

To cite this paper:

Dorokhova N., Dashkova E., Dodokhyan T. (2022) Innovative approaches to the human capital development and usage in modern conditions. *Human Progress*. 8 (1): 6. URL: http://progress-human.com/images/2022/Tom8_1/Dorokhova.pdf. DOI 10.34709/IM.181.6

INNOVATIVE APPROACHES TO THE HUMAN CAPITAL DEVELOPMENT AND USAGE IN MODERN CONDITIONS

Natalia Dorokhova

Doctor of Economics, Professor of the Labor Economics and Fundamentals of Management
Department in Voronezh State University
Voronezh, Russia

Ekaterina Dashkova

Doctor of Economics, Professor of the Labor Economics and Fundamentals of Management
Department in Voronezh State University
Voronezh, Russia

Tigran Dodokhyan

postgraduate student of Rostov State University of Economics
Rostov-on-Don, Russia

Abstract. The article is devoted to the innovative approaches to the human capital development and usage in modern conditions. The paper gives a description of the socio-economic environment current state, which is characterized by a high turbulence degree in accordance with the VUCA-world model, and the further transformation possibility only on the basis of the sustainable development principles. The exceptional role of human capital in ensuring economic development and social progress is revealed, its various interpretations in modern scientific literature are presented. The content of the human capital's structural elements is outlined: the educational capital, healthy, intellectual, cultural and moral. Proposed and justified promising approaches to the human capital development and usage: the human needs system creation, focused on achieving a balance of social, economic and environmental interests; labor motivation system development aimed at activating the employees' innovative behavior and developing their relevant competencies based on active learning; non-standard forms of employment introduction, such as telecommuting, freelancing and platform employment, which are a promising tool for human capital usage. The

conclusion is made about the fundamental role of social partnership in the proposed approaches practical implementation.

Keywords: human capital; human capital development; human capital usage; turbulence; socio-economic environment.

JEL codes: J21; J24.

References

1. Zhuravleva, G.P.; Manokhin, N.V. (2013) New rules of the game in conditions of economic turbulence // Bulletin of the Saratov State Socio-Economic University. No. 5 (49). 23 p.
2. Burlachkov, V.K. Turbulence of economic processes: theoretical aspects // Moscow: Russian Libmonster (LIBMONSTER.RU). URL: <http://libmonster.ru/m/articles/view/>
3. Prokhorova, O.V. (2015) Factors of stability of the regional economic system in conditions of turbulence // Young scientist. No. 21.1. P.: 18-22.
4. Bennett, N.; Lemoine, G.J. (2014) What a difference a word makes: Understanding threats to performance in a VUCA world // Business Horizons. Vol. 57. No. 3. P.: 311-317.
5. Obukhova, N.I. (2021) VUCA-world and educational environment // Kaliningrad Bulletin of Education. No. 3. P.: 11-22.
6. Ermolenko, A.A.; Ermolenko, A.A. (2010) Human Capital // Bulletin of the Adyghe State University. Series 5: Economy. No. 1. P.: 11-20.
7. Dodokyan, T.M. (2021) The content and essence of human capital as an object of management in an innovative economy / Collection of articles based on the materials of the IX International Scientific and Practical Conference. European Academy of Natural Sciences, Voronezh State Technical University. Voronezh. P.: 161-165.
8. Kapelyushnikov, R.I. (2005) Human capital in Russia: evolution and structural features // Bulletin of Public Opinion. Data. Analysis. Discussions. No. 4. P.: 46-54.
9. Dyatlov, S.A.; Dobrokhotov, M.A. (2018) Forms of implementation of human capital in the digital economy // Bulletin of the St. Petersburg State University of Economics. No. 4 (112). P.: 25-28.
10. Khokonov, A.A. (2015) On the issue of the importance of the human capital factor in the country's innovative development // MIR (Modernization. Innovations. Development). No. 1 (21). P.: 76-80.
11. Kamasheva, A.V. (2011) To the question of motivation in the concept of human capital. URL: https://repository.kpfu.ru/?p_id=42591.

12. Orlova, N.A. (2017) Non-standard forms of employment as a factor in changing human capital: an analysis of unskilled labor migration to Russia // Public opinion monitoring: economic and social changes. No. 1 (137). P.: 156-170.
13. Kamarova, T.A. (2021) Transformation of non-standard employment: development prospects // Vestnik OmGU. Series: Economy. Vol. 19. No. 3. P.: 105-117.
14. Handy, S. L.; Mokhtarian, P.L. (1996) The future of telecommuting // Futures. Vol. 28. No. 3. P.: 227-240.
15. Fedchenko, A.A. (2021) Remote work in the context of the use of digital technologies: prospects for transformation // Labor Economics. Vol. 8. No. 4. P.: 377-390.
16. Bryukhina, E.R. (2021) Remote work as a digital segment of the labor market: problems and prospects // Vestnik VSU. Series: Law. No. 1 (44). P.: 80-89.
17. Savelyeva, E.A. (2020) Approaches to the legal regulation of platform employment in the context of ensuring the socio-economic security of Russia in the transition to a digital economy // Economic security. Vol. 3. No. 4. P.: 469-488.
18. Stewart, A.; Stanford, J. (2017) Regulating work in the gig economy: What are the options? // The Economic and Labor Relations Review. Vol. 28. No. 3. P.: 420-437.
19. Florisson, R.; Mandl, I. (2018) Platform work: Types and implications for work and employment-Literature review. 132 p.
20. Kotlyarov, I.D. (2015) Problems of regulation of non-standard forms of employment // Journal of Economic Regulation. Vol. 6. No. 1. No. 1. P.: 55-66.
21. Bobkov, V.N.; Chernykh, E.A. (2020) Platform Employment: Scales and Signs of Unsustainability // World of New Economics. Vol. 14. No. 2. P.: 6-15.
22. Zabelina, O.V.; Mirzabalaeva, F.I. (2020) Freelancing as a new flexible form of self-employment in the Russian labor market // Labor Economics. Vol. 7. No. 4. P.: 307-320.
23. Gretchenko, A.; Gretchenko, A. (2021) Freelance in Modern Russian Society: Job Search Through the Internet and by Means of the Internet // SHS Web of Conferences. EDP Sciences, Vol. 93. P.: 9.
24. Kolesnikova, T.V.; Perchinskaya, N.P. (2014) Freelancing - a non-standard form of employment, an innovative trend in the modern labor market // Innovations. No. 5 (187). P.: 42-46.
25. Sapozhnikova, M. (2022) Freedom by choice: the present and future of freelancing in Russia. URL: <https://trends.rbc.ru/trends/social/60c8e3139a79472ba64fde35>.

Contact

Natalia Dorokhova

Voronezh State University
40, Holzunova str., 394068, Voronezh, Russian Federation
nv_dorohova@mail.ru

Ekaterina Dashkova
Voronezh State University
40, Holzunova str., 394068, Voronezh, Russian Federation
dashkova-82@mail.ru

Tigran Dodokhyan
Rostov State University of Economics
69, Bolshaya Sadovaya str., 344002, Rostov-on-Don, Russian Federation
poet@mail.ru