

Таким образом, можно сделать вывод о том, что на сегодняшний день цифровые технологии играют немаловажную роль в управлении природоохранной деятельностью в Казахстане.

Государство в лице Министерства экологии, геологии и природных ресурсов ведет постоянный контроль над деятельностью направленной на охрану природы в тесном сотрудничестве с Национальными компаниями, чья деятельность нацелена на удаленное управление процессами связанными с действиями нарушающие равновесие природных экосистем и посредством компьютерных технологий предоставляет возможность населению моментально реагировать на причинение вреда природе, а также оказывать помощь в менеджменте природоохранной деятельности, тем самым сооружая «управленческий мост» в виде цифровых технологий между населением и государством.

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Development of human capital in innovative economic systems

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Annotation. The growth dynamics of the modern innovation and information economy, both global and national, is determined not by a simple increase in production volumes in all sectors, but by that part of it that is generated by various innovative and qualitative shifts in the production of goods and services. Further activation of the innovation process in recent decades is associated with the formation of a new type of economic development based on a continuous change in the production base and the nature of products, on the continuous creation of fundamentally new technologies and new types of goods and services.

Key Words: human capital, labor force, production, national economy, scientific theory.

In the context of globalization, which has toughened competition in world markets, and the problem of novelty and quality competition, which is actualizing the problem, innovation has become the main vector of economic development [1].

The innovative nature of development has changed the nature of the flow of production processes. The main part of innovation shifts is generated in the processes of human activity, outside the sphere of mass production, either in the development of an idea for a product and service, or in the implementation of a product on the market. Mass production processes are becoming more transparent, optimized, and available for copying. Scientists and practitioners have already realized that the role of material factors is becoming more and more mediated, dependent on the creation of new ideas of an organizational, scientific, and technical nature by man organically included in the national economic structure.

For the first time the idea of a new role of man in economic development was expressed by T. Schultz, based on the research of E. Denison. The latter proved on a large statistical body of data that only half of the increase in the gross national product received by the United States in the twentieth century was due to technical innovations and production equipment. The understanding by the world scientific community of the new role of man in the production process and the theoretical generalization of this new socio-economic form of realizing a person's ability to work has introduced the category of "human capital" into world science.

The application of the term capital to the human factor of production was justified by the fact that:

- Both of them are the main factors of social reproduction and in a market economy are able to deliver income;
- Their interaction with each other takes place as part of the aggregate productive capital that brings profit;
- Formation of both requires significant costs and occurs at the expense of current consumption. It follows from this thesis with implacable logic that, like investment in physical capital, investment in human capital can take place and should be considered as a subject of research;
- Investments in both types of capital can provide a long-term effect;
- Both types of capital can accumulate and act as a stock;
- Each of them has a monetary value, and the result of their use can be measured in kind and in monetary terms;
- Both types of capital are subject to physical and moral deterioration.

The skill and acquired abilities of a person increase their quality as productive units (which was already pointed out by Karl Marx). Therefore, the skill and ability of a person are integral qualities of the employee and it is hardly advisable to talk about them separately from the individual.

It should be noted that scientific thought in previous eras, one way or another, recognized the importance of the level of professional training of the labor force for the production process.

The origins of this concept can be traced in the works of the classics of economic science, since the idea that labor is one of the factors of production, and the reproduction process in a broad aspect includes not only the reproduction of goods, but also labor power is revealed in the works of A. Smith, K. Marx, J. Stuart Mill and many other theorists.

Of particular importance in considering the economic category of human capital, the process of its reproduction, are the views and theoretical positions of Karl Marx, which are outlined by him in many works.

Considering the views of Karl Marx, it is impossible not to notice that he considers the category of "labor", and not the category of "human capital", considering, as you know, this difference is fundamental.

Moreover, he conducts a discussion with some representatives of the classical school who equated labor and capital, which in their interpretation brings interest in the form of wages. In the third volume of *Capital*, he gives two arguments in favor of his point of view:

- The worker must work to get his "interest," and he cannot convert the capital value of his labor into hard currency for transferring to another.
- The annual value of his labor power is equal to his average annual wage, and with his labor he must replace for the buyer of his labor power precisely this value plus surplus value, that is, its increase.

In fact, Karl Marx believed that the employee owns his labor force, which, being a commodity, is alienated from the employee through purchase and sale, acquiring the form of variable capital belonging to the employer.

From this point of view, the category "human capital" is eclectic in nature, based on a mechanical combination of the concepts of "labor" and "capital". This point of view views capital and wealth as a basic concept outside of any specific social relations. In the modern economic encyclopedia, published under the editorship of LI Abalkin, capital is what is capable of generating income. R.M. Nureev, in his works gives the meaning of capital in the broad sense of the word - it is any resource created for the purpose of producing a large number of economic benefits (Table 1).

