PROBLEM STATEMENT

The theoretical foundations of the definition of the scientific category "human capital" have attracted more attention in recent times. Studying the theoretical aspects of this problem is acquiring significant development. Scientific theories for its definition are forming. Approaches for attraction theoretical knowledge to the practical plane are being developed at the practical level, in particular for...
the modernization of labor resources management. However, the design of significant levers of human capital management will be impossible without a complete scientific and theoretical analysis of this issue through the prism of statistical views, which were historically formed under the influence of various historical processes. In our opinion it is the key to developing an optimal strategy for managing labor resources at a modern enterprise for increasing the efficiency of labor productivity and obtaining profits.

**ANALYSIS OF RECENT RESEARCH AND PUBLICATIONS**

It is worth noting that the problem of our research is based on the works of famous researchers, who are international authorities in this field, in particular: G. Becker, J. Kendrick, L. Turou, I. Fischer, T. Schultz, O. Dobrynina, S. Diatlov, V. Antoniuk, V. Blizniuk, D. Godin, O. Borodin, O. Grishnov, A. Kolor, N. Markova.

The objective of the article: the study of the evolution of the "human capital" category in the views of thinkers.

**PRESENTING OF THE MAIN MATERIAL**

Payment for the work has always been a lively scientific interest, and its interpretation as a scientific definition was originally of a secondary nature. It was associated with qualitative characteristics of potential labor opportunities. The theoretical basis for the study of human capital was laid in the works of ancient Greek thinkers, in particular, long before the appearance of the actual scientific substantiation of the questions devoted to labor relations were disclosed by Xenophon and Aristotle. In particular, Aristotle was the first who substantiated the concept of "capital". He identified an independent science of wealth, which depends on the accumulation of money and the proportional distribution of economic benefits. The thinker tries to explain the causality of the exchange of part of the good in part of another for the comparative proportional characteristics of them, because in his opinion, the benefits are proportional to the cost of labor to create them. The philosopher focuses on the complexity of all kinds of work, and therefore, he draws attention to the professional qualities of the worker who produces these benefits, because the higher the value of the good, the higher his professionalism and qualification [3].

Thinkers tried to investigate the role of human labor in the Middle Ages. The Arab philosopher Ibn Haldoun emphasized the genesis of value, stating that the greater the part of human labor involved in the formation of the product is, the higher its value and therefore it is equivalent to the value of labour. The thinker gives a special attention in his thoughts to the value of the contract of sale of "equal (equivalent) exchange by value" [13, p. 609—611], which is based on the idea of equalizing the equivalent amount of expenditures [14, p. 97].

Physiocrat F. Ken disclosed the concept of "capital" as having the characteristics of "advances": capital in the form of "initial advances" consisting of animals, workplaces and tools of labour; "landowner advances", which included forms of optimizing the fertility of the land; and "annual advances", the basis of which was the payment of peasants' labor and expenditures that are repeated from year to year [4]. The thinker revealed the capital as a means by which a "pure product" was created [14, p. 166].

The position of classical economic schools, such as representatives about the problem of our study was based on the disclosure of capital, the basis of which is money or any other material value, as well as the qualifications of the employee. The significant role has been given to the interpretation of the concept of "human labor" in the views of V. Petti. Using comparative characteristics he indicated the amount of human labor, which is included in the price of manufactured goods. Also he defined the opposite of economic interests: workers, as a center of labour on the one hand and owners, as capital holders on the other [34,p.65]. According to the thinker, the productivity of labour opportunities is a determining factor in the economic prosperity of people. In particular, he stressed that: "It is better to burn the product of labour of one thousand people than to allow these people to do nothing and, as a result, lose their ability to work". In addition, V. Petti substantiated theoretically the method of indirect determination of the machinery of economic indicators. It should be noted his selective method which was quite accurate, even with a rather small amount of statistical data of that time. He managed to calculate accurately the national profits and income of England with the help of this technique for the first time in world practice. However, in our opinion it should also be noted that not only material components were included to the national income, but monetary simplicity of the population, which is the first in the history of the digital expression of human capital [1].

