



DEVELOPMENT OF HUMAN CAPITAL: PAST, PRESENT AND FUTURE

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ABSTRACT: The text of this article describes the processes of capitalization of mental labor in the path of human development and progress. Theoretical views on the nature of human capital in the twenty-first century, its place in the world market, problems of labor resources in the region where the state is located and private factors, structural elements of human capital are philosophically analyzed.

The problems of human capital migration in Central Asia are studied. In it, practical and theoretical concepts in the principles of socio-economic and financial system space form the central basis.

Human capital, labor force, organizational elements of the market of means of production and organic relations between them are formed in the labor resources of the world economy. At the same time, a solution was sought for global-technological changes on a global scale, issues in the economic-financial system of the socio-cultural system of the region.

Keywords: Man, capital, past, present, early, relationship, place, time, rule, quantity, quality, action.
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The global division of labor is a changing industry. It will improve as a result of mutual financial and social relations between the country and the world economy. It leads to the internationalization of economic entities at the level of economy. As a result, the migration of the world's labor resources has led to globalization. Geographical movement of human capital has increased speed of movement in the international arena. It leads from one country to another, from a continent to a location on the edge of the earth. Migration problems in the world show a qualitative rather than a quantitative indicator. In such a space, the market of international goods, various services, natural resources, financial resources, capital, labor force, means of production is organized, and organic relations between them, therefore, financial, economic and social ties are growing. Global-technological, financial information, and cultural system centers are expanding on a global scale.

In order to ensure the laws of supply and demand in the world market, the increasing use of natural resources increases the demand for labor force, as a result, labor capital in one place gives its offer to another place where the payment for labor is higher, and human capital moves. . This situation dramatically changes the competition between labor resources in the countries undergoing the transition to the market economy. As a result, the geopolitical situation in economically developed countries, and the internal socio-economic and financial policy of countries transitioning to a market economy, will be disrupted.

Our president Sh.M. Mirziyoev explains as follows:

The complex geopolitical situation in the world, the shortage of energy resources is increasing, the need for food is increasing, and financial resources are becoming more expensive.

How to use human capital under such conditions has become a pressing problem. Also, ensuring labor safety is important for any independent countries. The central goal of this article is to ensure the

resilience of the national economy to the threats of external human capital, and to analyze the factors of increasing its competitiveness in the context of the globalization of the world economy.

Literature review

In the past, in particular, until the second half of the 19th century, human labor was not recognized as a social factor requiring costs. Funds spent on raising and educating a person are considered non-productive expenses. The reason is that the complex beliefs of the slave society did not allow it. The working class was considered the property of its master. The development of industry in the world community has proven that mental labor is more effective than manual labor. In it, production improved, the labor factor of a person rose to the level of basic capital in the field of production.

In fact, personal labor has always been considered a socio-economic problem that is closely related to spending on education and raising the standard of living of different strata of the population.

Because, as a result of the financial resources spent on human child's education, health, business, culture, art and other areas necessary for a person, it is the basis for the formation of human mind, consciousness and education. . As a result, the level of work, quality and value of a conscious individual increases. These factors are present in the form of individuals who play an important role in the formation of human capital. The reason is that, unlike other types of capital, human capital is related to one or another concrete person, it is primarily personal property, and it is inkosi of certain financial resources spent at the discretion of the owner of the capital.

According to I. Guyot [16], a person is capital. He put forward the idea that the reduction of death in society should be considered not only for humanitarian reasons, but also for economic reasons.

G.D. According to McLeod[17], a person is the main capital, if this person is not productive, his activity cannot be subjected to economic analysis.

L. Walras[18] sharply criticized this idea. According to his understanding, the idea that all people's work is considered capital, they have their own value and price, the price of every commodity in the market is the same as its value.

In the 20th century, the development of the human mind led to a major turning point in industry, the product of his conscious labor was the creation of the atom. It was a practical experience in the field of world war and peace. The atom in the field of peace lit the light of millions of people, but in the heart of war, the atom extinguished the light of life of millions of people. This period was mentioned in the dark pages of history as the atomic age.

