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THEORETICAL ASPECTS OF THE FORMATION CORPORATE HUMAN CAPITAL

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Summary. Theoretical aspects of corporate capital formation in the agricultural sector are studied. The types and methods of managing it are structured. The features of corporate human capital in the agro-industrial complex are studied.

Keywords: corporate human capital, management, types, organization.

Corporate human capital is a «hidden» asset. As Shchepotyev A.V. notes, «At its core, human capital is an intangible asset of an organization, since the business qualities of employees are not material objects. But, along with this, business qualities are inseparable from people. On the one hand, it is for this reason that they cannot be legally classified as intangible assets. On the other hand, for the assessment of the human capital of an organization, this feature allows to a certain extent to use the methods used in the assessment of tangible assets» [1, p. 151].

In general, the concept of «hidden» assets implies additional capabilities of the organization that do not have an explicit valuation. The creativity and flexibility of the productive potential of the organization's employees directly affects the productivity and economic efficiency of the organizations' activities. At the same time, the possession of such assets allows the enterprise to receive additional economic benefits or creates conditions for their receipt.

This theory is quite legitimate, since the professional competencies and skills of the personnel of organizations are not reflected in the balance sheet and do not have specific financial indicators. The proposed level of remuneration is one of the indicators of the competitiveness of labor resources, which does not have a direct impact on the company's value. Therefore, the lack of accounting for "hidden" assets leads to an underestimation of the value of the organization's property due to the loss of accounting for alternative income. At the corporate level, the components of individual human capital are transformed into enlarged groups, acquiring the form of alienated capital, and are characterized by specific features of the industry specification (table 1).

Table 1.–Transformation of types of human capital at the individual and corporate levels

Inalienable types of individual human capita	Alienable types of corporate human capital
Health capital (biophysical)	Social capital of the organization
Labor capital	Structural capital
Intellectual capital (knowledge and skills)	Innovative capital (intellectual property objects)
Entrepreneurial capital	Organizational capital

Note: compiled on the basis of [2, c. 68]

A distinctive feature of human capital at the corporate or meso-level is their alienability, i.e. separability from the subject of human capital. Aggregating at the level of organizations, they acquire an independent form that has the ability to capitalize. At the same time, the ability to independently sell these assets does not mean their independence and absolute autonomy, since it is the result of a complex relationship of both the total individual human capital and material factors.

The allocation of individual links of human capital at various levels also determines the definition of specific ways of managing them. Aggregation of elements of human capital at the organization level determines the concretization of management approaches and their scaling, taking into account the accumulated human potential at the previous stages of formation (table 2).

Table 2.– Structuring of types and method of corporate human capital management

Type of capital	Management method
Management capital	a system of methods and a method of making managerial, technological and design decisions
Intangible capital	the totality of knowledge, experience, skills and professional competencies of the staff the mechanism of formal and informal functioning in the organization microclimate
Patent capital	innovative activity of the organization the share of intangible capital in the structure of assets creative and creative enterprise of the staff
Cultural and moral capital	management of the economic totality of costs associated with the development of cultural characteristics of human resources

Note: compiled on the basis of [3, c. 44-46]

Katunina I.V. identifies four links of human capital at the corporate level: «intangible capital, managerial capital, political capital, patent capital» [3, p.44]. Corporate human capital is formed on the basis of the previous level, and therefore the level of development of its elements is directly determined by the existing transformations at the previous stage. «In order to trace the relationship of one

intangible source from another, it is necessary to pay attention to the sources of formation. The labor resources of the company (the personnel of the organization) are formed at the expense of intellectual capital and health capital. At the same time, intangible capital needs managerial capital, that is, a link that will guide its labor activity. Management capital, in turn, is formed at the expense of entrepreneurial capital, and its formation is also influenced by corporate and political capital. Political capital is formed on the basis of the cultural and moral capital of the individual» [3, p. 45].

The peculiarity of corporate human capital is its time limit and weak manageability. The constancy of the level of accumulated knowledge and experience in the absence of their dynamic development leads to the loss of their value as an integral part of the intellectual capital of the organization. The lack of personal interest of employees in self-development, capitalization of experience and self-improvement, even with a sufficient number of motivational tools, significantly reduces the effectiveness of human capital management and investment in its development. As a result, the latter acquire either a value close to zero or a negative value.

Thus, corporate human capital is an intellectual human capital accumulated by an organization that is competitive in terms of cost and quality parameters. In the future, accumulating in new forms, taking into account the specifics of its activity and territorial location, human capital is hierarchically transformed into a new type of its functioning.

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