



**СОЦИАЛНО-ИКОНОМИЧЕСКА ОЦЕНКА НА УПРАВЛЕНИЕТО НА  
ЧОВЕШКИЯ КАПИТАЛ В АГРАРНИЯ СЕКТОР НА ИКОНОМИКАТА НА  
КАЗАХСТАН**  
**SOCIO-ECONOMIC ASSESSMENT OF HUMAN CAPITAL MANAGEMENT IN  
THE ECONOMIC AGRARIAN SECTOR IN KAZAKHSTAN**

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**Abstract**

In the article there is the socio-economic valuation of human capital management in Kazakhstan agrarian sector. There was given basic definitions human capital from the point of domestic and foreign scientists view. Author reviewed quantitative and qualitative indicators of development human capital in Kazakhstan agrarian sector and their influence on the labor potential in agriculture. Noted, that the modern stage of development agriculture is an increase in domestic expenditure on research and development in agriculture.

**Key words:** human capital, the number of rural population, the employed rural population, assessment of human capital in the agricultural sector, domestic expenditure on research.

**INTRODUCTION**

The agricultural sector is traditionally the main industry not only to ensure food security in Kazakhstan, but also for sustained economic growth, because the villages are the source of human resources growth for all economic sectors. In modern conditions of economic development man is not only a goal but also a resource for socio-economic development. The resource is important, and ever-increasing, which is able to occupy one of the most important place among the various other development factors (Karnaukhov, 2011).

Today, human capital as an investment is just as important as capital, technology, what it says about human values as economic capital. Human capital is the foundation base from emerging in the modern world, including Kazakhstan, innovative economy and knowledge society. This understanding its role is growing worldwide and there is a gradual reversal of policy towards the world strengthening and increasing human potential. Thus, human capital becomes the core axis

around which revolve most of the other factors business transformation (Sagadiev, 2013).

At the present time we can distinguish the following definition of human capital:

- Human capital is acquired valuable qualities that can be enhanced by relevant investment (Schultz, 1968);

- Human capital is accumulated through investments in people, such as education, training, health care costs, migration, and retrieval of information on prices and income (Becker, 2003 );

- Human capital (HC) is a universal, independent component production process", which provides additional value of the product, including:

  - biological aspects (saving HC: demographics + health + activity);

  - the social aspect (the development of the HC: education + skills + social organization + initiative);

  - the economic aspect (capitalization HC: systems of production and social institutions + infrastructure) (The human capital of the Krasnoyarsk region: foresight study - 2030, 2010).

Human capital-intensive productive and social factor that accumulates experience by investing in intellectual property, information, equipment, labor and livelihoods, education, training, knowledge, innovation and institutional capacities, economic freedom, entrepreneurial ability and entrepreneurial climate, science, culture and art, the safety and health of the population (Korchagin, 2004).

## **MATERIALS AND METHODS**

Methodological and theoretical basis of the article is the work russian, kazakh and foreign scientists, as well as legislative, legal, and legislative materials government in Kazakhstan. Their analysis and critical reflection has allowed more deeply analyze the essence of the human capital category, its features, trends and patterns development, the most important elements socio-economic and institutional mechanism for its reproduction and use, to determine what personal approach to this problem in agriculture.

In the process of writing the articles used different research methods: scientific abstraction, system approach, analysis and synthesis, statistical, mathematical Economics, monograph.

## **RESULTS AND DISCUSSION**

Today on socio-economic conditions for the human capital development in the agricultural sector in Kazakhstan can say the following:

- growth in the rural population increased by 240, 40 thousand people in 2012 compared to 2008, while the total population in Kazakhstan during the same period increased by 1101,57 thousand people (Table 1);

- the increase in employment for the rural population in Kazakhstan 96 thousand in 2012 compared with 2008, but during these same years there was a decline in the employed population in agriculture, forestry and fisheries on 195,6 thousand people (Table 1).

**Table 1**

**Dynamics of human capital development in the agrarian sector of  
Kazakhstan (thousand people)**

Indicators	2008	2009	2010	2011	2012	Absolutely increase in 2012 to 2008
The employed rural population	3800,40	3790,90	3873,80	3892,30	3896,40	96,00
Employed population in agriculture, forestry and fisheries	2369,70	2326,40	2294,90	2196,10	2174,10	-195,60
The rural population	7305,57	7319,45	7383,66	7466,70	7545,97	240,40
The total population in Kazakhstan	15572	15982	16203	16440	16673	1101,57
The share of rural population in total population, %	46,92	45,80	45,57	45,42	45,26	-1,66

*Source: compiled by the author based on the data of statistics Agency in Kazakhstan*

According to data of the statistics Agency in Kazakhstan in 2012 compared with 2008 there is a reduction in the employees share in agriculture (hunting and forestry) with 676,0 to 653.2 thousand persons, i.e. by 22.8 thousand people. Also during this period a decrease the employed population in the peasant (farmer) farms with 387,3 to 347,4 thousand people in Kazakhstan, where the relative increase in 2012 to 2008, is 0,90. Self employed people in agriculture, forestry and fisheries declined by 140,8 thousand people in 2012 compared to 2008 In relation to the number of the unemployed population in agriculture, forestry and fisheries, a decrease of 8.2 thousand, respectively, for the studied period (Table 2).