In the XXst century, the torch of human intelligence has created intelligent particles, machines and robots. Intelligent particles turned the earth into a village. Voice and video communication from one continent to another continent took about a minute. He went to the moon, he attacked Mars. This age has been designated as the age of intelligent robots.

In this century, science has also progressed. The economic sphere has expanded. It began to be studied by dividing it into micro, macro, meto, meso and endo economics. As a result of the globalization of the labor of the peoples of the world, intercontinental corporations, and the development of the production of heavy industry, the cost item of the employees of the industry was studied, the structural elements of its costs were analyzed, and the problem of the availability of intellectual labor resources and human capital was clarified. First, personal work was formed as a concept that expresses the knowledge and work ability of a human child. Later it was raised to the level of economic category.

The concept of category is called "category" in Greek, and its meaning in Uzbek is reflection, opinion; represents a word like a symbol. Philosophical concepts express the most general and basic concepts that reflect the phenomena in reality, the important and general features of knowledge, and the relations of reality.

Ancient philosopher Arostu [3] in his work "Categories" interpreted categories as a reflection of objective reality and the highest generalization. As a result, it provides information about 10 categories of philosophy. They are: essence, quantity, quality, relation, place, time, rule, condition, behavior and distress.

Later, this scholar's doctrine of categories was developed by Al-Farabi, Abu Ali Ibn Sina. Based on the religious philosophy, which strives to theoretically base the medieval religious worldview, 6 categories were distinguished from each other. These are categories such as existence (essence), quality, quantity, action (change), relationship, ownership.

According to the teachings of our scholars, each person is formed with the help of the above categories that have been formed for him in his life activities. These categories have a methodological and worldview content and help a person to correctly understand the essence of existence, the place of a person in existence.

Different categories of this philosophy: existence, consciousness, movement, development, space, time, perception, knowledge, truth, causality, structure, system, content, form, possibility, reality, event, essences are expressed in the process of human capitalization.

1- picture

Structural categories of human capital



In Figure 1: The above three red-colored factors of consciousness, opportunity, and knowledge are Aristotle's concept of human capital. In it, the development of consciousness is first in the family, and then in the society. Its development develops in connection with the categories of opportunity and knowledge. If a person develops his science as much as possible, i.e. spends financial capital and improves his economic and social knowledge, his worldview and intellectual well-being will develop. Its opposite is the reverse development, that is, it leads to the composition of the lower class.

Below, the six yellow colors of the painting are Al-Faroabi, Abu Ali Ibn Sina's development of Aristotle's categories. Human capital factors in it are: Existence, quality, quantity, attitude, ownership and action are the central part of human capital.

The conditions created for a person's living means the space of being in it, these categories for learning and acquiring knowledge occupy a central place in the development of human thinking. If a

person's lifestyle improves and he has free time, opportunities are created for reading books, working on himself and cultural recreation. As a result, a person's behavior in society changes from the level of quantity to the level of quality. An attitude of good leadership towards people in society is formed. Every movement strives to capture the freshness of beauty.

While all of this is interesting, it also creates another problem. How to determine the true value of a person as a result of the growth of his skills and useful abilities.

As a solution to these problems, he uses the "extended" Cobb-Douglas production function, assembled on the basis of the "Sources of Growth" models, whose variables include human capital as a factor of production:

$Y = AK^\alpha L^\beta h^\gamma$ $\alpha + \beta + \gamma = 1$, here:

A - total factor productivity;

K^α - stock of physical capital in region i;

L^β - is the number of people employed in the i-region economy;

h^γ - is the stock of human capital per employee, calculated by the average years of education of those employed in the γ -region economy.

This function is the basis for obtaining the famous R. Barro regression, in which the parameters α , β and γ are estimated relative contributions of each variable to growth rates.

The theoretical and practical foundations of human capital are also being studied in our countries. In particular, Q.K. Abdurahmanov shows the evaluation of human resources in the stages of economic development in table 1 below [4].

