

statistically significant differences were revealed depending on the territorial residence of the population.

References

Ardelyanova Ya. A. Corruption, trust and inequality in modern societies. Moscow state university bulletin. Series 18. Sociology and political science. 2014. No. 2. P. 212–219.

Khan M. Corruption and governance. Prognosis. 2008.No. 1. P. 125.

Okhotskiy E. V. Socio-legal nature and the main signs of corruption.State audit. Law. Economics. 2009. No. 3. P. 25–36.

Shakhtakhanov E. L., Dmitrieva E. N. Corruption as a social phenomenon and directions for improving the fight against corruption in the public service system. Stolitsa nauki. 2019. No. 6(11). P. 158–167.

ТРУДОВЫЕ РЕСУРСЫ КАК СОСТАВЛЯЮЩАЯ ЧЕЛОВЕЧЕСКОГО КАПИТАЛА (РЕЗУЛЬТАТЫ СОЦИОЛОГИЧЕСКОГО ИССЛЕДОВАНИЯ В ПРИГРАНИЧНОМ РЕГИОНЕ РОССИИ)

Спирина А. С., Барнаул (Россия)

Статья подготовлена в рамках государственного задания Министерства науки и высшего образования Российской Федерации FZMW-2020–0001 «Человеческий капитал, миграции и безопасность: трансформация в новых миграционных условиях в приграничных регионах России».

Аннотация. *Сегодня теория, практика и исследования в области человеческого капитала становятся все более актуальными. Однако в научной литературе нет единого мнения о том, что такое человеческий капитал, какова его структура и какие элементы объективно должны входить в его состав. Это сложное понятие, обусловленное многогранностью и многомерностью самого человека как носителя, воспроизводителя и источника этого капитала. Согласно одному из подходов трудовые ресурсы и человеческий капитал связаны общим базовым содержанием: реализация человеческого капитала и в какой-то мере его накопление происходят непосредственно в процессе труда, а трудовые ресурсы являются формой его проявления. В связи с этим для оценки общего состояния человеческого капитала важно проанализировать ключевые компоненты трудовых ресурсов. В статье представлены результаты социологического исследования, проведенного в одном из приграничных регионов России. Опрос проводился среди городского населения в возрасте 18 лет и старше (N = 712). Целью данной работы является анализ характеристик трудового ресурса как составляющей человеческого капитала. В рамках работы дана*

характеристика трудовых ресурсов населения Челябинской области, определена самооценка населением уровня своей профессиональной подготовки, уровень трудовой мобильности и социально-демографические факторы, влияющие на степень ее проявления (пол, возраст, готовность к переезду).

Ключевые слова: трудовые ресурсы, человеческий капитал, приграничный регион

LABOR RESOURCES AS A HUMAN CAPITAL COMPONENT (RESULTS OF SOCIOLOGICAL RESEARCH IN THE BORDER REGION OF RUSSIA)

Spirina A. S., Barnaul (Russia)

Abstract. *Current theory, practice, and research in human capital are becoming increasingly relevant. However, there is no consensus in the scientific literature on human capital, its structure, and what elements should be objectively included in its composition. This concept is complex due to the versatility and multidimensionality of a person as a carrier, reproducer, and source of this capital. According to one of the approaches, labor resources and human capital are linked by common basic content. The implementations of human capital and, to some extent, its accumulation occurs directly in the labor process, and labor resources are a form of its manifestation. Therefore, to assess the general state of human capital, one should analyze the crucial components of labor resources. The paper presents the results of sociological research conducted in one of the border regions of Russia. The survey is conducted among the urban population aged 18 and over (N=712). The research goal is to analyze the characteristics of the labor resource as a human capital component. As part of the research, a characteristic of the labor resources of the population of the Chelyabinsk Region is given. The population's self-assessment of their level of professional training, the level of labor mobility, and socio-demographic factors affecting the degree of its manifestation (gender, age, readiness to migrate) have been identified.*

Keywords: *Labor resources, human capital, border region.*

Introduction

The quality of human capital is one of the priority directions of forming the socio-economic policy of the Russian Federation. To date, a significant amount of theoretical, methodological, and applied research on human capital has been accumulated, in which its various assessments are presented. It is primarily due to the complex nature of the concept itself, in the structure of which many elements stand out. The primary ones are education, health, motivation, work, value orientations, etc.

