

ANNOTATION

the dissertation of Baigireeva Zhanar Zamashkyzy «Economic efficiency of human capital in the healthcare sector of the Republic of Kazakhstan: assessment of the state and prospects of development», recommended for the degree of Doctor of Philosophy (PhD) in the specialty «6D050600 – Economics»

Relevance of the research topic. Assessment of the prospects for the development of the economic efficiency of human capital in the healthcare sector of the Republic of Kazakhstan in modern conditions of society development is determined by the depth of knowledge of the relationship of all elements with the processes of demographic, economic and social development. The integral manifestation of the interaction of biological, social and economic properties of the population is the nature of the formation of human capital. In this regard, the healthcare strategy should be aimed primarily at the intensive formation of cost-effective human capital, and not at the development of individual elements of medical care. Development of qualitative characteristics of human capital in the field of healthcare ««strategy Kazakhstan's Way – 2050 as a strategic goal of becoming one of the 30 most developed countries in the world through the new political course of the established state»

Healthcare is an important social sphere of society, since the results of medical activity are determined by changes in the development of the economy. That is, the state's healthcare strategy should be considered, first of all, not only as the development of individual elements of medical care, but also as the generation of a future income stream from the point of view of human capital, in particular social and hygienic. Accordingly, the development of a health strategy will increase the level of public health (fertility, mortality, morbidity, disability, etc.) of the development of human capital in the industry. b.) and necessitates the determination of the impact on the dynamics of individual socio-economic, demographic processes.

Currently, great importance is attached to human capital, as it helps to study many phenomena of market relations, to determine the effectiveness of invested funds in the human factor that determines the economic and social ability of society. That's why this area of healthcare deserves in-depth study. Determining the nature and patterns of the relationship between public health and human health is one of the main problems of medicine. To do this, it is necessary to change social and economic policies. The transformation of man into the main core of the modern economic system leads to profound changes in the content of economic concepts and the theory of socio-economic sciences. One of the most promising areas of development of the whole complex of these sciences in the XXI century is the concept of human capital.

Degree of scientific study of the dissertation work. Despite the importance of the dissertation research, there are practically no systematic theoretical approaches to the essence and significance of the problem posed so far based on the

implementation of these recommendations. That is, this gap is explained by the significant nature of the transition periods in the state. The issue of human capital development in the field of healthcare is one of the issues that should be addressed systematically in the state context.

The analysis of works on the problem under study makes it possible to differentiate a sufficiently considered theoretical base. During the dissertation research, a large number of scientific papers devoted to the study of human capital in general were used.

The following Kazakhstani scientists made a great contribution to this study; Isabekov B.N. «Theoretical and conceptual foundations of the formation of the understanding of «human capital», Abdigalieva G.K., Kilybaev T.B., Koshigulova K.I. «Development of human capital in Kazakhstan», Esimzhanova S.R. «Human capital capital in Kazakhstan: the level of development and quality», «Capital health as a basis for the functionalization of human capital in the conditions of the COVID-19 pandemic», Mukhambetova L.K., Turekulova D.M., Zhamkeeva M.K. «methodological approaches to the study of human capital», Maidyrova A B. «The human capital of the nation in the conditions of the formation of the information society: methodological aspect», Sydykov E.B. «Human capital and intellectual migration of the Republic of Kazakhstan in the context of the formation of the Common Economic Space of Kazakhstan, Russia and Belarus», Meldakhanova M.K., Kalieva S.A. «Human capital in the conditions of ensuring competition national economy: modern concept, priorities and implementation mechanism».

It is also possible to note the works of Russian authors within the framework of human capital in the field of human capital and healthcare: Dobrynin A.I., Dyatlov S.A., Tsyrenova E.D. «Human capital in the transit economy: formation, evaluation, efficiency of use», Kapelyushnikov R.I., Lukyanova A.L. «Transformation of human capital in Russian society», Kuzmich O.S., Roshchin S.Yu. «Is it better to be healthy? Economic return on health», Uiba V.V. «Economic management methods in healthcare», Reshetnikov A.V., Shamshurina N.G., Shamshurin V.I. «Economics and management in healthcare», Sinitsyna G.I.»Human capital: assessment of quality and efficiency of use», Pushkarev O.V. «Human capital and modeling of medical and economic efficiency in healthcare».

