

## HUMAN CAPITAL MANAGEMENT

**Amosov O.Y.,**

Doctor of Economics, Professor,  
Kharkiv Regional Institute of Public Administration,  
National Academy of Public Administration under the President of Ukraine

**Havkalova N.L.,**

Doctor of Economics, Professor,  
Kharkiv National University of Economics named after Semen Kuznets

### PECULIARITIES OF HUMAN CAPITAL FORMATION MEANS ITS INTELLECTUALIZATION

The article presents the etymology of the definitions of "human capital", "intellectual capital", "intellectualization of human capital". The authors identified factors external and internal environment that affect the processes of formation of human capital. In a separate study, the legal factor into account which gives impetus to accelerate the intellectualization of human capital. The article recommendations regarding initiation processes intellectualization of human capital, Worms directly affect the process of its formation.

Globalization and integration into the world economic system led to the emergence of new approaches in the implementation of process control and start the transition to znaniyebazovanoyi economy. Availability of qualified human resources is a crucial factor as the micro and meso and macro level. Only a person with regard to their personal qualities can control the means of production. This new approach is determined on creating innovative technologies, failing which the process will be negated Ukraine joining the European Union. Intellectual capital is given the role of chair, because the people - the native intellectual capital – are the main competitive advantage of developed society. Thus, the formation, accumulation and effective use of

the intellectual capital of the country – one of the priorities of its further development and improving human capital intellectualization – urgent task managers at all levels of government.

Formation of human capital means its intellectualization is the key to the development of society, especially domestic, which is the integration of the economically developed world community. Processes of intellectualization possible when determining the priority role that person should be considered a carrier of human and intellectual capital. But the availability of capital does not solve all the problems associated with the impact factors of macro and micro environment, negativity is determined imperfect legal framework in society, further increasing transaction costs, lack of favorable conditions for patenting and licensing, and so on. This is accompanied by low activity subjects of intellectual property, the reluctance of leaders to solve problems intellectualization of labor, limited motivation to maximize the human capital of workers.

Ways of solving the existing problems must be sought at the level of state administration in the form of improved control over the protection of intellectual property and the level of organization of providing guidance as to cre-

ate conditions znaniyebazovanoho company. Only the joint efforts of the management and control subsystems subordinate able to create space for human capital formation means

its intellectualization that will provide further opportunities and competitive advantages of the country in implementing the strategic goals of innovation.