In developing the socio-economic theory, the concept of human capital has undergone significant changes. Initially, the subject of research was innate and acquired human abilities. The roles of these abilities were seen as an important element of activities aimed at the benefit of individuals and society. The acquired human resource was considered in knowledge, skills, and abilities that can provide a person with an income. The number of resources included in the structure of human capital was greatly expanded during the transformation of the theory, and it began to include all intangible resources that a person possesses to generate income [5]. The spread of the theory of human capital has contributed to the fact that the qualifications and education of workers have begun to be considered elements of the economic and production process [6].

Human capital is predominantly socio-economic and individual in nature. In the realities of a market economy, this category is more identified with the presence of developed professional qualities that can bring a person more income. The more one invests in the capital, the more income one gets from using it. It is evident that the state of human potential is associated with the quality of labor potential, various transformations of which in all spheres of society depend on the efficiency of production at the enterprise to the economic effect for the economy [8]. Labor resources comprise a workforce, skills, and knowledge, which are indispensable for economic growth. Human capital has two components. Quantitative human capital is related to the size of a population of a country, including all skilled and unskilled people.

In contrast, quality human capital is associated with a skilled and trained workforce [2]. In modern conditions, in social development, the quality of labor is increasing. A competitive economy dictates the need to provide high-quality human resources, and the complexity of production processes requires serious investments in the professional training of professionals. Achieving high-quality work is impossible without effective stimulation [7]. The general aspect of human capital consists of comprehensive employee training, which allows them to work in different profiles in many enterprises. The second aspect forms primarily due to the accumulation of special experience reflecting the time during which an employee performs their duties in one organization [3].

The concept of human capital can be applied not only to education and training but also to activities that improve the quality and productivity of the workforce. Labor resources, in this case, become a form of human capital manifestation.

Therefore, human capital is a combination of practical skills, knowledge, and experience of members of society. Labor resources are one of its components, including material and non-material characteristics. The value

of labor resources consists in agility. Improving skills, knowledge of employees, and level of education and professionalism determines the personal success of an employee and the economic success of the enterprise and the nation.

Methodology

The empirical basis is a sociological survey of the population of the border regions of Russia (the 2020–2021 period) carried out by the Altai State University team. To analyze the topic under study, the results of a sociological survey of the population of the Chelyabinsk region have been taken (N=712). The survey has been conducted among the urban population aged 18 and over. The overwhelming majority of respondents (79.8%) are employees of a budgetary organization.

This work aims to analyze the characteristics of the labor resources of the population of the Chelyabinsk Region as one of the components of the human capital of the population. Among the objectives of the study, the authors highlight the following: characterizing the labor activity of the population of the Chelyabinsk Region and identifying socio-demographic factors affecting its severity of manifestation.

The population's labor resources have been assessed using the following indicators: provision of additional social guarantees at work, the likelihood of finding an equivalent job in the event of a job loss, and changes in professional positions in recent years. Gender, age of respondents and willingness to change residence have been identified as influencing factors.

The quantitative data have been processed using the SPSS Statistics 23.0 program for statistical data processing. To confirm the logic of statistical inferences, a frequency analysis of the data and analysis of contingency tables have been carried out using the χ^2 criterion.

Results and Discussion

Currently, the organization of labor activity, including providing decent working conditions for the employee, is one of the most important tasks. Improving the quality of working conditions bases on creating favorable conditions for the development of the labor potential of an individual. An analysis of the working conditions of the working population of the Chelyabinsk Region demonstrates that the provision of additional working conditions is absent in most of the proposed characteristics. The overwhelming majority of the population notes the lack of payment for rented housing (97.9%), free meals/payment for meals (96.4%), subsidies for transport/payment for travel cards (95.7%), lack of loans for housing construction (95.6%), payments for mobile communication/Internet (95.4%), company car (93.4%), and free maintenance of children in departmental preschool institutions (92%). Additionally, employees are not

provided with full or partial payment for vouchers to sanatoriums, holiday homes, tourist centers, children's camps (70.8%), as well as free treatment in departmental medical institutions and full or partial payment for treatment in other medical institutions (58.5%).

