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Classification of human capital in the framework of enterprise

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Abstract

Author's research is devoted to the problem of determining the value of human capital of all employees. This is a problem, since the need to assess human capital may occur when selling a business, any changes in the structure of the enterprise, as well as for making necessary managerial decisions. The study conducted by companies engaged in distribution and manufacturing of electronic components, i.e. this technique can be applied to any company engaged in the sale of goods or services.

Keywords

Human capital, the determination of the human capital, social interaction, the types of social interaction.

Introduction

The theory of human capital accumulated enough scientific materials to clearly define the essence, content, views, ways to assess and control the active part

of the capital of any enterprise. Problems of human capital has been widely discussed in the scientific, applied and academic literature. Human capital as an economic category has become one of the core concepts of economy, that allow

to describe and explain many economic processes through the prism of human interests and actions.

Human capital is a combination of its elements. In this case there is also no single approach to defining elements of human capital, each author interprets it from his/her point of view. Depending on the degree of human capital generality the following components can be described in its structure: individual, collective and public. This classification of human capital allows us to consider and evaluate the human capital at the level of an individual (micro level – the individual human capital), a particular enterprise or group of enterprises (mesolevel – the human capital of the company) and the state as a whole (macro level – the national human capital).

Be aware that each author interprets the contents of these three categories of capital on its own. So, the following figure 1 shows our classification of the main categories of capital.

Human capital of individual employee in framework of enterprise

Human capital of an individual employee within an enterprise is a reserve of strength and energy available from the employee, which can be mobi-

lized and used to achieve a certain goal, a plan, to solve a particular issue for a company at any moment.

As a rule, the calculation of this value should be determined by an employee's personal contribution to the final economic results of business structure. However, in some cases the company faces difficulties, and sometimes it's even impossible to determine the personal contribution of an employee to the final results. Therefore, to determine the cost one has to analyze the employee according to the following parameters.

Here is the author's classification of factors affecting the calculation of the human capital amount specific to an individual employee of the enterprise:

- 1) sex of an employee (sexism is excluded);
- 2) qualification level;
- 3) continuity of employment;
- 4) value of a position, occupied by the employee, for an enterprise;
- 5) age;
- 6) marital status;
- 7) constant desire of an employee to improve its professional and qualification level;
- 8) ability to self-learning;
- 9) the frequency of an employee's transfer (migration) from one enterprise to another;

