



Philosophical Analysis of Elements of Human Power System

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Annotation: The article scientifically examines the structure of human potential. The category of human capital has been shown as one of the directions of human potential theory.

Keywords: human potential, human capital, Social capital, political capital, intellectual capital, human resources.

Human potential has a complex structure, which consists of various elements, systems of human potential. In a word, a systematic approach is needed to study the essence of human potential in order to determine the structure of human potential and the properties of the elements that belong to it. The systematic approach allows the study of the object of research on the one hand, as a whole, and on the other hand, as a system of different elements. The essence and properties of an entire object that has a particular system are determined by the properties of the elements that make it up. Elements can also be described as parts of a whole.

Every whole system exists through its elemental parts. There will always be interdependence and interaction between the elements of a system or parts of a whole. Interdependence and influence are the lifeblood of the system and the whole existence. A separate part or element is not equal to a system or a whole and cannot determine its essence on its own. Based on the relationship between parts and elements, their properties interact and also affect the essence of each other. It also determines the sequence and known evolution of system elements. On this basis, the system maintains and exists with certain characteristics and in accordance with the principles.

Any system that exists in existence is focused on certain behaviors and goals. Based on the movement of the system, its existence and life are ensured. Such a dialectical connection and relativity, movement ensures not only the existence but also the development of any system. In the case of the study of human potential, this system depends on the presence and movement of its elements. The essence of a human potential system depends on the internal dialectical interdependence and dynamics of the elements to which it belongs.

The study of human potential as a system requires a separate study of its components.

In our opinion, the system of human potential consists of the following elements:

- human capital;
- human resources;
- human skills.

Human potential to this day is not limited to an individual, but rather refers to a specific period and age in relation to a nation or country, a society. In particular, academician G.I.Zaslavskaya analyzed the problem of potential not in connection with one person, but in relation to the potential of the society and the nation to which he belongs. This potential can determine the development of the nation and society in the context of increasing competition in the world. He also



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sees "human potential" as a scientific category in the socio-economic sphere. According to G.I. Zaslavskaya, "... the human potential of society is the desire of national unity for active self-development, the readiness to respond quickly and accurately to many questions arising from the external environment and as a result of increasing competition between societies and ability" [1]. It is obvious that the potential of a society, a nation, expresses its ability to respond to various challenges that arise in all spheres of social life.

At the heart of human potential is human capital. Human capital refers to a person's knowledge, skills, social experience, as well as his or her physical and social health, which he or she accumulates throughout his or her life based on his or her life experience, serves as a basis and resource for human activities in society. Human capital is formed and developed within its potential. It follows that the formation of human capital means the development of human potential [2].

Human potential and human capital as an interrelated process is the ability of a person to realize himself in society. An important element of this process is a person's ability, talent. In this regard, it is appropriate to quote the views of the President of the Republic of Uzbekistan Sh. Mirziyoyev. His report on "The main goal - the development of human capital in our country" is devoted to the development of human capital and innovation in our country [3].

The economic and social wealth of a country, a society depends, among other factors, on the capital of the members of society, of each individual. The economic, political, cultural and spiritual spheres, the education system, science and other spheres in society, in their strategic development, of course, imply the development of human capital. States and governments define and plan the directions of their domestic and foreign policies, the prospects for future development in the context of human capital and its importance, development and renewal.

The renewal of human potential depends on the human capital that forms its basis. The growth of human capital plays an important role in fulfilling the tasks facing society under the requirements of the times and human needs. Human capital includes its abilities, knowledge, potential. The growing importance of the human factor makes the issue of its capital formation urgent.

The future of society depends in many ways on human innovation. The idea that human intellectual resources, intellectual potential is human capital, has been expressed by a number of Western philosophers. Based on such ideas, the theory of human capital was developed.