Among all the proposed options for working conditions, slightly more than half of the population (55.1%) notes only training at the expense of an enterprise. Among 94.8% of the population, training and refresher courses have been conducted. Of these, slightly less than half (48.3%) have been conducted more than three times. More than half of the population has participated in the training, seminars on specific topics, business, and production processes (66.5%) and has received awards, distinctions for their professional activities, and achievements (55.1%).

Nevertheless, the implementation of improving professional qualities among employees of budgetary organizations is at a reasonably low level. More than half of the population (56.4%) has not participated in experience exchange events and internships in other organizations and companies. The majority has not fulfilled the duties of their superiors (70.1%), has not participated in professional skill and leadership contests (67.2%), and has not considered a candidate for promotion (63.4%).

Analysis of changes in professional positions over the past three years illustrates that 11.5% of the population has changed their field of activity and has begun to work in a different field. Only 8.7% of the population has changed their place of work for an equivalent in the type of activity and remuneration. The share of the population who has changed jobs to more prestigious, inspiring, and highly paid jobs is almost twice as high (15.8%). The level of professional labor has decreased by 6.9% (those who have switched to less paid but more inspiring jobs).

Positive changes in their workplace are noted by 22.3% of the population. They have been promoted, obtained a higher position. Furthermore, 13.5% of the population has changed the structural unit, department, and shop within their working organization, and 5.7% has switched to a lower position.

The professionalism of an individual is actualized through the development of the necessary skills for work, the quality of the performance of assigned tasks, and gaining experience in the field of leading activities. The professionalism level is determined by personal social parameters concerning work tasks and has different levels. The population has been asked to assess their skill level in the profession on a nine-point scale. The obtained scores have been, grouped and three professional skill levels have been acquired: low, medium, and high. Slightly more than half of the population notes that they have a high level of professional skills (55.7%).

The average level is noted by 38.1%, and the low level – by 6.2%. Assessment of the level of their professional skills in subgroups has demonstrated that a high level is primarily noted by the population not ready to change their place of residence ($\chi^2=0.218$, $p<0.001$) and the older population ($\chi^2=0.533$, $p<0.001$). The average level is typical for young people and the middle-aged population.

The authors have also found that the higher the level of professional skill among the population, the higher the proportion of the population who have not changed their place of work in the last three years ($\chi^2=0.088$, $p<0.01$) and their field of activity ($\chi^2=0.182$, $p<0.001$).

The opinion of the population regarding their ability to find an equivalent job in case of losing the existing one has been divided approximately equally: 47.8% believe that it is possible, 43.9% believe that it will not be possible to find an equivalent job, and 8.3% have found it difficult to answer. Differences have been revealed in assessing the possibility of changing jobs to an equivalent one among the population ready to move and the population not ready ($\chi^2=0.146$, $p<0.01$). Less than half of the representatives of the second subgroup believe that they can find an equivalent job (43.6%). Among the population ready to leave, the share of finding an equivalent job is higher (54.9%). The older population is more pessimistic regarding their ability to find an equivalent job ($\chi^2=0.331$, $p<0.001$).

Knowledge and skills that a person possesses tend to become obsolete, and it reduces the efficiency of their use up to their complete uselessness and encourages the staff and the employer to take measures aimed at retraining to bring human capital to the required level [1]. Motivation to work is an integral element of individual human capital, and it is expressed in incentives for self-development and improvement of individual human capital, based on the expected amount of remuneration for their work in the future. In other words, the employee's desire appears to potentially receive a higher level of income by increasing their quality level.

The authors note the presence of a relationship between an individual's age, the number of necessary costs for the formation of human capital and the profit from its implementation. The greatest expenditure of resources on forming their capital is carried out at a young age when the profit from capital is insignificant. With increasing age, a person's investment decreases, and the profit from the utilized human capital increases. As a result of significant accumulation and use of human capital carried out earlier, a person can expect to receive more income from its use with age [4].

The analysis results show that among the various options for additional social guarantees for employees, only the development of the educational

process is implemented: training at the expense of the enterprise, refresher courses, and participation in training and seminars. Simultaneously, the emphasis is on the side of less expensive options. Besides, there is no competitive principle of development of the labor resource: the majority of the population does not participate in competitions of professional skill, leadership and are not considered candidates for promotion.