A. Smith defines capital as the main force of material wealth. Human capital has become a separate category of physical capital by his division along with machines designed to increase labour productivity; buildings where the process of capital formation is in progress; instruments that enhance the productivity of the land. Human capital was determined by the trait that everyone owns in society, which determines the costs and increases productivity [20, p. 177]. The thinker notes that "the worker’s skill and ability can be treated in the same way as machines and implements of production, which reduce or facilitate labour, and although they require some expenses, but reinvests the amount of" [33, p. 171]. At the same time A. Smith makes a clear differentiation of wages because each job has specific features. Therefore, the more labour force is spent, the greater payment must be. In his opinion the material stimulation of the worker in the form of an allowance in payment is expedient if the worker showed his skills in the assignment of the final product. The thinker notes that "abilities and talents can rarely be gained in the absence of long previous exercises, and the higher value of their product is often only appropriate compensation of the time and labour that was required to be spent on their acquisition" [32]. That is, the thinker considered the work of people as the basis of material wealth of the state. It was positioned as a priority component of stability.

D. Ricardo characterized capital as a dominant sign of the development of the productive forces of society, in particular: "the part of the country's wealth, which is used in production and consists of food, clothing, tools, raw materials, machines — all that is necessary in order to bring labour in motion" [30, p. 455]. Also, D. Ricardo remarked that the land also forms the price of the produced goods, because the land rent is also due to the law of value, and the man as the main driving force that affects its differentiation of wages because each job has specific features. Therefore, the more labour force is spent, the greater payment must be. In his opinion the material stimulation of the worker in the form of an allowance in payment is expedient if the worker showed his skills in the assignment of the final product. The thinker notes that "abilities and talents can rarely be gained in the absence of long previous exercises, and the higher value of their product is often only appropriate compensation of the time and labour that was required to be spent on their acquisition" [32]. That is, the thinker considered the work of people as the basis of material wealth of the state. It was positioned as a priority component of stability.

As a result of this statement two positions were formed to explain the relation of a person with his abilities and capital. Representative of the first position — J.-S. Mill, J.-B. This, A. Marshall and others, — rejected the position that people are associated as capital, considering that it is the ability of a person that he reveals in the process of developing a particular product. J.-B. Sei stressed that "man is not born with those abilities and forces that would be sufficient to perform even the easiest work. These abilities and forces can be considered as capital, which was formed by annual accumulation and a consistent increase in the cost of his education" [31, p. 59]. Analyzing the professional tasks of the man as the main driving force that affects its productivity, which in turn leads to the intensification of the production process, the thinker believed that the material resources that were skillfully invested in the worker for his education lead to the creation of a professional specialist who determines the accumulation of capital [31, p. 43].
J.S. Mill, studying the factors contributing to productivity, believed that the main of them are the employer and his manager's skills [27, p. 214]. Stressing at the same time that "I do not consider the very person as wealth. It is a goal for which wealth exists" [27, p.139]. M. Blaug treats capital as a result of investments invested in man [36]. The main reason for this conclusion is the position of A. Marshall, the thinker highlights the genetically established economic ability, "forcing a person to accumulate capital in his son's head in the process of learning" are the same as those who "manage him when pledging material capital for a son" [25, p. 79]. At the same time, the thinker considered the theory of "human capital" as well-founded. This statement became an established position up to the 50's — early 60's of the twentieth century [12].

In contrast, the neoclassical thinkers positioned the person with his abilities as capital in its pure form. For example, J.R. McCulloch thought this as fitting statement, because: "Instead of understanding capital as a part of industrial production, an intangible to a man, that could be used to support it and to promote production, there seems to be no valid reasons for which the man could not have taken it, and too much reasons why it can be considered as a part of the natural wealth that is being formed" [41].

I. Fischer also held the same position defining capital as "a useful intended material object", and therefore the person who owns this feature should be an integral part of this concept and since a man possesses this characteristic, the service of it is defined as human capital [20]. In the process of production, the individual skills of the individual are not an asset, but an addition to the individual. At the same time, the trained individual must be included in the capital [17]. F. List, distinguishing categories of "property values" and "productive forces", placed the formation of human capital in the ways of constant mental searching in the first place. That is why the thinker provided the process of education and continuous improvement of the worker's skills in a significant role in these processes [14, p. 397].

