

PROBLEMS OF HUMAN CAPITAL REPRODUCTION

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HIGHER EDUCATION AS A FACTOR OF HUMAN CAPITAL DEVELOPMENT

Nowadays, at the modern stage of deepening of the internationalization of the global environment and the comprehensive transition to the innovative model of development the content of the intellectual part of society is becoming very essential. The state of human capital development puts the preconditions to the transition of the economies of the world at the new qualitative level of development – the economy of knowledge . Because the era of the 21st century – it's not only a new landmark of development, but also, primarily, the transformational transition to the prevalence of the intellectualization, what is meant as the process of saturation of the informational environment by the intellectual assets.

The human capital, as an economic category, is rather broad concept with many features. However, the main feature of human capital is the inherency of valuable characteristics to the person, among which, we consider, education is prevailing, because according to the modern paradigm of human existence, the new knowledge and global thinking are in basis of which, the aim of building of the human society should become education, on the tasks of the continuous human development, the forming by her the possibility of critical thinking and objectivity in decision making and also the social activity in actions. As a result, the global economy requires the necessity to the governments of the countries to strengthen attention to the improving of quality of training the personnel, that can be done primarily through the effective education system, which is a producer of human potential and human capital, in particular [1, p. 75].

Thus, the sphere of the tertiary education is an important indicator in the process of the implementation of the innovative model of development. The data of the OECD, which are shown in the table 1, reflect the foregoing, because, as we can see, the graduates with higher education take part more actively in the implementation the various types of innovation, from the creation a new product or service to the introduction a new technology, methods, knowledge, tools or instruments (76,11% – the introduction a new knowledge and methods by the graduates with higher education graduates, in

comparison with the upper secondary education – 68,333%, 46,333% – the creation a new product or service by the graduates with higher education, in comparison with the upper secondary education – 39,341%, 40, 411% of the graduates with higher education take part actively at the introduction the new technologies, tools and instruments, in comparison with the upper secondary education – 31,367%). Besides, the graduates with higher education prevail in the presentation the highly innovative workplaces.

Table 1

Comparing innovation in education with other sectors

Indicator	Percentage of graduates working in highly innovative workplaces, 2005 or 2008				Percentage of graduates who play a role in introducing innovation, 2005 or 2008				Percentage of graduates working in working in highly innovative workplaces and playing a role in introducing innovation, 2005 or 2008			
Sector	All education	All education			All education	All education			All education	All education		
		Primary	Secondary	Higher		Primary	Secondary	Higher		Primary	Secondary	Higher
Innovation type:												
Knowledge or methods	59,159	56,481	53,688	71,415	70,507	68,479	68,333	76,11	47,661	45,247	42,204	58,678
Products or services	37,994	36,845	32,303	44,126	43,381	42,317	39,341	46,333	24,828	24,579	20,122	28,818
Technology, tools or instruments	36,522	28,636	30,199	49,878	35,449	32,679	31,367	40,411	20,603	15,726	16,049	28,729

Source: [2]

In this regard, we note, that the dynamic nature of the market relations in higher education and the need to modernize processes due to the need to develop the innovative economy and improve the quality of human capital requires an update of the doctrine of funding higher education. This update is because the need for a high degree of modern universities, along with traditional activities – education and research – to develop innovative activity. Thus state, bearing in minds the social mission and the role of higher education in society, takes over the functions of its strategic investor. This means that in the innovation economy state, interested in the development of the fundamental science, still funded mass higher education in general to the intellectual development of the nation and partially paid training according to the needs of the economy [3, p. 3].

Analyzing the state of higher education system of Ukraine we can define the following features:

1. The quantitative coverage of higher education is about 79% of the total, for comparison, in the USA this figure is 94,3%, Germany – 61,7%, France – 58,3%, Singapore – 82,7%, Switzerland – 55,6%, the Great Britain – 61,9%, Poland – 73,2%. As we see the quantitative values in Ukraine, comparatively high, however, comparatively, are high, but, in contrast to the developed countries, the quality of educational services is low, which reduces the value of higher education in Ukraine and spoils the image of the national system of higher education [4].