**Table 2**

**Quantitative indicators of human capital development in the economic  
agrarian sector in Kazakhstan (thousand people)**

Indicators	Years					Absolutely increase in 2012 to 2008
	2008	2009	2010	2011	2012	
Employed in agriculture (hunting and forestry)	676,0	644,2	618,1	604,8	653,2	-22,8
Employed population in the peasant (farm)	387,3	325,0	322,2	328,6	347,4	-39,9
Self-employed in agriculture (hunting and forestry)	1660,3	1649,1	1676,8	1591,3	1519,5	-140,8
Unemployed population by the last place of employment and categories in agriculture (hunting and forestry)	131,5	117,0	146,5	123,3	-	-8,2

*Source: compiled by the author based on the data of statistics Agency in Kazakhstan*

Also at the present time, according to data of the statistics Agency in Kazakhstan, that there was an absolute increase in the average nominal wage in agriculture in 2012 compared to 2008 - 20114 tenge, but when compared to the level of wages in the economy as a whole for the same year across the country, the absolute increase will have a negative trend - 0,46%. As for the increase in nominal wages in 2012 to 2008, in agriculture to the subsistence level of the working population, there is an increase of 53.4% (table 3).

Also happened to increase the fund of labor remuneration in agriculture (hunting and forestry) in 2012 compared with 2008, 18 284 tenge (table 3), which, according to the author, is a slight increase. So agriculture is characterized by severe working conditions, seasonality agricultural work, low level of infrastructure in rural areas, there is a need to increase salaries to encourage older workers and engaging in this industry for new employees. Which ultimately leads to a decrease in the rural population share in total population in Kazakhstan decreased in 2012 compared to 2008 by 1.66%, a gradual process of reducing the population living in rural areas.

**Table 3**

Socio-economic conditions of human capital development in the agricultural sector in Kazakhstan

Indicators	Years					Absolutely increase in 2012 to 2008	Relative growth in 2012 to 2008
	2008	2009	2010	2011	2012		
Average monthly nominal wages in agriculture (hunting and forestry), tenge:	30931	33642	36477	44986	51045	20114	1,65
in %, its level in the economy as a whole	50,87	49,96	47,00	49,97	50,41	-0,46	0,99
in %, to the subsistence minimum working age population	250,17	265,73	270,46	279,90	303,57	53,4	1,21
The wage labor fund in agriculture (hunting and forestry), tenge	40660,7	43060,7	43994,2	53058,6	58944,7	18284	1,45
The share of rural population in total population, %	46,92	45,80	45,57	45,42	45,26	-1,66	0,96

*Source: compiled by the author based on the data of statistics Agency in Kazakhstan*

Regarding the employed population structure in agriculture (hunting and forestry) of working age there is the reduction population, especially of working age (25-54 years), that is, the absolute increase in 2012 compared to 2008 amounted

to a negative trend – 77,00 thousand people (table 4). As you know that this speaker has a negative impact on the growth of production in agriculture and, in the end, will lead to an even greater decline in the economic agricultural sector.

**Table 4**

Employed population structure in agriculture (hunting and forestry)  
of working age, in thousands

Indicators	Years					Absolutely increase in 2012 to 2008	Relative growth in 2012 to 2008
	2008	2009	2010	2011	2012		
Employed population structure in agriculture (hunting and forestry) of working age, in thousands: under working age (15 years)	12,9	15,4	15,4	9,1	7,6	-5,3	0,59
working age (25-54 years)	1567,2	1521,7	1544,0	1466,5	1490,2	-77,00	0,95
retirement age (65 and older)	69,4	67,2	49,8	51,6	38,0	-31,4	0,55

*Source: compiled by the author based on the data of statistics Agency in Kazakhstan*

Thus, there is a disproportionate increase in the level of the qualitative parameters the human capital employed in agriculture, and is often a decreasing tendency.

Thus, the modernization of the agricultural sector increases the degree the intensity work in the agricultural organizations that significantly improves the quality requirements for human capital. At this point in time in the peasant (farmer) farms in Kazakhstan growth has been observed load resource potential on human capital, on average, almost 2 times in 2012 compared to 2008. For example, if we take the index of average annual employee gross output agriculture is in 2012 compared to 2008 increase in 1,88, you can say almost in 2 times. That is, despite the crisis and various other symptoms, nevertheless in agriculture, namely, the peasant (farmer) farms is small but growing.

Therefore, to ensure the competitiveness the economic agricultural sector is possible only under the formation condition of a sufficient high level human capital and its effective usage. The human capital development requires constant and volumetric costs. The domestic expenditure share on research and development in Kazakhstan to GDP amounted in 2012 to 0.17%, compared with 2008 decreased absolute increase by 0.05%. With regard to domestic expenditure on agriculture, the growth dynamic in 2012 (5018,4 KZT million) compared to 2008 (2620,2 million tenge), namely, the absolute increase is 2398,2 million tenge. That is, there is a need to increase domestic expenditures on research and development in order to further improvements and human capital development in our country.

## CONCLUSIONS

So, to ensure full human capital development the it is possible, on the one hand, only when a significant level of living, and on the other hand, it is the high level of life creates favorable conditions for the human capital development and its further improvement. And only a high level human capital development can create conditions for further economic growth and competitiveness, increase the quality life of the rural population in current trends and requirements in the world (Kameneva, 2009). To solve these problems, it is necessary to ensure the effective implementation of the human resources management system, namely:

- be based on comprehensive monitoring of human capital in the agricultural sector;
- investment in human capital development in villages;
- improving the agricultural producers competitiveness and, consequently, their profitability;
- to ensure sustainable development in rural areas;
- reduce unemployment in rural areas;
- increase the quality life of rural residents.

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