1- table

Assessment of human resources at the stages of economic development

Category	Period of use	Concept of the economic subject	Reasons for implementation
The human factor	The end of the 80s - the beginning of the 90s of the XXth century - the present period	Man is the main driving force of social production, a means of increasing its efficiency	Social and political conditions, the need to increase the effectiveness of the personal factor
Human capital	The beginning of the 90s of the XXth century - the current period	A person is the object of the most effective investment of capital, which serves to increase knowledge and skills, aiming to achieve the highest efficiency in the future.	Recognition of human potential and the economic nature of investments in people

The theoretical views presented in Table 1 can be concluded as follows, at that time, Man was considered as the main driving force of social production. The reason was considered to be social and political conditions, the need to increase the efficiency of the personal factor.

Human capital is the object of the most effective capital investment, and this capital is intended to serve to improve knowledge and skills, and to bring high results in the future. The reason is that human capital is understood as one of the economic characteristics of human potential and human investment. In our opinion, there are different theoretical views and recognitions of human capital in the XXIst century, which we will explore in Table 2 below.

2- Table

Assessment of human resources in the stages of economic development of the XXst century

Category	Period of use	Concept of the economic subject	Reasons for implementation
The human factor	2000-2016 years	Man is the main driving force of production, and his efficiency is considered a means of increasing the quality and quantity of	Social conditions, the need to increase the efficiency of the personal factor was considered.

		production.	
Human capital	2000-2016 years	A person is an object of effective capital input, this capital serves to improve knowledge and skills and is intended to bring results in the future.	The recognition of financial resources as an economic characteristic of human potential and his science and thinking.
The human factor	2017 year to date	Man is the main driving force in social production and politics.	Social and political conditions, the need to improve personal consciousness and factor efficiency
Human capital	2017 year to date	Human is the object of investment capital, the main factor of the object is IT technologies and foreign languages, in which the human capital serves to increase the knowledge and skills of the world economy and aims to bring the highest effect in the world community in the future.	It is considered that the need for IT technology literacy in human potential and the need for human capital will increase the economic characteristics of investments in people in the world community.

Table 2 shows the assessment of human resources at the stages of economic and social development of our country in the XXI st century, in which the human factor is considered as the main driving force in social production and politics in the 2017years after.

The reason is that it is necessary to increase the effectiveness of social and political conditions, personal consciousness of a person and its main factor. And human capital is an object of investment capital, and the main factor of the object is the study of IT technologies and foreign languages, in which human capital serves to increase the knowledge and skills of the world economy and aims to have the highest effect in the world community in the future.

Of course, in pursuit of the goal of conducting a fair social policy and developing human capital in our country, every person is given the opportunity to study a specific profession at the expense of the state. In it, requirements were set to double the scope of vocational training in 2023, to train a total of 1 million unemployed citizens, and to increase the participation of non-state educational institutions to 30% in this process. In addition, grant projects in the amount of 50 million soums were announced for business entities that provide employment for unemployed women living in remote and remote areas who are in a difficult social situation. Model professional educational institutions that fully meet the requirements of the European Vocational Education and Training Quality Assurance (EQAVET) system have been launched in Uzbekistan.

The level of coverage is increasing by increasing the scope of coverage of children and adolescents with quality pre-school education, including: 269 short-term training groups, 94 full-time training groups. 1,384 mandatory free preparatory groups, alternative forms of pre-school education have been introduced. The financial scope of these is 60 billion soums. Also, at the expense of establishing 1,600 family pre-school education organizations, the creation of more than 40,000 places for children, 185 billion soums from the republican budget funds, bringing the quality of education to a new level in the pre-school education system, 800,000 dollar World Bank funds are being implemented within the limits of budget funds.

