

METHODS OF THE HUMAN CAPITAL ASSESSMENT

Sakhnenko O.I.

Senior Instructor at Department of Economic Subjects,
National Academy of the National Guard of Ukraine, Kharkiv

The purpose of this article is to analyse the indicators of evaluation of human capital, to identify key evaluation criteria and their impact on the human capital of the state.

It is known there is a relationship between the level of education, physical health, quality of training, manufacturing experience, and wage in the theory of human capital. Thus, costs aimed at improving the quality characteristics of the individual are considered as an investment.

These costs are not seen as consumer spending, they are treated as productive as they eventually multiply compensated by income.

The author states that the methods of interstate comparisons are widely used, according to which a system of indicators, characterizing the relationship of macro-economic and educational characteristics of a specific country, is compared with a system of indicators of other countries. For determining the value of human capital, a cost (money) and natural assessments are also used.

The author pointed out that human capital has a complex internal structure. Generally accepted is its division into fixed assets (funds), which include: intellectual capital; a fund of training in the workplace; health fund; a fund of migration; a fund of economically relevant information; a fund of the motivation of economic activity; a fund of business; others.

The author has placed emphasis on the fact that each of these assets has intangible character, so assessing such assets must be approached differently than tangible assets. Their real value lies in the revenue they can generate. The cost of the intellectual property as considered consists in using it, rather than in related expenses. The methods of measurement and valuation of intangible assets are considered by the author.

The specificity of human capital and investment in it is manifested primarily in the fact that it cannot be formed without the direct participation of its future owner. In this context, private investment in human capital is an absolutely necessary condition for its increasing on every level.