

Estimation of human capital as factor of increase of profitability and level of competitiveness of industrial enterprise

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A human capital is one of fundamental factors, both economy growing of industrial enterprise and increase of level of his competitiveness. For providing of increase of efficiency of labour in Ukraine it is necessary to decide a problem, related to insufficient development of human capital, that in turn reduces innovative potential of enterprises and, as a result of it, restrains the height of their competitiveness on markets.

Both scientific achievements of theory of human capital of both scientific base of development of economy of Ukraine can theoretical basis of reforms, carried out presently in Ukraine, become and practical results of research of this socio-economic category.

Informatively-innovative economy, based mainly on the use of mental abilities, but not physical abilities and skills, on application of technologies, but not processing of raw material or exploitation of cheap labour force, changes the necessities of labour-market.

In the industrially developed countries, where new technologies are inculcated, a requirement grows in highly skilled workers, that predetermines hasty growth of investment charges on development of human capital.

The insufficient level of qualification of workers becomes a retentive factor at introduction of new technique, reconstruction and updating of production, results in a considerable material loss as a result of decline of the labour, presence of unproductive charges and losses of business hours, worsening of quality of products and exploitation of equipment productivity. Hereupon the real investments do not give a desirable return and restrain development of production.

Thus subzero investment and innovative to activity of industrial enterprises, and also the low level of payment of labour, conditioned by her subzero productivity, restrains development of human capital, does not stimulate people to his active increase of professional level.

In many studied advanced studies from the theory of human capital and practical aspects of her application considerable work is conducted on determination of category "human capital of enterprise" and his specification.

However the authors of these determinations expose intercommunication of human capital, both with the increase of profitability of industrial enterprise and by the increase of level of his competitiveness. At the same time the quantitative and high-quality methods of determination of estimation of positive dynamics of development of human capital are not represented in these determinations. Authorial determination of human capital is offered in this article. A human capital is an aggregate of intellectual capabilities and skills, got in the process of education and practical activity of employee, which he effectively uses in the period of productive activity, that allows, both to him and to get an additional profit an enterprise.

Modern classification of types of human capital allows to examine and estimate him at the level of separate man, separate enterprise or group of enterprises and state on the whole.

Presently for the successful functioning of industrial enterprise an estimation is most actual and development of next constituents of human capital :

- labour capital which is directly related to qualification, workers, incarnated in their labour and directly depends on the applied technology;
- an individual intellectual capital shows up in expression of intellect of employees and investigation of the use of which is efficiency of results of his activity;
- an organizational and enterprise capital is an enterprise, business shrewdness, innovation, organizational capabilities and high responsibility, ability is reasonable and it is argued to make decision necessary for the effective functioning enterprises, including related to the risk.