Introduction of the national system of assessment of the quality of early childhood development and preschool education. 250,000 dollars as part of the World Bank's "Supporting Early Childhood Development" project. 1.7 trillion soums from the state budget, 100 billion soums from the state budget, 100 billion soums from the local budget, 200 billion soums in total were allocated for the construction, reconstruction and creation of conditions for new schools. Through the "El-Yurt Umid" fund, it is decided to double the scope of sending free and creative thinking young people to study in prestigious foreign universities, in which 50% of young people will be directed to technical, exact sciences and IT fields.

Ensuring the participation of Uzbekistan in the TIMSS 2023 international assessment program that

assesses the literacy of schoolchildren in mathematics and natural sciences in 2023. 169,600 dollars were allocated from the funds of the World Bank project "Improving early childhood development". These allocated funds serve for the further development of human capital.

Methodology

This article examines human labor resources at the level of the quality of the basic capital of society. The ideas of scientists of the past and present, related to its development, the experience of normative creativity of states are analyzed. Its scientific approaches are based on the state, as well as general and financial results, together with economic and social procedures. In this article, the essence of human capital was researched, and the methods of analysis and synthesis, generalization, and comparative analysis were effectively used.

Results

The inviolability of the state's property rights and economic approaches is not just a declaration as a basic financial right of a person and an individual, but a leading principle of the activities of state authorities and management bodies. requires. It serves to restore the balance of the interests of private law in the prevention of violations of state or private property rights in the provision of public or public interests.

Estimating the value of human capital is a very problematic activity. But despite this, in the economic literature, many methods of its evaluation have been carried out, according to which, human capital:

- micro level - at the level of enterprises and firms;
- macro-level - at the level of the national (state) economy;
- meso-level - regional level;
- meta-level - analyzed at the level of the world economy. [10]

Taking into account the above points, in our opinion, human capital is a product of knowledge, experience, qualifications and skills. It can be classified according to various requirements and criteria:

Regarding the level of use of human labor:

- general human capital - it is a useful quality for society, regardless of where knowledge, skills and abilities are acquired;
- special human capital - quality used in specialized fields of science, knowledge and skills.

Indicators of the elements of financial cost to human capital:

- educational capital;
- physical culture and sports capital;
- healthcare capital;
- capital of information exchange.

3. Regarding the quality of creativity:

- consumer;
- manufacturer;
- intellectual;
- are qualities of scientific potential.

DISCUSSION

Human capital is the sum total of capitals in the sectors of the national economy. The reason is that it is a central factor in the development of social life, economic relations, as well as the development of society and family. It embodies the feelings of creativity characteristic of the knowledge and intellectual value of an intensive labor force. A person with his consciousness is equal to the manager of productive forces and means of labor, entrepreneur in environmental protection and the structural aggregate of the activity of the general society. Therefore, revealing the essence of human capital and defining it causes incomparable debates. Let's get acquainted with the essence of human capital and the bouquets of definitions that belong to us.

In Qadiri's words, "They say that it is important to return to Moziy and find work." [13]

We also adhere to this idea. The founder of the first classical school of economics in the 16th century can be called William Petty, who believed that it is reasonable to consider the past wealth of countries and societies as the result of human labor. Through this concept, living active forces, understood as a set of human characteristics and abilities involved in the production process [6]

By the XIXth century, Alfred Marshall, representative of the Cambridge school, served as one of the sources for his theoretical views in evaluating the role of man in social development. He created the concept of human capital in the content of several aspects at the same time [7].

J. C. Galbraith, on the other hand, requires the significant involvement of more knowledgeable people in modern economic activities, as well as the need to increase the volume of investments in this direction [8]. The direct formation of the concept of human capital dates back to the 1960s and 1970s and is primarily associated with the research of such prominent representatives of the Chicago School of Economic Thought. They are J. Mincer, T.W. Shults and G.S. Beckers are considered.

The word "human capital" was first written by M. Friedman in 1956 in his work "The Quantitative Theory of Money". In his concept of the main content of capital, he expressed human capital as the primary form of wealth, [9] (along with common money, bonds, stocks and material goods).