We also consider it appropriate to stay on the position of Marxism on the topic of our study. From the interpretation of the position of capitalism, workers must constantly sell their own labour for paying for their own labour. The worker was presented as the carrier of the cost of labour in capitalized form.

K. Marx in his book "Capital" expresses the position of "useful work" spent during the year. "All these goods exist only because socially applied labour was spent in a diversified system of various types of useful labour. Therefore, in their total cost, the cost of production spent on their production was reserved, appropriated, saved and capitalized", he adds: "Labour, which has a higher, more complex work than average social labour, is the display of a labour force that requires higher costs, the production of which requires more working time and has a higher cost than a simple workforce. If the value of this force is higher, it manifests itself in higher productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased profits, and therefore thinkers productivity and increased benefits the worker and the employer [40, p. 419]. That is why, capital is defined as a category of abilities that are formed during the learning process, which is divided into 8 groups: home education, school education, work experience, church regulations, training in the armed forces, education through television on self-education, knowledge of experience. However, we can also state that this statement is still partially limited, since it is impossible to analyze it without a complete description of its relationship with other forms of abilities.

The generally accepted theory of "human capital" is the theory of T. Schulz and G. Becker. The first thinker stated that two determinants interact in the production processes: "productive forces" and "productive abilities". The second thinker interpreted the position of "human capital", because "human capital" scholar T. Schultz disclosed it as the costs accumulated in the state for the reproduction of labour resources, and therefore it has features of a productive nature and has the property to reproduce constantly in a more qualitative form [5]. That is why the development of human capital lies in education, worker qualifications, sufficient medical support and a permanent stock of economic information [43, p. 64]. G. Becker stated that human capital is the identical form of material means of production, since it can be invested, through education, medicine, etc., and therefore the final result of the product development will be only dependent indirectly on a person.

That is why the thinker defined the natural abilities of the worker as "true wealth", "the main productive force of society". And because of it: "By labor force, or ability to work, we understand both physical and spiritual abilities, which an organism possesses, a living personality of a person, which he applies every time when he produces any consumer value" [24, p. 163].

In the process of scientific evolution, the category of "human capital", and indeed, the theory of human capital has become a complete and reasonable position only before the twentieth century. In particular, the scientific definition of "human capital" was introduced by F. Malthus [26]. The researcher emphasized the need to distinguish between innate and acquired abilities, because: "Improper work", he writes, "must be distinguished from the improved, which has become more productive due to investments that increase the physical and mental capacity of a person. Human capital is made up of such improvements" [40, p. 419].
own human capital is urgent, as it is the main precondition for the productive using of material capital.

He notes that the possession of human capital is much more important than the possession of material capital, since the former is a precondition for the skilled using of material capital; therefore, it is expedient to say that a person who is trying to increase his wealth must constantly invest in the development of his skills and abilities, not forgetting about his own health, the loss of which can lead to a loss of capital in general.

J. Dolan and D. Lindsay provide such a definition of the category of "human capital", in particular: "capital in the form of mental abilities obtained through formal education or through practical experience" [37, p. 256; 445]. They note that not all scientific theories on the topic of our study, in particular, on the payment of labour, were formalized in full scientific concepts. In our opinion it predetermines a significant field for discussions on this issue today. This primarily concerns scientists from post-Soviet countries. However, it is necessary to stop on the works of some scientists, who define the stages of formation of the concept of human capital.

At the end of the twentieth century some Russian scientists, in particular M. Kritsky, R. Kapeliushnikov, S. Diatlov and A. Dobrynin have chosen the theory of human capital as the center of their own research.

M. Kritsky gives such definition of "human capital", in particular: "general concrete form of human life that ascertains stock of his wealth, knowledge, skills, ability to be implemented as a result of the movement of human society to its present state" [9]. A. Dobrynin and S. Diatlov interpret the category of "human capital" as historically established kind of economic activity, in particular "human capital is a set of all attribute qualities and properties, production capabilities and strength, functional roles and forms, which are derived from the position of system integrity and adequate to the present state of society, [... included in the system of market economy as the leading creative factor of social production" [10, p. 163].

