

ISSUES OF HUMAN CAPITAL DEVELOPMENT THROUGH ENSURING THE HEALTH OF THE POPULATION

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Annotation: In this article, at the heart of the reforms implemented in our country, first of all, the rights and freedoms of people and citizens, in particular, medical rights, which are one of the social rights of the population, that is, the issue of the health of the population, are discussed. If the population is healthy, the society will develop. For this, it is first necessary to develop the medical culture of the population. The issue of health care depends on how much attention is paid to human capital in the country. The article discusses the beginning of the development of human capital with the education and health system.

Keywords: health care, education, human capital, medical culture, population.

Annotatsiya: Mazkur maqolada mamlakatimizda amalga oshirilayotgan islohotlar zahirida avvalo inson va fuqorolarning huquq va erkinliklari, xususan aholining ijtimoiy huquqlaridan biri bo'lmish tibbiy huquqlari ya'ni aholining salomatligi masalasi haqida fikrlar boradi. Aholi salomat bo'lsa jamiyat rivojlanadi. Buning uchun avvalo, aholining tibbiy madaniyatini rivojlantirish zarur bo'ladi. Sog'liqni saqlash masalasi esa mamlakatda qanchalik inson kapitaliga e'tibor qaratilganligiga bog'liqdir. Maqolada inson kapitalini rivojlanganligi ta'lim va sog'liqni saqlash tizimidan boshlanishi haqida ham mulohazalar yuritiladi.

Kalit so'zlar: sog'liqni saqlash, ta'lim, inson kapitali, tibbiy madaniyat, aholi.

Аннотации: В данной статье в основе проводимых в нашей стране реформ лежат, прежде всего, права и свободы человека и гражданина, в частности, медицинские права, являющиеся одним из социальных прав населения, то есть вопрос здоровья населения. Если население здоровое, общество будет развиваться. Для этого в первую очередь необходимо развивать медицинскую культуру населения. Вопрос здравоохранения зависит от того, сколько внимания уделяется человеческому капиталу в стране. В статье рассматривается начало развития человеческого капитала с системы образования и здравоохранения.

Ключевые слова: здравоохранение, образование, человеческий капитал, медицинская культура, население.

The formal education component of educational investment is a process that begins with pre-school education and ends with higher education. Education is the most important investment in human capital. This is directly related to other types of

investments. In general, investment decisions in education, healthcare, job search and immigration, etc., constantly complement and influence each other. For example, as the level of education increases, it can be predicted that the level of health and literacy will also increase. On the other hand, an individual's health status can influence their decision to pursue education, immigration, and employment. Health is a factor that directly affects a person's well-being and standard of living. The risk of illness and death leads to the weakening of human abilities and behavior. At the same time, a person's income can increase or decrease due to health, working hours, and the variety of jobs available. According to Fletcher and Frisvold, people with higher education are healthier than people with less education.[1] There is a significant relationship between education and mortality, heart disease, diabetes, days of unemployment, smoking and alcohol consumption.

Health care and education always go hand in hand, Becker said. It increases motivation in consumption, family planning, music, literature, and sports, and it improves health in many ways. Likewise, a healthy diet provides strength and endurance to increase a person's productivity.

Becker continued in his theory, while acknowledging the effect of working conditions (employee health checks, lunches, etc.) on productivity, on the other hand, he argued that activities with high rates of accidents and deaths escape advocates that its employees should be given the opportunity to work safely. Therefore, companies invest in health and education, and through this, the manager increases the labor productivity and personal productivity of his employees with the help of these investments.[2]

Conditions for access to medical services offer quality choices in addition to life expectancy, healthy aging, and increased life expectancy. Investments in health create a foundation for human capital formation and increase labor productivity and contribute to efficiency. Economically, investments in health care primarily serve to provide skilled employment, create new skills, and ensure sustainable economic activity, such as the creation of new technologies and innovations through activity. This, in turn, affects the areas that provide development. But there are not always good conditions in activities, enterprises and organizations. From this point of view, individuals will have to adapt to changing social conditions.[3] Even in this case, it is very important that employees participate in educational activities, mental health, volunteering in social events, and technology.

Health is an area that all countries should invest in, not just individuals or businesses, but from a social welfare point of view. In addition, global cooperation is necessary for highly developed countries or regions. Because infectious diseases can spread geographically throughout the world. In such a situation, from being a regional problem to becoming a global problem, it leads to the loss of productivity and income from the point of view of the national economy. Due to the allocation of funds spent on the health of the population, health will be ensured and will bring several times the profit from the allocated investment. The benefits of the received investments will last for a long time.

According to the "Job Search" theory, which is one of the neoclassical economic theories, the act of searching for a job is, in turn, an investment in human

capital. Because the longer a person is looking for a job, the more likely it is that he will encounter a lower or higher salary offer. The main objective of the job search theory is to study the behavior of a person with incomplete and incorrect information about work and wages. Information available in the labor market, the duration of the job search, affects the behavior of employees. The job search process is a time when information gathering costs are high.

Based on all the above theories and views, it is possible to express the relationship between human capital and human concept between capital investment and income with abilities, knowledge, skills and qualities that can change a person's income in the labor market. In this context, the concept of human capital includes formal, compulsory and voluntary education and vocational training and beyond; other educational activities that increase the skills and qualifications of a person on the labor market (for example, foreign language courses, qualification courses, vocational training provided by) are tangible or intangible, for example (health care, job search, migration) and require investment and can be defined as the total value of the resulting benefits.

Endogenous growth models based on human capital increase labor productivity. a positive externality occurs by increasing the productivity of other factors of production. The relationship between education and income, in other words, due to their increase, an increase in the net income of a person from the main job increases the share of the person in the national income, as well as economic growth and prosperity.

With the widespread use of education, which is the most important element of human capital, it is constantly updated, modified and individualized, taking into account changes and requirements. Brings the need to be in a structure and content that increases the welfare of society.

A higher education level increases a person's income from work. Having a higher education can be considered as a condition that allows you to move away from poverty. At this point, although the average or median wage of the countries is decisive, the development occurs as the level of education increases, so does the increase in income. This leads to differences in the incomes of individuals with educational levels.

Consists of such components as process optimization. Product innovation provides a bright future for an organization. This is because innovation allows the creation of new products that increase the competitiveness of the organization and ensure its survival. Corporate culture is also part of structural capital. Corporate culture is the values and norms that influence knowledge transfer and business interactions. A successful corporate culture defines company policy compliance processes and improvement habits. Process optimization consists of continuous improvement of internal procedures and processes.

Internal collaboration refers to how employees in an organization can collaborate and share information. Unlike human capital, which refers to the employees within an organization, structural capital is the knowledge an organization possesses.[5] Systemic knowledge remains in the organization even when employees leave the organization. Qualities such as performance, technical knowledge, skills

and creativity of employees in the organization play an important role in the success of this organization. These qualities are elements of Human Capital, and to invest in Human Capital, it is essential for Human Resource Services to match the right employee to the right position. Human Resources is a team work team that adds value to the organization it is associated with to stay one step ahead of competitors in a competitive market and make its corporate presence known in the sector.

Foydalanilgan adabiyotlar

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