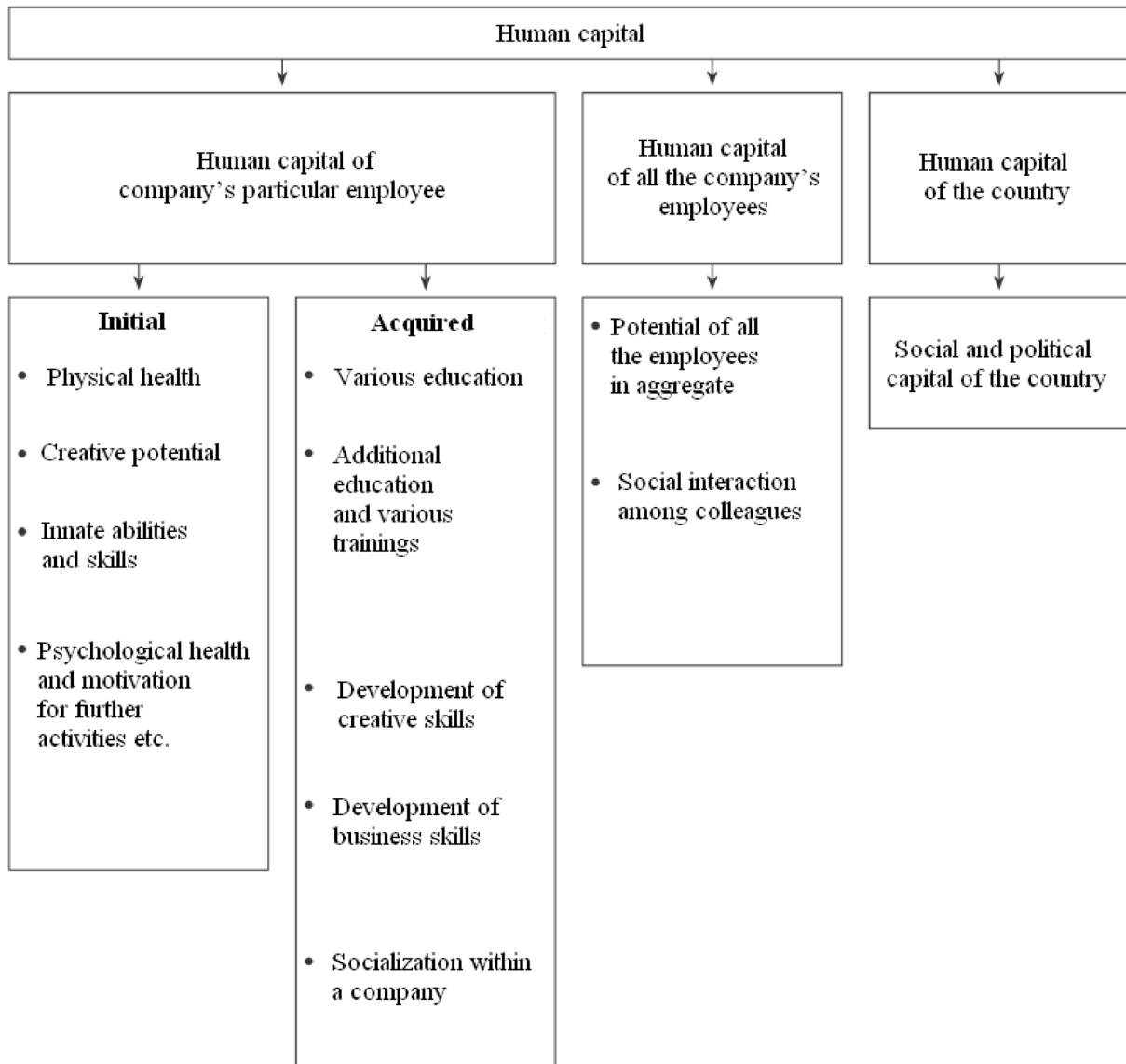


Fig. 1 Classification of human capital

10) constant and increased interest in the work performed;

11) ability to create, develop and make unconventional management decisions;

12) ability to take effective management decisions and other ones within short terms;

13) employee's consent to work extra hours if necessary;

14) experience in modern computer and information technologies;

15) knowledge of foreign languages;

16) computer skills;

17) employee's ability to work successfully in a team.

Human capital of a particular employee may be conventionally classified into the initial capital and the ac-

quired one. Initial capital is what was laid down in the human being in terms of genetics, as well as developed in childhood. This can include physical health, physical strength, endurance, immunity; here the background of the future performance specific to a future employee may be observed. Creativity, that tends to be showed up unequally in different people, any innate and developed skills that distinguish a particular person from the rest. This category includes psychological health of the individual as well.

The second group is acquired capital.

In accordance with Figure 1 acquired capital can include:

- 1) education;
- 2) different CPDs;
- 3) development of creativity;
- 4) development of business skills;
- 5) socialization within a company;

Education. As far as education is concerned one may distinguish universal education, which will increase the employee's chances on the labor market, often in a wide range of professional fields. A person receives such education in various educational institutions, professional courses and everyday's interactions. Another kind of education is a special education, i.e. specific to a particular industry. A large number of studies was conducted aimed at es-

tablishing relationships between the salary and level of education. Incomes of graduates tend to exceed incomes of high school graduates by approximately 50%.

Thereafter additional education and various training courses shall be considered. It should be noted that the main vocation of a human is the desire to learn something new, and hence the desire to learn. Over time technologies, ideologies, demand for specialty are changing, but education shall stay continuous. Every modern employee must understand that knowledge received fifteen, ten, or even five years ago, is not enough to perform the work appropriately. In the West knowledge is recognized to become obsolete within five years. In the Soviet Union, people could self-improve the whole life – receive the second higher education, improve their qualifications in specialized institutions. Continuous education was paid by the state or company which sent its employees to the educational institution.

Within the last decade the Russian additional education has faced structural changes and gained strong positive experience. The emergence of the labor market, the need for specialty change and training among the most of population identifies the need to provide additional education in terms of a developed system of educa-

tional services and contribute to the emergence and development of the following educational institutions, such as:

- Academies and training institutions,
- training centers.
- business schools with a corresponding specialization.

Additional education includes training and retraining, helps to receive a new level of education, satisfy intellectual and other needs of the individual, on employer's initiative as well.