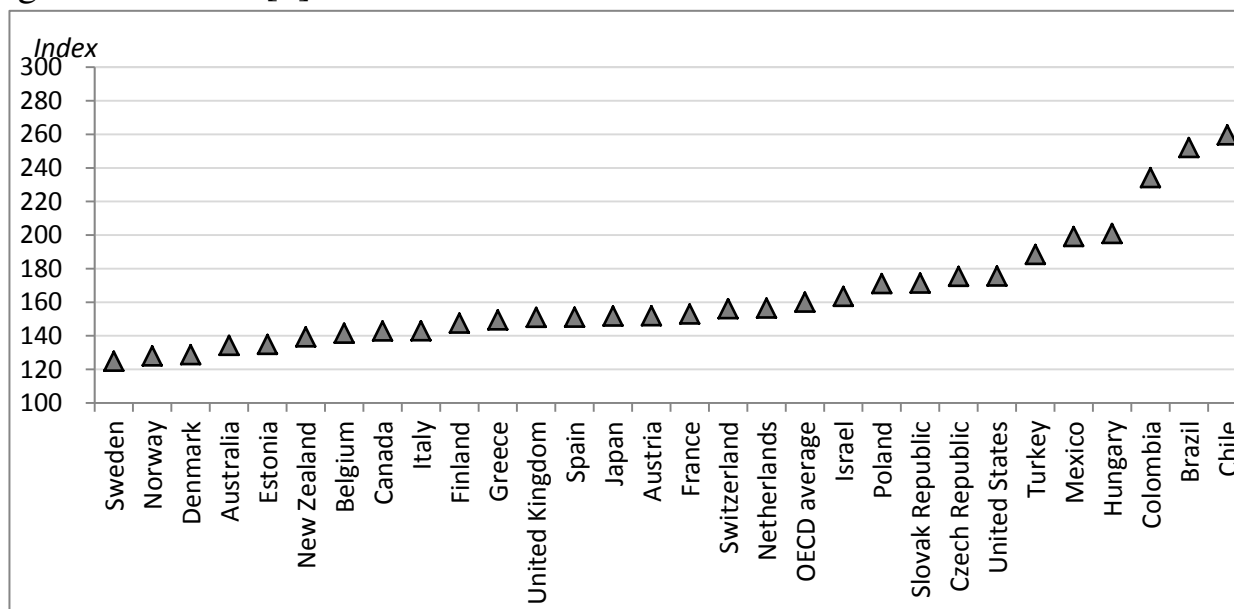


Fig. 1. Relative earnings of tertiary-educated workers, by level of tertiary education (2013)

*25-64 year-olds with income from employment; upper secondary education = 100

Source: [6]

2. Differentiation of wages of the employees with the different levels of education is low, in particular, the increasing of the wages to the employee, which has a degree of full higher education is only 34,3% from the average wage [5, p. 19], for the comparison, we observe the difference in wages in the OECD countries (Figure 1), where increasing the wages, after the receiving a degree of higher education, clearly apparent, herewith the wages are higher not in comparison to the average wages, but with the wages of employees with the upper secondary education, what much more motivate to receive a higher education qualification.

3. The insufficient academic mobility as a teaching and research staff, which is a prerequisite for the diffusion of the new knowledge and approaches and also the students. In particular, the total quantity of students abroad is 39 670 persons, which represent only 1,8% of the outgoing mobility, the students, which come to Ukraine are counted 60,037 persons or 2,8% of the total mobility. Thus, for the national system it's characteristic not only popularizing the mobility of teachers and researchers, which should increase their competitiveness and, as a result, the quality of their training through the exchange of information, but also the directions of the universities, namely, they should actively introduce the new educational methods and practices at the educational processes, be involved to

the international programs, including the grants, by which can be accomplished an effective intensification of the quality of giving the educational services by the institutions of higher education [7, p. 3]

Thus, the state of the higher education in Ukraine needs the reforming in view of the international trends. Because in conditions the increasing competition and the spread of global mobility, the Ukrainian universities can remain the students, as a consequence, to provoke the outflow of the professional potential. Therefore, to enhance the competitiveness of higher education, we consider for the necessary, not only to create a National Agency for Quality Assurance in Higher Education, it is only the first step towards the improving the quality of national higher education and also to join the OECD's Assessment of Higher Education Learning Outcomes (AHELO). Overall, the strengthening of the position of the national higher system should be a full-scale process that is appropriate to carry out from the standpoint of the successful international experience, along with the fact, it must be remembered also about the need of the appropriate funding and the positioning of universities in Ukraine. Consequently, as a result the restructuring of the current higher education system, as one of the determinants of innovative development of national economy, Ukraine will be able to the strengthening of the competitive positions at the international arena [8, p. 373]. But beyond that, it is rather important, at the same time, to combine not only reforming the qualitative component of higher education but also the sectors of economy by improving the quality of working conditions and wages of employees, as a appropriate remuneration for the job at the highly innovative workplaces. In addition, the following of global trends of the tertiary sector is very significant, because of ignoring the mainstream can not only restrain the development of this sphere, but also cause the inhibition of the transition to the innovative model of development of economy, and that's why intensification the academic mobility among the teaching and research staff and students, creating a «brand» of Ukrainian universities, commercialization of the research activities and so on, that in the aggregate, will help to create the conditions of transition to the innovative model of development.

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ОПТИМІЗАЦІЯ ВИТРАТ НА ПЕРСОНАЛ У СІЛЬСЬКОГОСПОДАРСЬКИХ ПІДПРИЄМСТВАХ УКРАЇНИ

На сьогоднішній день існує багато напрямів та програмних методів обробки інформації, метою яких є отримання або виділення з неї знань, але найголовнішим та найпродуктивнішим методом обробки інформації залишається обробка із залученням людини та людського інтелекту. Крім того, саме інтелектуальні зусилля не лише спрямовані на розвиток новітніх технологій, але й на підтримку продуктивної та ефективної роботи підприємства в умовах конкуренції [1, с. 173]. Як зазначають закордонні вчені А. Серенко та Н. Бонтіс [2, с. 185], сучасний діловий світ прискорює інтеграцію людських знань в практичну діяльність. Ми вважаємо, що таке твердження зарубіжних науковців є дуже актуальним і лише той керівник, який вдало вміє використовувати потенціал власних найманих працівників, зможе у майбутньому збільшити прибуток підприємства, мінімум як на 30%.