

**THE ROLE OF THE STATE IN THE FORMATION OF A QUALITATIVE LEVEL OF HUMAN CAPITAL IN THE REPUBLIC OF BELARUS**

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*The article considers the theoretical aspects of the "human resource" concept, analyzes the approach to the formation of the human capital of the labour resources, the role of the state in the formation of the human capital of the workers.*

Today the system of state management in the Republic of Belarus has entered a new qualitative level to improve the quality of life and improve the welfare of Belarusian citizens. Currently, great attention is given to defining the place of human capital in the economy, as one of the key elements of the national wealth. It is necessary to notice that the human capital is formed, first of all, through investments in education, health, business capability. At the present stage of the socio-economic development, the labour resource is the same resource as the material, technical, financial resources of the organization.

However, in contrast to these resources, the labour ones have fundamental differences, among which are the following:

- material and technical resources tend to fall over time due to wear and tear; human resources eventually tend to rise in price in connection with the possibility of increasing the qualification of the work, the experience;
- an employee may terminate the terms on which an enterprise/organization assumes his/her use;
- the employee has the right to leave on his own accord, to strike;
- the employee may not only improve their skills, but also undergo retraining;
- the employee may decide the question of admissibility of the activity, therefore, the employer must constantly motivate and encourage them to work.

From all the above, it can be concluded that the labour resource has significant distinctive feature of intelligence, that is, the presence of its own human capital.

The formation of this capital came along all the way of the development of the «human resource». In this case we say «human resources» as a notion of labour resource will be discussed only when it can be regarded as a labour force. However, the formation of the future labour resource was taking place at the stage of the primary education. Therefore it would be useful to introduce the concept of «human resources».

Thus, human capital is the main source of the formation of the human resource in the first place, and only then of the labour resource of the state. The qualitative level of the human capital of a worker lies in the basis of his/her competitiveness on the labour market. However, at the present stage of the socio-economic development of the labour market, we face a number of problems which allow us to speak about the irrational use of the human capital of the available workforce. In this context, we can identify the following problems of the labour market of the Republic of Belarus:

1. The excessive amount of the personnel within the individual enterprises/organizations due to the poor personnel policy and management;
2. The imbalance of demand and supply of the workforce according to their professional and skilled components;
3. The expansion of the scale of the informal employment and unregistered unemployment;
4. The workers' lack of interest in their qualification improvement in most cases which develops both due to the absence of the additional incentives on the part of the employers, and due to the lack of competitive approaches during the process of their labour activity.

All this means the inefficient use of the human capital of the labour resource, into the formation of which the state means have already been invested. Thus, both the formed human resource being not employed in work and the labour resource being used irrationally, do not function to full effect to the state, while they still remain the expenditure item of the budget.

Ensuring the productive employment in the conditions of a more rational use of the labour potential of the employees with regard to the individual professional abilities of each person should become a strategic goal of the state policy in the labour market. At the same time, all measures aimed at improving the efficiency of work must be accompanied by the reduction of the excessive employment in manufacturing.

The most important investments in human capital are the investments in health, education and social education of the future workforce.

Let's analyze the structure of the expenditures of the state budget of the Republic of Belarus on holding the social events in the studied areas (table 1) [1, 2, 3].

Table 1 – Distribution of the expenditures of the state budget of the Republic of Belarus

Year		Figures			
		Education	Health	Social policy	Total expenditures of the state budget
2012	(million rubles)	4 617 383	3 791 185	8 856 635	92 771 972
	%	4,98	4,09	9,55	100
2013	(million rubles)	6 636 608	5 348 468	8 307 693	121 720 313
	%	5,45	4,39	6,8	100
2014	(million rubles)	6 599 295	5 745 927	9 825 318	128 594 106
	%	5,13	4,47	7,64	100

Source: Data provided by [1, 2, 3]

On the basis of the obtained data, we can conclude that the expenses in education, health and social policy in the Republic of Belarus are insignificant, making only 5%, 4%, 8%, respectively of the total expenditures, but there is a positive trend to increase spending on health and social policy.

However, the educational sphere got less finances in 2014 than in 2013, while increasing the total amount of spending. Meanwhile, the increase of the qualitative level of general and specialized education of the citizens allows not only improving the quality of the workers' knowledge, but also the volume and the quality of human capital of the state. Additional investments in higher education will contribute not only to the formation, but also to the improvement of the work quality of the highly qualified specialists, whose work will ultimately have the greatest impact on the economic growth of the state.

Alongside with the education, the investments in health are very important. Additional funding will provide the reduction of the morbidity and mortality rate of the labour resources and the extension of the able-bodied age, and as a result, the period of functioning of the human capital.

Thus, the state has broad opportunities to influence both the production and reproduction of human capital directly and indirectly. In this process, a state may use not only the forced measures but also the motivating ones. The examples of the forced measures may include the following: obligatory initial basic education, compulsory medical check and others. By means of the motivating measures the state can influence the incomes of those who independently strive to improve the quality level of their human capital (tax privileges and subsidies). Moreover, the state can participate both in the price regulation for the acquisition of the labour resource with the human capital accumulated in it, and in the price regulation for other used resources.

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### EXISTING METHODS OF CALCULATION OF THE POPULATION INCOME IN THE REPUBLIC OF BELARUS

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*Scorecard shows the calculation of household income J. Hicks. The paper presents a methodology for calculating income from entrepreneurial activity.*

One indicator of the market economy that helps to assess capacities of a person or family is income. Income determines the degree of satisfaction of human needs, his political beliefs.

The level and quality of life depend largely on the amount of income, so the study of this phenomenon appears to be pressing for more detailed consideration. Incomes may have natural or cash form.