the operable life, and therefore the operation of human capital. State of health - is its natural capital, the share of which is hereditary, and the other - acquired as a result of the cost of the individual and society. For life is a gradual depreciation of human capital. Investments related to health, able to slow down the process.

G. Becker conducted the difference between special and general investment in human. Special training gives employees the knowledge and skills that are of interest only for the wrong company, where they were obtained (eg, introducing beginners to the structure and internal order company). During the training the worker re-

ceives general knowledge and skills that can be used also in many other enterprises (training to work on the computer) [2].

G. Becker showed that the overall preparation indirectly paid by workers when tending to training, they agree to a lower during the education they pay and then also gets revenue from it. If its funding held by the company, they would each time you release these workers would remain without their investment. Conversely, companies paid special training, and they also gets revenue from it. Because otherwise the termination on the initiative of the company bearing the losses to workers. According to G. Becker in the cost of production of new knowledge and skills, improving skills also include the cost of time and effort the student [1].

To investment in human capital, in our view, today, in a sense, to attribute actual costs and on the fundamental scientific development. Because in the process of science not only create intelligent innovations on which then formed the new production technologies and methods of consumption, but also making changes on most people as the household of that act bearers of new abilities and needs. We agree with the one point of view, in the Information Society, which moved developed countries and where the main role will belong to the areas in which accumulated through the development of science, culture, education, information rich society, which accumulate and then in technology, science becomes a kind generator of human capital.

The main assets of human capital are all the items that meet the basic forms of investment in people. We distinguish the following assets: general and special education, health, birth and parenting, migration, search for cost-sensitive information. In modern terms we consider necessary to allocate the asset as a spiritual and intellectual stability mobility man who is conscious, morally oriented capability to collect, analyze, use the growing flow of information (information mobility).

Conclusion. The transition to new technologies requires significant costs associated with renovation knowledge. Formal education is no longer sufficient and the only method of training the workforce. Graduation and the beginning of work - this is not the end of the learning process, and usually end its total preliminary stage and the beginning of a more specialized and long-term process of acquiring professional qualifications. That is why the need to develop a system of continuing education and retraining constant mass of people nowadays without doubt. Most retrain workers more favorably than replace it.

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The development of urban settlements in Belarus and the determination of growth centers

Abstract: The article reviews the dynamic of urban settlements' population in Belarus, distinguishes real and potential centers of economic growth, and identifies the centers of national, regional and local significance. As the potential centers of economic growth stagnating and depopulated urban settlements have been reviewed as they have an important role in the country's settlement system, the development of optimization of which is significant to enforce effective regional policy.

Keywords: urban settlements, dynamics, population, growth center, regional development, regional policy.

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Развитие городских поселений Беларуси и выявление центров роста