Table 1
Economic categories describing the role of a person in the production process

Category	Content	Characteristic	Scientists
Capital	Any resource created for the purpose of producing more economic goods. It has two forms: material and human, which are combined for the production process.	The most general category outside of specific socio-economic relations. Capital is considered only as a technical factor of production, but does not express social relations	Category of neoclassical economics
Labor force	The totality of the physical and spiritual abilities of the worker, which the human body possesses and which are used by people to produce certain consumer goods, his ability to work	The category of Marxism from the perspective of social relations	K. Marx
Human capital	Knowledge, skills, motivations and energies that human beings are endowed with and which can be used as a factor in the production of goods and services over time	The category of capital as a factor of production	G. Becker, T. Schultz, J. Mintser, L. Throw, E. Denison, etc.
Human capital	The scientific and educational potential accumulated by the employee in conjunction with his health and quality of life	Category of social reproduction	G. Myrdal and others.

* Compiled by the author

These are the most general concepts that consider capital as a technical factor from the point of view of its role in the production process, and not capital as a category of social relations.

If, nevertheless, we argue in the mainstream of political economy, that is, in the context of social economic relations, then it is obvious that in fact labor, not being capital when it is sold, becomes such at the disposal of the entrepreneur when it is used in the production process. Labor power, being a commodity, has a value and a use-value. The value of labor power is reduced to the value of the welfare of the worker and his family. Naturally, the worker is interested in such a level of wages that would allow him to acquire the necessary amount of living goods. So the worker is interested in the price of his ability to work - wages.

At the same time, it should be noted that scientific thought, agreeing with the interpretation of "human capital", focused on education and investment in education, as the main factor that determines the value of human capital in market conditions. The classics of the direction E. Denison, T. Schultz, G. Becker, L. Throw, J. Mintser, I. Higuchi focused in their research programs precisely on establishing the relationship between the level of education of an individual worker and the benefits received from it, both by himself and the whole society.

J. Kendrick proposed his own method for assessing the accumulation of human capital at the macro level, which is based on the method of "continuous inventory", counting the costs of the family and society in the following types:

- keeping children until they reach working age and receive a certain specialty;

- retraining;
- training;
- labor migration;
- healthcare, etc.

The national economic level substantiates the macro-effect of investments in human capital. According to G. Myrdal, economists have long been "inclined to ignore the instrumental value of such investments, for the reason that the effect obtained from improving the quality of the population is too scattered, manifests itself a long time later and is difficult to measure."

However, at the end of the 20th century, a group of experts from the World Bank substantiated an expansive concept of national wealth, highlighting three main components in it: human capital; natural capital; reproducible capital (fixed and non-productive assets, working capital, household property) [2].

According to these calculations, the share of human capital in the structure of national wealth in regions that differ significantly in terms of economic development is greater than the other two types of capital. In the most developed regions and corresponding countries (North America, Western Europe, East Asia) the share is the highest at 75-76%.

Such results of the analysis of national wealth, based on theoretical studies and discoveries by T. Schultz, E. Denison and others, reflected the process that has been going on in economic systems since the middle of the 20th century - the formation of a new role for human capital in the modern economy. The growing role of human capital was a reaction to changes in technological processes, which began to be renewed more than once every 35-40 years, as before, on average after 10-8 years. At the beginning of the 21st century, the average period of renewal of technologies and equipment was reduced to 4-5 years, and in the most developed industries, to 2-3 years. The innovative type of development determined the features of the formation and functioning of the human resource in the modern economy:

- Continuous connection of education with production activities throughout the entire working life - continuous retraining;
- Significant creative element in labor processes, i.e. not just the accumulation of new knowledge and skills in the process of labor activity, but also the ability to apply them creatively, tk. develop new methods and techniques in daily work;
- The requirement of continuing education and the activation of creative opportunities applies not only to individual employees, but also to the team as a whole. That is, we are talking about the formation of the intellectual capital of the company as part of its intangible assets. (Such assets include two structural parts: the body of knowledge and skills of employees, coupled with their creativity and culture of the firm, and the structural capital of the firm: its information bases, organizational system, patents and trademarks belonging to it.)
- The basic principle of managing the innovation process, both at the firm level and at the state level, is becoming the principle of synergy, which is implemented in knowledge management: managing the flow of information of a technological, patent, market nature, which makes specific requirements for both employees and managers.

