

Natal'ya V. Gorovaya – Head of the forensic laboratory, the department of criminal law disciplines, the Far-Eastern state university of communications (47, Seryshev Str., Khabarovsk, 680021, Russian Federation). E-mail: gorovayy@mail.ru

Contradictions in the management of human capital development: sociological measurement

The article discusses the problems and contradictions in the management of human capital development. Based on the analysis the discrepancy between the decisions of the government and citizens of the Russian Federation, the level of human capital accumulation and its management efficiency, the level of training of specialists of higher education and new qualification requirements of the economy, which leads to the fundamental nature of their inconsistencies are revealed. In accordance with the theory of human capital, financial resources invested in the human development constitute capital investments that should bring additional income in the future, but, in the author's opinion, economic improvement will come after the modernization of political institutions and the society. The reasons for which there is a restriction of the investment activities of the Russian organizations, the author sees in the absence of factors caused by the quality of human resources and human capital of the enterprises, since he believes that human capital plays a crucial role in the implementation of innovations and modernization.

Keywords: contradictions, management, human capital, social institute of education, educational services, regional labor market.

References:

1. Borokhov E. V. Encyclopedia of aphorisms (Thought in a word), M., Transitzniga AST, LLC, 2004. (In Russian).
2. Gudarenko Yu. A. Problems and contradictions of the interaction of the institute of higher education and the youth labor market *Regional'nyye problemy preobrazovaniya ekonomiki* [Regional problems of economic transformation], 2010, no. 2 (24), p. 25. (In Russian).
3. Diev B. C. Management. Philosophy. Society. Questions of Philosophy. Moscow: "Science", 2010. no. 8, p. 35. (In Russian).
4. Dyatlov S. A. Fundamentals of the theory of human capital, St. Petersburg: SPbUEF Publishing House, 1994. (In Russian).
5. Lonshakova N. A. Regionalization of higher education: problems of supply and demand on the labor market (on materials of Eastern Siberia) *Tezisy dokladov i vystupleniy na II Vserossiyskom sotsiologicheskom kongresse «Rossiyskoye obshchestvo i sotsiologiya v XXI veke: Sotsial'nyye vyzovy i al'ternativy»* [Abstracts of reports and speeches at the II All-Russian sociological congress "Russian society and sociology in the 21st century: Social challenges and alternatives"], In 3 t. M.: Alpha-M, 2003, vol. 2, p. 561. (In Russian).
6. Morgunov V. P. Contradictions of the development of human capital in the conditions of the formation of a knowledge-based economy in Russia *Ekonomika i ekonomicheskkiye nauki* [Economics and Economic Sciences], 2013, № 5 (43), pp. 156–159.
7. Mkrchyan N., Florinskaya Yu. Skilled migration in Russia: balance of losses and acquisitions // *Economic Development of Russia*. No. 2 (25), 2018. S. 60–63. (In Russian).
8. Pliskevich N. M. Human capital in transforming Russia. M.: In-t of Economics of RAS, 2012. (In Russian).
9. Reznichenko A.P. Educational strategies of Far Eastern families in the field of higher education on the example of the Khabarovsk Territory: dis. ... Cand. soc. sciences. Khabarovsk, 2019. 27 p. (In Russian).
10. Terentyev D. A fairy-tale city — a dream city *Argumenty nedeli* [Arguments of the Week], 17 (559): 8–9. URL: <http://argumenti.ru/toptheme/n588/533220> / 2017/05/04 (appeal date: 04/04/2019).
11. Turou Lester The Future of Capitalism. Novosibirsk.: Siberian Chronograph, 2010. 432 p. Translated from English by A.I. Fedorov. (In Russian).
11. Fisher, S. Dornbusch, R., Shmalenzi, R. *Economic Theory*, Moscow: Unity. Per. from the 2nd eng. ed. M.: Delo LTD., 2002, 864 p.

Reference to the article

Gorovaya N. V. Contradictions in the management of human capital development: sociological measurement // *Power and Administration in the East of Russia*. 2019. No. 3 (88). Pp. 117–124. DOI 10.22394/1818-4049-2019-88-3-117-124