Conclusion

Therefore, having analyzed the labor resources of the population of the Chelyabinsk Region as a component of human capital, the following conclusions can be drawn. The provision of additional working conditions, characterized by a material component, for employees of budgetary organizations of the Chelyabinsk Region is absent in most of the proposed characteristics. Much attention is paid to intangible incentives in awards and distinctions for professional activities. The population assesses their professional skills at a high and medium level. The high level is primarily noted by the older population and those who are not ready to change their place of residence. The average level is typical for young people and the middle-aged population.

The level of “positive” labor mobility (change of place of work for a more paid one) of the population is at the level of 15.8%–22.3%. The “negative” labor mobility (changing jobs to less paid ones) is 5.7%–6.9%. At the same time, the authors reveal that a higher level of professional skill among employees contributes to preserving their workplace and the lack of desire to change it.

Assessing their strengths and capabilities regarding the search for an equivalent job in the event of its loss, the population has expressed doubt. A positive outlook for finding a job has been noted among the population willing to move, and the older population is more pessimistic regarding this issue.

References

1. *Avdeev E. V., Ternovykh K. S.* Reproduction of social human capital. Moscow Journal. 2020. No. 5. P. 844-852.
2. *Eijaz A. R.* Significance of human capital for economic growth. British Journal of Humanities and Social Sciences. 2012. No. 7(2). P. 1–8.
3. *Gavrikova A. V.* Labor resources as a form of human capital. Theory and Practice of Social Development. 2018. No. 7. P. 62-65.
4. *Glukhova Z. V., Kuklina E. S.* Human capital and human potential: Approaches to assessment. The Russian Automobile and Highway Industry Journal. 2013. No. 2(30), pp. 95-100.

5. *Grigoryev K. N.* Transformation of the concept “Human capital.” *Sociology*. 2020. No. 3. P. 83–89.
6. *Mokronosov A. G., Krutin Y. V.* Human capital or human potential. *Ideas and Ideals*. 2017. No. 2(32). P. 80–89.
7. *Raznodezhina E. N.* Human resources: The process of synthesis of the categories “labour force” and “human capital.” *Creative Economy*. 2010. No. 11. P. 52–57.
8. *Stofarandova V. V., Omarov M. O.* On the issue of socio-economic aspects human capital development in Russia. *Regional Problems of Transforming the Economy*. 2019. No. 10(108). P. 154-163.

РОЛЬ КОНЦЕПТУАЛЬНОЙ КАРТЫ В ЧТЕНИИ И ПОНИМАНИИ ТЕКСТА

Сулайманова Г. Ж., Ош (Кыргызстан)

Аннотация. Чтение – это самый важный фундаментальный навык, который может приобрести человек. Однако изучение английского языка, особенно навыков чтения, кажется большой проблемой для учащихся, потому что большинству из них чтение текстов, которые включают национальные и региональные компоненты, по-английски кажется трудным, и при этом отсутствует мотивация. Целью этого исследования было изучение развития понимания прочитанного на английском языке с использованием концептуальных карт, а также изучение отношения студентов к изучению понимания прочитанного на английском языке с использованием концептуальных карт. Исследователь демонстрирует несколько примеров из интервью, в ходе которых анкетировали студентов третьего курса факультета мировых языков и культур Ошского государственного университета, Кыргызстан. Кроме того, в этой статье представлен обзор основных направлений мысли, которые привели к интересу к картированию понятий как учебному инструменту, способствующему развитию навыков чтения, критического мышления, понимания и запоминания новых языковых слов у изучающих английский язык, идеи и факты.

Ключевые слова: концептуальное картирование, иностранный язык, обучение, чтение, учащиеся вуза

THE ROLE OF THE CONCEPTUAL MAP IN READING AND UNDERSTANDING THE TEXT

Sulaymanova G. J., Osh (Kyrgyzstan)

Abstract. Reading is the most important fundamental skill that a person can acquire. However, learning English, especially reading skills, seems to be a big problem for students, because for most of them, reading texts that include national and regional components in English seems difficult and lacks