

HUMAN CAPITAL ASSETS AS AN ECONOMIC, CULTURAL, AND SOCIAL PHENOMENON

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Features of the evolution of research to determine the role and place of a scientific phenomenon of human capital assets as a part of the social and economic structure of a society are considered in the paper. It is emphasized that each step of the study and experience of the category of “human capital assets” in the scientific and business community notes its growing role in the development of economy and a society in general, and investment in human capital assets at the beginning of the 21st century is already beyond basically economic needs and become a basis for individual development of each person.

It is determined that one of the basic problems of this research is the multiplicity of definitions and classification features, resulting to complicating the formation of an evaluation methodological basis and efficient human capital assets management at different (macro, meso, and micro) economic levels.

The analysis of the basic approaches to solving this problem in the works of contemporary researchers is performed; the total range of potential definitions and classifications of “human capital assets” is determined.

The expediency of forming the methodological basis of analysis and evaluation

of a basic concept on the basis of its part associated with the features of the “capital” itself, which, by definition of French sociologist Pierre Bourdieu (Pierre Bourdieu, 1930–2002), depending on an area, wherein it functions, can be considered in three main aspects: economic, cultural and social, is substantiated. Differences in approaches to forming the definition and classification of “human capital assets” in these aspects are considered. It is noted that a feature of an economic scope of the category of human capital assets is a consideration of a possibility of its immediate and direct conversion into monetary form and institutionalization in the form of property rights. In contrast, human capital assets in the cultural and social aspects can be converted into economic capital and institutionalized in personal traits (education qualifications, health, etc.), or some social obligations (“links”, connections), such as titles or ranks, only under certain conditions.

A table with samples of definitions that appear in the works of contemporary researchers is formed, and the basic typical terms used to identify a particular aspect or scope of the category of “human capital assets” are mentioned based on this approach.