Academies of training and retraining, training institutions and training centers carry out educational and information activities in the field of additional education through short-term training programs, including lectures and individual consultations.

In the early 90-ies general short-term programs were mostly required. Today long-term retraining program (500 hours or more) and second degree with specialization in business field – financial, personnel, management and marketing – are of the highest interest.

Short-term and medium-term programs of additional education are conventionally divided into three types:

- Courses, seminars, training sessions (72 hours);
- Training (from 73 to 500 hours);

- Retraining (over 500 hours).

These programs are developed for people who already have a certain level of education and experience in a particular field and face lack of practical skills, knowledge, law, etc.

Development of creativity. A human has some abilities by default. Abilities – these are the psychological characteristics of a person, which affect the success of the acquisition of particular knowledge and skills, but which do not mean a person would have this knowledge and skills in the long run.

Creativity is the process of creating something subjectively new, based on the ability to generate original ideas and to use creative ways within one's activities. In fact, creativity is "the ability to create any fundamentally new possibility" (G.S. Batyshchev).

There is a certain set of criteria that characterize creative activities – productivity, originality, ability to generate new ideas, ability to "think out of the box", above-limit activity. Labor, possibility of acquiring excellent skills and significant progress in creativity play a decisive role in identifying and developing abilities.

Abilities are being acquired by a human throughout his life, and their development is affected by lifestyle and environment.

Creative abilities are divided into three groups. The first one is related to motivation (interests and inclinations), the other one – to the temperament (emotional), and finally, the third group – to the mental capacity.

Creative person use innovative approaches to address a particular problem. Creative people need to see as all the other people see, but to think completely original. A very important ability is the desire to find unusual solutions, striving to reach a result that had not been previously known, by oneself without any outside help.

But one can not be a creative person thanks to this quality only. It must be combined with a number of other important qualities. Resourcefulness, self-criticism and criticism, flexible thinking, independence of opinion, boldness and courage, vigor are of vital importance among them. Tenacity, constancy to purpose, goal orientation are the key conditions of creative achievements.

Therefore, when evaluating individual employee one must consider creativity.

There are also several factors to be noted that give a positive motivation for an employee and as a consequence lead to the increase in the cost of a particular employee's capacity:

- Employee's career (employer's plan to promote an employee);
- Good psychological climate among company's employees;
- Developed system of incentives to achieve the desired results of labor (including material, social, career, extra, psychological incentives etc.);
- Safety and comfort conditions of labor.

Human capital of all employees in enterprise

Human capital of all employees in an enterprise includes:

- Human capital of every individual employee of an enterprise;
- Social interaction among the colleagues.

Conclusion

Human capital of all employees in aggregate – this is a general (quantitative and qualitative) feature of staff as one of the resources associated with the fulfillment of its functions and the achievement of long-term goals specific to the development of the enterprise; it is actual and potential abilities of employees as a whole system (the team) that are used and can be used within the specific period of

Table 1. Levels of human capital interrelation

Human capital	Past	Reflects the properties accumulated by the system during its establishment
	Present	Reflects the practical application and use of various abilities
	Future	Contains elements of the system's future development, the acquisition of new skills and abilities by employees

time¹. It is a combination of human capital specific to all employees of the company with necessary organizational and technical conditions being provided.

In order to calculate the human capital of all employees, it is necessary to conduct a detailed analysis of all the factors described above (the human capital of the individual employee), and summarize the results of calculations for the cost of each employee's capacity.

We should not forget that the result of calculation for human capital specific to all employees is always larger than the sum of its parts by virtue of the synergistic effect due to the interaction of the constituent elements. Human capital is a 3-level interaction (see Table. 1).

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Классификация человеческого капитала предприятия

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Аннотация

Статья посвящена проблеме определения величины человеческого капитала всех работников предприятия. Эта проблема актуальна, поскольку необходимость оценить человеческий капитал может возникнуть при продаже бизнеса, любых изменениях в структуре предприятия, а также для принятия необходимых управленческих решений. Исследование проводится на предприятиях, занимающихся дистрибуцией и производством электронных компонентов, т.е. эта методика может применяться для любых компаний, работающих в сфере продажи товаров или услуг.

Ключевые слова

Человеческий капитал, определение величины человеческого капитала, социальное взаимодействие, типы социального взаимодействия.

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