

## MANAGEMENT OF THE HUMAN CAPITAL

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With increasing mobility of technologies as well as the capital, competitiveness solely depends on quality, productivity and flexibility of human resources, so business claims nowadays. Leading European experts point that the human capital assets will attain more and more value as far as developed countries enter the postindustrial era. Such conception is none other than a reflection of a person's role and position in a modern capitalist production.

The theory of human capital assets fits well into human resources management conception. Methodological aspects of said theory were laid out at the turn of XIX-XX centuries. The formation of modern views on human capital assets refers by the late of 50-60s of XX century which have their reflection in fundamental writings of outstanding scholars such as G.Bekker, T. Schultz who were awarded the Nobel Prize in economics. In addition it should be emphasized that a person's abilities and features participating in a process of production were considered as the most important source of revenue and the main efficiency factor of any management system and economic growth of a country.

In economic literature there exist a great number of definitions of a term "human capital assets". One of the most complete is as follows: *"Human capital assets are formed as a result of investments and accumulated store of health, knowledge, skill, abilities and motivations of an individual which lead to the growth of person's qualification and used in one sphere or another of social reproduction, assist the development of productivity and labor quality and whereby lead to the wage increase of a given person."*

The structure of the human assets in the form of a diagram can be illustrated as follows:

### **Human capital assets**

#### **Knowledge of a person Knowledge in physical and material form**

#### **Institutes assisting the effective utilization of all types of capital**

Human assets can be classified by forms in which it is externalized:

1. The live capital comprises of a person's knowledge and health.
2. The nonliving capital is created when knowledge has been realized in physical and material forms.
3. The institutional capital represents institutes assisting the effective utilization of all types of capital.

The human assets have a complex inner structure and its every element at different levels is assessed by corresponding set of indicators. It can be emphasized the following groups of indicators:

- *microlevel* – for characterization of the human assets of an individual and enterprise;
- *mesolevel* – for characterization of the human assets of large corporation and regions;
- *macrolevel* – for characterization of cumulative human assets on a national economy scale.

Lets's take a detailed look at these indicators. For an individual the following factors can be used:

- 1 qualification (competence)
- 2 industrial work record (experience)
- 3 hours of employment within a year
- duration of training at work – natural indicators;
- 5 personal expenses on profession and qualification acquisition
- 6 income increase due to the training at the place of production and retraining etc.

At the level of enterprise the following indicators can be used:

1. Personnel capacity and its professional-qualification structure
2. The amount of hours worked during the
3. Product quality
4. Fund of time of training at a workplace - natural indicators;
5. Costs of training, retraining and advanced training of the personnel
6. Fcceleration of profit due to the personnel retraining
7. Working efficiency of labor force
8. Loses due to rejects and claims for replacement etc. – cost indicators.

At the macrolevel:

- 1 Professional-qualification structure of cumulative man power
- 2 The amount of workers and unemployed persons (including by professions and by a skill level)
3. Expected working lifetime etc. – natural indicators
4. Social productivity of labor
5. Volume and share of expenses on employees training and retraining in GDP
6. GDP losses due to nonparticipation of the unemployed in economic activity etc. – cost indicators.

The system of indicators of the human capital assets evaluation allows us to make a conclusion against cumulative human assets, to determine existing development trends as well as to state the dependence between various indicators affecting the formation of the human capital assets and to predict a possible scenario of future development. In order to operate the human assets successfully the management should control the following set of parameters: 1. Education; 2. Qualification; 3. Knowledge associated with work; 4. Professional skills; 5. Psychometric characteristics; 6. Employee health.

On the whole the tendencies of human resources management have a global character and reflect searches of leading companies in their attempts to establish the high-performance systems of realization of creative and production potential. The fundamental theoretic basis of a modern concept is the recognition of economic effectiveness and social value of human resources, the utilization and development of which require investments like other forms of economic resources.

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## **ELECTRONIC GOVERNMENT IN RUSSIA**

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Conception of e-Government has been adopted at 8 may 2008 by Government of the Russian Federation. The development and approval of necessary documents and bringing conception to life started since this moment. The main idea of e-Government is the utilization of IT, ICTs, and other web-based telecommunication technologies to improve and/or enhance on the efficiency and effectiveness of service delivery in the public sector. This statement means that every government body should possess necessary hardware and integrated database for all departments so they could be able to connect with each other and receive indispensable information without any reference from citizens.

The IT are massively implemented into activity of municipal and state bodies nowadays in Russia, new state program “Information society” is adopted which purpose is to receive advantage of using IT in every sphere of life. Also each federal body has finished and demonstrated preparations to work in interagency electronic cooperation system (IECS) on 1 October 2011. The development of Electronic Government is in active phase now.

The hypothesis of this article is that implementation of e-Government systems connected with definite difficulties and solving of these difficulties is vital for successful realization of Electronic Government. The Russian Federation is falling behind many countries in implementing of this program.

A number of issues are possible to highlight: lack of hardware, absent of technology on regional level, lack of qualified specialists, misunderstanding of information exchange unified system necessity on all levels and lack of funds on regional level

Generally three levels of granting state services are considered:

1. Federal level
2. Regional level
3. Municipal level