

ANALYSIS APPROACHES TO THE DETERMINATION OF ENTERPRISE HUMAN CAPITAL

The concept of “economic intellectualization” as a knowledge-based economy becomes extremely common in developed countries. Ukraine is endowed with all the necessary resources for the development of this trend, namely with an advanced system of education, a high level of population education. This leads to the realization of the fact that the existing theoretical aspects of human capital in practice should be used for the successful development of Ukraine. Therefore the correct interpretation of the theoretical aspects of the “enterprise human capital” is extremely important at the moment.

The study is aimed at the theoretical justification for the notion of “enterprise human capital” and the system of its formation at enterprises grounding at generalization of scientific knowledge in the field of theoretical and historical aspects of the origin, development and formation of the human capital.

Having analyzed views of scholars on the notion of “human capital”, the author has developed a definition that treats the notion as a set of acquired and native abilities and skills that require various kinds of investments. So it will improve the productivity giving the higher income for the owner and the company as well. The author identifies the following approaches to the treatment of the enterprise human capital: social one, socio-natural and productive approaches.

The author has considered definitions of the “human capital formation” given in the economic literature and proposed his own model of the studied notion in the form of the chart.