That is why, according to scientists, the formation of human capital is only possible in a post-industrial society, in which the thirst for scientific knowledge and information that modernizes society is dominant. The category "human capital" became a part of the second component of the system of productive forces. The second one is the potential investment of a man in himself, which will determine his material income in the future [11, p. 15; 76].

That is, synthesizing the concept of A. Dobrynin and S. Diatlov, it should be noted that: "Human capital is formed as a result of investment and is accumulated by a person as a certain stock of knowledge, health, skills and abilities, which are used purposefully in one or another spheres of social production and contribute to the growth of labour productivity and efficiency of production and thus affect the growth of earnings (income) of this person" [11, p. 267].

The position of R. Kapeliushnikov is progressive. He was the first in Russian science who outlined human capital from the standpoint of G. Bowen. In particular: "every stock of knowledge, abilities and motivations is capital, since their formation requires the diversion of funds to the detriment of current consumption, but at the same time they serve as a source of increase in productivity and earnings in the future" [30, p. 287].

Thus, the study of this problem in Ukrainian science began at the end of the 90-ies of the twentieth century. O. Grishnova outlined the "human capital" as a multi-level system, which consists of the micro level (work place), the macro level (the enterprise’s potential of the country) and the mezzanine (world economy) [8]. She also substantiated the factors affecting the growth of "human capital".

In addition, it should be noted that other Ukrainian researchers, such as V. Antoniuk, B. Blyzniuk, O. Borodin, E. Libanova, N. Markova, J. Poplavskaya, L. Semiv, S. Vovkanych, A. Chukhno and others paid partly the attention to the interpretation of the levels of "human capital". Nevertheless, it must be noted that the actual study of this issue is fundamental to modern Ukrainian economic science. It is determined not only by the scientific theoretical but also by practical significance for the development of the national economic policy.

Therefore, outlining the distinctive features in the theoretical justification of the category of "human capital", it should be noted that scientists stand out two basic components in defining of human capital: intellectual (educational) and biological (health), sometimes adding psychological mental traits. In addition, there is a clear differentiation of only by economic component in the structure of concept of human capital. That is the profit and growth of its profit. Therefore not all of the above mentioned scientific definitions are expedient in the management of human capital and its monitoring. It is explained by the lack of their main thing — the definition of the most significant definition of "capital", which is defined as the stock that carries income [12, 42].

Therefore, we can give our definition of the category of "human capital", based on the theoretical and methodological approaches to the definition of physical capital, which is a well-defined definition. In particular, it is the potential cost of labour skills of the worker. It seeks to make a profit from his work by the owner of the enterprise. This definition is expedient because it retains two main categories — "people's capital" and "capital", which is the fundamental basis for designing a scientific analysis of methods for assessing and monitoring the use of human capital and its regulation at various levels of social work.

CONCLUSIONS

The analysis of the genesis of the scientific and theoretical interpretation of the "human capital" category indicates it possible to discuss the evolution to its definition. In particular, it should be noted that a significant role in its formation was played by the development of capitalist relations. On the one hand they increase the efficiency of labour for higher profits and high-quality products under the influence of the needs of owners. On the other hand, they formed a class of highly professional workers who have high payment. This led to the fact that this category became the theoretical basis for the execution of scientific sentiments, which showed the interconnection between these processes at the theoretical level. That is why thinkers gradually modified the category of "work" into the category of "people's capital" by providing the decisive value of remuneration in the process of increasing performance of workers. As a result of this development, the concept received its own scientific definition, but it still needs to be noticed that its methodological basis for assessing the value of a subject is controversial and requires a fundamental research.

Investigating the category of "human capital" on the basis of a systematic analysis of its key features that have emerged in modern science and have undergone gradual modifications and improvements, it should be noted that this problem remains controversial and requires further thorough scientific, theoretical and practical studies for the purposeful definition of this scientific category, which is decisive in the formation of capitalist relations at the present stage.

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