Microeconomic analysis of human capital was developed by G.S., an American economist and professor of economics and sociology at the University of Chicago. Done by Becker. The university published his seminal work, Human Capital: A Theoretical and Empirical Analysis, written in 1964. Becker's method has gained importance as a method of scientific research of laws of economic development not only at the micro, but also at the macro level [10].

Such a point of view was again presented by L. Tyurov in his work "The Future of Capitalism", he defined human capital as the dominant factor of production in the modern economy. At the same time, he distinguished the main differences between human capital and physical capital, which are as follows:

- 1) human capital is only the property of its owner;
- 2) investments in the development of human capital should be made regularly;
- 3) human capital investments are made in social conditions [11].

The study of the work devoted to the determination of the important content of the category of "human capital" in internal economic thought. Currently, there are several main approaches. It is a multi-factor approach, in which human capital is considered based on these factors, which are taken into account in terms of their interrelationship with concepts such as "productive forces", "production resources", "economic factors".

The approach to the interpretation of the essence of human capital from the investment point of view is based on the direct accumulation relationship between the state and individual investments. In it, the knowledge, skills development, health improvement, and additional income generated over the years are factors in a person's working life.

In terms of taking a comprehensive approach to the definition of human capital, various researchers have proposed specific features that expand the content of this concept, including:

- reputation and responsible behavior as a means of capitalizing on employee motivation;
- creative assets of various types and forms of implementation, individual and society;
- investments in the environment and quality of life;
- flexible, communicative and moral characteristics of the person;
- to determine the dependence of the person on the social environment;
- opportunity to influence him, etc.

Therefore, different approaches can be seen in the interpretation of the content of "human capital". All of them emphasize the ever-increasing role of a person in the system of modern economic relations, along with knowledge, skills and characteristics.

SM. Klimov identified the following components that make up human capital:

- the context of the ability to create biophysical capital value, which is formed from the vital resources of the person, his physical and psychological capabilities;
- intellectual capital as a set of indispensable intellectual resources of a person;
- the social capital formed by the social resources of the person and its opportunities for social interaction are taken into account [12].

In our opinion, we can interpret human capital as follows. Human capital - consciousness, opportunity, knowledge, existence, quality, quantity, attitude, ownership and action are the central part of human capital.

Taking into account the characteristics of their formation or formation, they can be distinguished as follows: human physical capital, financial capital, natural capital, intellectual capital and some other

types can be distinguished.

The national wealth in it consists of physical, human, financial and natural capital. Human capital is formed by improving the living standard and quality of the population, investing in intellectual activity. Including - education, health care, science, business ability and climate, providing labor with information, forming an effective elite, citizenship, business security and economic freedom, it is also developed in the field of culture, through artistic and other components. Human capital can be formed at the expense of qualified personnel and funds from other countries. Human capital contributes to and supports the improvement of the quality and productivity of labor in all spheres of society's life.

The main factors of human capital development are free competition, targeted investment and innovation. Human capital in a nation is human capital that is an integral part of a country's national wealth. National human capital includes social and political capital, as well as national intellectual priorities, national competitive advantages, and natural potential of the nation. The value of each national human capital is calculated by investment, discounting and other methods. The characteristics of national human capital determined the historical development of world civilizations and world states.

In the second half of the 20th century and the first quarter of the 21st century, national human capital remains the main intensive factor of economic and social development. Human capital can be divided into negative human capital (destructive) and positive (creative) human capital as a productive factor according to the level of efficiency. Negative human capital is a part of the accumulated human capital, which does not benefit society and the economy, hinders the growth of the population's standard of living, the development of society and the individual. Investment in education does not always pay off. Incurable criminals and murderers are a lost investment in society and family. Corrupt officials, criminals, drug addicts, heavy drinkers, lazy people and thieves contribute to the growth of negative human capital.