Scientists have different interpretations of the concept of "human capital". The first theories about the study of human capital were developed by American scientists T. Schultz, U. Petty and G. Becker in the 60s of last century. G. Becker's book "Human Capital", published in 1964, provides a theoretical model of human capital [4]. G. Becker's theory of human capital later served as a methodological basis for scientific research in this area. In the process of studying human capital, it can be seen that the approach to the issue is mainly from an economic point of view. Over time, economic theories of human capital began to be applied to social processes as well. Depending on the category of "human capital", such concepts as "social capital", "political capital", "intellectual capital", "human resources" have emerged.

In our opinion, it would be expedient to analyze the problem of human capital as one of the directions of the theory of "human potential" in the framework of social philosophy. The theory of human capital can be used as a methodological basis in the process of studying the problems analyzed in the context of human potential. There is no sphere in social life that is not connected with other spheres such as economic, political, cultural and spiritual. Since the subject of all social



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spheres is man and his activity is a determinant of the development of these spheres, all social events that take place or take place in society are related to issues such as human capital, potential.

It is well known that social existence, all spheres of social life exist in a dialectical interrelationship. Different areas interact with each other. The attribute of man is his sociality, that is, his presence in society, being under his influence, and at the same time becoming socialized by joining society through his activities. Of course, in this process, if human potential is important in terms of fulfilling a certain task in society, in turn, society also allows the realization and growth of human potential.

Man can express himself, his character, his inner needs and interests, his hopes, his potential in society, in his interaction with society. Through socio-anthropological and praxiological phenomena that belong to man, such as human development, satisfaction of needs, activities, man interacts with society, between which social relations are formed.

“Based on anti-Taylorism ideas that emerged in the United States in the 1920s, the theory of human capital emerged in the 50s and 60s with the rise of the scientific and technological revolution in the West, and many philosophers began to deal with this theory. This theory was put forward in the works of American scientists G. Becker, B. Weisbrod, D. Mintzer, G. Hansen, T. Schultz. Proponents of the new scientific theory began to pay special attention to the role of vocational training, science, education in the formation of the modern workforce, and began to prove that investments in these areas will be of great benefit in the future” [5].

It is obvious that the education system is of great importance as a field that forms and develops human capital, according to the named scientists. Education and preparation for the profession, career orientation is to increase a person's capital, to increase his potential.

Human potential has become one of the modern scientific and philosophical problems. The huge explosion of science and technology underscores once again the need for a new approach to the study of human potential. Until almost the 80s of the last century, human potential was a little-studied field. Nevertheless, this social phenomenon has been studied in relation to other human-related issues in the field of philosophy, anthropology.

Compared to other problems in the socio-philosophical field, the problem of the individual is distinguished by its complexity. All the sciences of history, society, and humanity study man. The problem of human potential is no exception.

The diversity of different approaches, theories and opinions in the process of studying human potential implies the complexity of the problem and makes it somewhat difficult to study human potential precisely from a philosophical point of view. The diversity of theories that study human potential expresses its trends, dynamics, and development prospects.

The philosophical study of human potential requires the study of an object not only from an anthropological but also from an epistemological, praxiological and axiological point of view, which means the study of the problem at a high general level.

A number of scientists explore the interrelationships between human potential and human competence. "Human capital" is based on a combination of different areas, such as intellectual life, a set of human potential and competence. The sphere of intellectual life includes science, art, religion, education. Human potential includes forms of human potential such as epistemological (cognitive), creative (creative), axiological (value-oriented), communicative, and aesthetic. Apparently, the author analyzes the issue of human potential in relation to human capital. The analysis is also based in part on a praxiological approach, which explores human potential in relation to and related to areas of society.



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PV Lemanova, another Russian scholar who has studied the problem of human capital and potential, acknowledges that human capital is the basis of human potential and describes human potential as follows: "Human potential, confidence, loyalty, ability to confidently withstand the hardships of life, to have a clear position in disputes, to assess the political and economic environment in which labor takes place, a person's desire to learn, ability, imagination, creative character, conscientious attitude to work in different life environments, be able to understand and organize knowledge, set goals and objectives, find the right direction in non-standard situations, solve problems rationally, find and share new information with others, work in a team and focus on the goal positive orientation of activities, obedience to modern ethical rules, etc" [6]. The scientist describes human potential as a complex system, which includes dozens of elements.

