

ANALYSIS OF HUMAN CAPITAL INVESTMENTS

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Abstract

The article describes important aspects of the methodology for analyzing investments in human capital by business entities. Shows ways to analyze investments in human capital based on the chain goal, activity, profitability.

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Today, the role of human capital for the economy is incomparable. In particular, human capital occupies a leading position in production, as well as in all industries. Regular updating of technological processes, innovative development and increasing factors of intensive economic growth increase the demand for qualified personnel who can quickly adapt to these processes. Therefore, in the New Uzbekistan Development Strategy, which is the legal basis for the development of our country until 2030, "... development of human capital" is recognized as one of the most priority areas. This indicates that in our republic attention is paid to the development of human capital at the level of state policy and significant investments are made for these purposes.

Use of the productive forces of people improving efficiency is not only urgent, but also one of the priority tasks defined in economic research. After all, human capital is the most important resource of any economy. Human capital is the main part of any country's wealth. In particular, human capital makes up 68% of the wealth of developed countries, while in developing countries this indicator is equal to 41%. Also, according to the data provided by the World Bank and the UN Development Program, natural resources and production capital make up 36% of the world's wealth, and human capital makes up 64%. Therefore, human capital is considered to be the greatest wealth of economic subjects at all levels. Therefore, development of human capital and regular investment in it remains one of the main goals of all types of economic entities. In this process, the effective use of allocated funds and the analysis of human capital investments in achieving the set goals are of great importance in modern management. This issue is one of the current and new directions for scientific research. On a macro scale, the issues of investments in human capital and the methodology of their efficiency analysis have been reflected in a number of scientific works. However, the analysis of the effectiveness of funds directed to human capital by business entities, which is considered the middle link of the economy, and its methodological aspects have not been sufficiently researched. Therefore, we are talking about the analysis of investments in human capital in economic entities.

Joints	Scope	Form of execution
1st syllable	At the micro level	Evaluation of human capital at the human and enterprise level
2nd syllable	At the meso level	Assessment of human capital of large enterprises and regions
3rd syllable	At the macro level	Assessment of gross human capital at the scale of the national economy
4th syllable	On a mega level	Assessment of human capital on a global (world) scale

Before the analysis of investments in human capital, let's pay attention to the results of studies conducted to prove how necessary human capital is for business development. According to Edvinsson and Malone, human capital is the conditions of development hidden behind the visible facade of the company's roots, its buildings and products. According to G. Tuguskina, people are the basis of any business. Human capital is the most important capital of the company due to its unique characteristics and the potential to create, manage and implement innovations in all organizational processes. Human capital plays an important role in economic growth. Abdel-khalik, A. Rashad believe that human capital creates value for the final product of the company and contributes to its profitability. Based on the above, it can be concluded that human capital is the most important resource of the enterprise, and achieving high efficiency by managing employees is the main task of modern management. According to experts, every investment in human capital pays off only if it has a sufficiently high return and payback period. Therefore, in the real economic reality, the analysis of risks (risks) in the implementation of investments in human capital, the assessment of their economic efficiency is very relevant in the implementation of the enterprise's investment policy. Therefore, the main problem faced by business entities today is investment in human capital and evaluation of their efficiency. The difficulties that arise in this regard are that investments in human capital differ from other types of investments by a number of features.

1. The return on investment in human capital directly depends on the period of life (working life) of its carriers. The earlier an investment is made in a person, the faster it starts to bear results.
2. Human capital not only wears out materially and spiritually, but also accumulates and increases.
3. Human capital accumulates, rises to the maximum efficiency limit of labor activity, and then sharply decreases.
4. Investments in human capital are recognized as investments only if they are socially desirable and economically necessary.
5. Compared to investments in other forms of capital, investments in human capital are the most beneficial from the point of view of society, both for an individual and for an enterprise.

There are comprehensive indicators of evaluation of human capital and investments in it for each link presented in the table. As one of the main tasks of this research is the evaluation of micro-level evaluation methods, i.e. the evaluation of the effectiveness of the economic entity's investments in human capital, below we will give a brief overview of their most common types presented in the economic literature.

In our opinion, when analyzing investments in human capital, a comprehensive approach to evaluating their purpose, implementation and results is necessary. This ensures a high level of accuracy and effectiveness of investment decisions made by applying analysis in each process. Therefore, we suggest to approach the analysis of human capital investments on the basis of "goal-activity-benefit" relationship. First, before describing our approach, let us briefly review the existing experiences in this regard.

The main idea of CVP (cost-volume-profit) analysis, which is widely used in management accounting, puts forward the relationship between production costs, product volume and profit. M. Rakhimov and N. Kalandarova define "CVP analysis as an analysis of cost, revenue and benefit relationship". Indeed, logically, production costs are the goal, product volume is its implementation, and profit is the result. Analyzing them in relation to each other is a complex approach to the problem.

Analyzing investments in human capital based on this model makes it possible to study their implementation and results in a coherent way, starting from the adoption of investment decisions. Based on the essence of each direction of this model, we suggest defining the system of issues and indicators to be studied in the process of analysis as follows

When performing the analysis on the direction of the goal presented in the model, first of all, the correctness of decisions related to investment in human capital of the management is assessed. For this purpose, the condition and quality of existing human capital in the enterprise is studied before investments in human capital are made. Then the appropriateness of the adopted decision is assessed. In this regard, we consider it appropriate to use the SWOT analysis, which is widely used in modern management practice. Using this method, investments in human capital can be used separately for the employee (or person) who is the object of investment and the investment entity. Below, we would like to present a SWOT-analysis of investments in human capital of business entities.

The results of the analysis show that although there are some weaknesses and threats of investment in human capital, human capital is a source of ensuring the competitiveness of the enterprise and having high economic profit in the future.

Analysis of investments in human capital in the direction of activity (performance) in the direction of activity (performance) of this type of investments in reality, analysis of the dynamics of the economic entity's business plan, regulatory legal documents and labor contracts, the specified costs and the development of the road map for the development of human capital have been implemented in reality is studied.

In the direction of profitability of human capital investment analysis, the main attention is focused on the change of efficiency indicators related to human capital as a result of the spent funds. In this case, the coefficient of dissatisfaction of employees, the share of annual total revenue and profit per employee, as well as each soum spent on human capital is assessed on how much income or profit the investment brings to the enterprise.

Analyzing investments in human capital in the above-mentioned manner over a period of several years allows an economic entity to make important management decisions by accurately assessing its human capital, investments, and efficiency. In general, the accuracy and effectiveness of the analysis directly depends on its scale, that is, how big is the analyzed period.

Since the analysis of investments in human capital is a relatively new direction, methodological procedures for its implementation and information supply are insufficient. Therefore, in developing a system of indicators used in the analysis of investments in human capital, we focused on financial information reflected in current financial and statistical reports.

We believe that the proposed "3 P" model of human capital investment analysis serves as an important methodological basis for the analysis and effective management of human capital investments based on the current situation for the management system of economic entities.

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