The intellectual capital of a firm and the country as a whole becomes a necessary prerequisite for the inclusion of firms and countries in the global economic space with the greatest benefit for the country and the standard of living of its citizens. Among the four main determinants included by M. Porter in the "national diamond" of competitiveness, the factor of human capital is an obligatory part of it, which determines the country's competitiveness in the world economic system. Full and productive participation of the country in the new economy, which is growing on a global scale, is impossible without the modern quality of human capital. The effective implementation of human capital in the context of globalization of economic life is unthinkable without inclusion in

innovation networks, which are a feature of the global system of division of labor. For the modern economy, the phenomenon is divided into four main types of labor:

- Production of high-value products related to high technologies;
- Production of mass products, the competitiveness of which in the world market is determined by low labor costs;
- Production of raw materials;
- Labor unclaimed in modern conditions.
- The rapid pace of production of high-tech goods (HTT) and the growth of employment in these sectors of the economy indicate an increase in intellectual capital in the world economy.

The productive potential of the latest technology depends on the quality of training systems and the skill level they provide. In fact, mastering high-quality professional skills and competencies and their creative improvement becomes a necessary response to changes in production technology, dynamically changing requirements for quality and labor productivity.

At the same time, the significance of the educational system, scientific base, information networks, institutions and culture that have developed in the country is growing sharply. M. Porter writes about this phenomenon as follows: "Globalization leads to a paradox. It is tempting to assume that the home country no longer plays a role in ensuring the international success of its firms. At first glance, firms have become more important than the country. But in fact, the competitiveness of advanced industries is increasingly determined by specific knowledge, skills and the level of innovation, which are increasingly embodied in a skilled workforce and organizational mechanisms [3].

In this regard, the state has serious responsibilities in connection with the provision of the economy and competitive clusters with human resources of appropriate quality. The emergence of high-tech industries and a modern level of service dictates a high level of education, professional skills, knowledge and culture, and the ability to handle modern technology. A high level of education and the formation of the ability to develop one's potential is a necessary prerequisite for the adaptation of an employee to the permanent process of improving production processes. In order to carry out such a complex activity, a person needs not only creative education, but also high-quality healthcare, the possibility of labor mobility, the availability of information fields and the ability to work with them, and other conditions. Therefore, education, health care, vocational training, the search for economically significant information, labor mobility, upbringing and childcare are considered by Western economists to be the main areas of "investment in human capital."

It is necessary to make a qualitative shift in the standard of living of the population on the basis of the development of human resources and ensuring the modern quality of social infrastructure services.

Investment flows of the state into human capital pass through the social sphere, the importance of which in this regard, firstly, has increased, and secondly, has acquired a new content. Previously, the social sphere was seen rather as a need for state paternalism for socially vulnerable members of society, since all other layers of society can use private education, health care, etc. At the present stage, it is necessary to ensure a high level of social infrastructure for all, to make it accessible to every member of society in order to ensure a high quality of human potential for the nation as a whole, and not only for its individual groups.

Summarizing all of the above, we can draw the following conclusions. The core of the development of modern competitive countries is the availability of innovative systems and human potential capable of supporting and developing these systems. Despite the conceptual incompleteness of the theory of human capital, the causal relationship between the level of education, health and mobility of human resources and the level of competitiveness of the national economy is scientifically substantiated and recognized by the world community. Accordingly, the

fact remains that the improvement of the country's human potential takes place in the social sphere, for the functioning of which the state is fully responsible.

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Влияние цифровизации на качество государственного управления в Республике Казахстан

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Аннотация: Данная статья посвящена вопросам государственного управления в условиях цифровой экономики в Республике Казахстан. Рассмотрено влияние цифровизации на степень эффективности реализации таких функций, как выработка государственной политики, регулирующие функции и функции прямого государственного управления. Исследовано влияние структурных трансформаций административной системы Казахстана на формирование сервисного государства как стадию эволюции системы государственного управления. Определены направления модернизации государственного управления с учетом перехода к информационному обществу.

Ключевые слова: «Цифровизация», государство, государственное управление, интернет, технология, инновации, управление.

Процесс цифровизации государственного управления является частью стратегии, направленной на улучшение доступа к товарам и услугам по всей Республике как для граждан, так и для бизнеса, но также направлен на использование потенциала ИКТ-технологий для продвижения инноваций, устойчивости экономического роста и развития прогресса.

Благодаря продвижению прав на цифровое гражданство и принятию модели открытого правительства цифровые технологии предлагают бесчисленные возможности как для организации управления, так и для отношений между гражданами, предприятиями и администрациями.

«Цифровое гражданство», набор прав и обязанностей, связанных с цифровой сферой, направлено на упрощение отношений между гражданами, бизнесом и государственным управлением с помощью цифровых технологий. Цифровое гражданство обеспечивает право граждан и предприятий на доступ ко всем интересующим их данным, документам и услугам в цифровом режиме, чтобы гарантировать упрощение доступа к услугам.

Модернизация системы государственного управления в Казахстане проводится с момента обретения суверенитета и продолжается по сей день. В 2017 году конституционная Реформа проводилась с целью перераспределения полномочий между ветвями государственной власти. Роль парламента и его контроль над правительством были усилены.