From the point of view of PV Lemanova, it is clear that human capital is the basis of human potential. But if we look at the researcher's analysis, both human capital and potential were initially understood as an economic phenomenon. Later we see that these events are gaining social significance. Although a person has initially realized his potential mainly in the economic sphere, it is natural that he will gradually work not only in the economic, but also in the cultural, spiritual, scientific, aesthetic, religious and other spheres. This process is associated with the emergence of new areas as a result of the development of society, leading to the emergence of new forms of human potential.

The fact that any problem related to man is relevant to society and acquires anthropological significance is reflected in the process of relations between society and man. The growth of human potential is associated with its gradual socialization. As a person's speed in social relations increases, it is natural that new opportunities will appear for the realization and enhancement of his potential. Such relations are human-human, human-society, human-economy, human-science, human-spirituality, and so on. formed in the system of relations and takes place in the spirit of the period.

Another Russian researcher, A.I. Dobrynin, in his article on human capital, writes that "... man is a certain reserve of his health, knowledge, skills, abilities, motivation, formed as a result of human investment and accumulated by man, which affects the development of human potential" [7].

When it comes to investing in people, it is not just economic investment that is meant. Any investment in society, nation, individual is of social importance, it is aimed at human health, well-being, education, knowledge and professional skills, the acquisition of spiritual and cultural wealth, skills and experience, innovative thinking and action towards current goals. referral and any investment that serves the development of another person and society.

The study of the problems of development and growth of human capital and human potential shows that the problem of human capital management arises as the opportunities for human development in society expand. Because the development of a nation and a society in many respects requires the proper management and proper direction of the capital available to the society and its members.

Russian scientist SA Kurgansky interprets "human capital" from an economic point of view, as an economic category. Research by the scientist has shown that the problem of human capital determines an important aspect of the economic development of a society and that investing in it will have a positive impact on the development of economic development. According to him, the concept of "human capital" is a reserve of knowledge, skills and other qualities formed as a result of investment and accumulated by the individual, the targeted use of which leads to a new flow of prices



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and benefits [8]. Defining human capital as a resource that serves the economic development of a society is a unique approach that implies that human capital also serves the future of society.

According to Kurgansky, "... human abilities, characteristics, knowledge, skills, etc. can be considered as a specific form of capital, because they:

- have the ability to accumulate (multiply) and form a certain reserve;
- allow their carrier to get high profits in the future by giving up a certain part of daily consumption;
- direct benefit to society is associated with the growth of by-products;
- require large investments from both the individual and society during the formation of human capital;

- personal achievement (property), wealth of each individual. The researcher views human capital as a person's personal property. But at the same time any form of human capital has a social significance as a social wealth of society, which manifests itself as a specific system [8].

Even in the case of economic studies, it is known that any problem in this regard, in part, human capital is also a social problem, because it is a determinant of the life of man and society, the issues of its existence.

Thus, the concept of "capital" includes all elements of social wealth. Capital manifests itself as a multifaceted economic phenomenon, takes different forms, performs different functions, that is, and becomes a "systemic component" of the market economy, "occupying all sectors" [8].

It would be expedient to analyze the problem of human capital in relation to the capital of an individual or an individual, a group, a society, a nation and a country. In fact, human capital requires that the essence of man be considered in the context of his identification with the values of a particular nation and society, society. That is, the identification feature of man as a human being is expressed in his capital. Human social characteristics (morality, culture, spirituality, knowledge, education, behavior, social activity, activism, choice of values, axiological orientation, etc.) affect the structure of capital. Human capital is also related to the future of a society and a nation by determining its development, future ideals, and plans.

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