The active part of the nation - its elite - can greatly contribute to the increase of negative human capital, because it is they who determine the policy and strategy of the country's development, lead the nation to the path of development or start stagnation or crisis. Negative human capital requires changing the nature of knowledge and experience, as well as additional investments in human capital. It will be necessary to implement reforms to change the educational process, innovation and investment potential, to improve the mentality and culture of the population. Growing negative human capital begins to fully manifest itself in the period of bifurcation. Positive human capital (creative or innovative) is defined as human capital that provides a profitable return on investments made in the period of development and growth. Positive human capital makes an incomparable contribution to the development of the education system, the growth of knowledge, the development of science, the improvement of the health of the population, and the improvement of the quality of information.

Passive human capital is human capital that does not contribute to the development of the country, innovative economy, and is mainly focused on the consumption of material goods. It is impossible to change human capital in a short time, especially with a large amount of accumulated negative human capital, the development of the country's economy creates great difficulties.

CONCLUSION

Knowledge is the greatest treasure, and it cannot be compared with any wealth. It was not for nothing that our great ancestor Ismail al-Bukhari said, "There is no salvation in the world except knowledge, and there cannot be." Intellectual potential has become important in world development, and the demand for the power of an educated and qualified person is increasing. Because high potential scientific and technological discoveries in the world are created by personnel with such high potential. Also, it is necessary to use any discoveries only in the interests of man and his happiness. In today's globalization process, innovation is one of the most important strategic resources of any country.

Successful solution of socio-economic problems, introduction of new industrial and financial technologies, development of innovation-investment infrastructure, increase of intellectual potential, production of exportable products, substitution of imports, accumulation of foreign exchange reserves are to some extent connected with innovative activities. It is likely. Indeed, it is impossible to achieve innovative progress without developing human capital. In the opinion of well-known economists, carelessness in investing in human capital can drastically reduce the country's competitiveness.

In order for the country to develop economically, it is necessary to educate talented people. In the

21st century, human capital has become a criterion that determines the fate of humanity and every country. Now is the era of rapid use of information technologies. Scientists predict that this period will end in the next ten to fifteen years. The third stage of civilization can be a general cultural or intellectual-spiritual stage.

Over the years, material and natural resources, industrial and agrarian sectors of the economy, gold, currency reserves, etc. become a constantly decreasing part of the national wealth. According to some experts, by 2030, they will not be equal to 10% of the national wealth of developed countries. In other words, the intellectual and spiritual factor is a decisive condition of national wealth, the most important indicator of state power and determines the level of development of society.

To raise Uzbekistan to the ranks of developed countries, great power and great potential are needed. What is this power? This strength and potential is in the human capital of our nation. Every person knows something, what he can do with what education and skills, and his boundless loyalty to his country and people. Every investment in civil society support ensures people's creativity and compliance with the law. An atmosphere of optimism is created in the society, a constructive and rational outlook is formed. Non-governmental institutions that improve the quality of life will appear. People get used to a healthy lifestyle. All this creates confidence in the future in our people and improves the quality of life.

According to our conclusion, human capital is not a collection of mental and cultural morals of working people. Human capital is a combination of aspects and qualities such as professionalism, desire for knowledge, excellent knowledge of foreign languages, information supply, iron health, optimism, initiative and hard work.

The above definition, of course, is difficult to fully express the essence of such a complex process as human capital. Because human capital, like any socio-economic variable factor, has characteristics that reflect the age-old traditions of each country, the mentality of the people, and other local conditions. Therefore, the definition of human capital given by scientists and experts cannot cover all aspects of this complex factor. Therefore, we propose the following definition of human capital:

Human capital - from a philosophical point of view, it constitutes social, economic, political consciousness, and from an economic point of view, it is the concept of financial resources spent by a person for his knowledge, in which a person:

- fundamental and practical knowledge, experience, skills, scientific and logical approach to events, phenomena and processes in nature and society, the level of professionalism in finding their innovative solutions;
- intellektual mulki, moddiy va ma'naviy boyliklar ishlab chiqarish imkoniyatlari, inson va jamiyat taraqqiyotini kafolatlovchi kuch va vositalar majmuining mavjudligi;
 - excellent knowledge of foreign languages;
 - mental work and high innovative thinking, the increase of his standard of living and professional career, his position and place in society is considered a determining factor.

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