From the point of view of human capital development foreign authors works: Becker G.S. «Human narrative: an economic approach», Dolan E., Lindsay J. «Market: microeconomic model», Neumann F. «Methodology of economic assessment of human capital», Smidt A. «Research on time and the causes of the wealth of nations», Adams A., Bond S. «Hospital nurses' job satisfaction, individual and organizational characteristics», Thorow L. «Investment in Human Capital», Coets D. «Development of soft skills: how are you doing with return on investment?».

The purpose of the study is to develop theoretical and methodological recommendations for the assessment and development of the economic efficiency of human capital in the healthcare sector of the Republic of Kazakhstan.

In connection with this goal , an attempt was made to solve the following tasks:

- To give the author's definition of the concept of "human capital", exploring the concepts of human capital and the history of economic development;
- Study, comparison of advanced foreign models for the development of human capital in the field of healthcare of the Republic of Kazakhstan;
- Conducting an assessment of the economic efficiency of the formation (development) of human capital in the healthcare sector of Kazakhstan;
- Integral analysis of quality of life indicators in healthcare;
- Introduction of an economic and mathematical model and conceptual approaches to the development of the economic efficiency of human capital development in the field of healthcare, based on a balanced system of indicators;
- Development of proposals on priority state directions of human capital development in the healthcare sector of the Republic of Kazakhstan.

The object of the study is the development of human capital in the field of healthcare of the Republic of Kazakhstan.

The subject of the study is the assessment of the economic efficiency of human capital in healthcare and the definition and assessment of its development prospects.

Scientific novelty of the main provisions of the dissertation research:

1. to study the historical and economic concepts of human capital, to compile a chronology of economic development; to identify and present methods and concepts for assessing human capital in the field of healthcare;
2. to take a step towards the author's definition of the concept of "human capital" with the differentiation of ideas of foreign and domestic scientists and economists; to study ways of integrating advanced models for the development of foreign human capital into the economy of Kazakhstan;
3. analyze the main indicators of the development of healthcare in the Republic of Kazakhstan and evaluate the economic efficiency of the formation of human capital in this area;
4. development of methods for the integral assessment of indicators of the quality of life of the human capital of a healthcare organization; conducting an analysis in the field of healthcare using macroeconomic indicators recommended by WHO for the analysis of human capital;
5. expert assessment of state support measures in the development of human capital based on the use of a regression-correlation model in the healthcare sector of the Republic of Kazakhstan;
6. identify the main ways to improve the indicators of economic efficiency of human capital development in medical institutions and priority state directions of human capital development in the healthcare sector of the Republic of Kazakhstan.

The main concepts submitted for defense were fully considered and as a result of the research carried out, the following provisions prepared by the author were submitted for defense:

1. methods and concepts of human capital assessment in the field of healthcare are defined and proposed (Global Human Development Index, main indicators of the assessment of the medical capital of the population, economic efficiency of human capital, medical efficiency of human capital) ;

2. the ways of integrating advanced models for the development of foreign human capital into the economy of Kazakhstan are considered and the author's definition of the concept of "human capital" is given with an analysis of the ideas of foreign and domestic scientists and economists;

3. the main indicators of the healthcare industry of the Republic of Kazakhstan are analyzed, an assessment of the economic efficiency of the formation of human capital in this industry is carried out;

4. by analyzing quantitative data on the human capital of a healthcare organization, as well as qualitative characteristics of medical workers, such as length of service, age, level of education and professional competence/category, using the methodology of integrated assessment of quality of life indicators in the field of healthcare, macroeconomic indicators recommended by WHO for the purpose of analyzing human capital in the field of healthcare using methods QALY and Pareto analysis conducted;

5. an expert assessment of state support measures in the development of human capital based on the use of regression and correlation models in the healthcare sector of the Republic of Kazakhstan was carried out;

6. The main ways of improving the indicators of economic efficiency of human capital development in medical institutions and proposals for priority state directions of human capital development in the healthcare sector of the Republic of Kazakhstan have been developed.

The theoretical significance of the work is as follows: methods and organizational and economic mechanisms of human capital development in healthcare of the Republic of Kazakhstan are complementary to the theory of human capital development in healthcare.

The practical significance of the work is as follows: the results of the study can be used in the conditions of human capital development in the healthcare sector of the Republic of Kazakhstan. It has a methodical approach to evaluating the effectiveness of measures based on a balanced system of indicators of independent practical application.

The main scientific provisions of the dissertation research submitted for defense:

1. methods and concepts of human capital assessment in the field of healthcare are defined and proposed (Global Human Development Index, main indicators of the assessment of the medical capital of the population, economic efficiency of human capital, medical efficiency of human capital) ;

2. the ways of integrating advanced models for the development of foreign human capital into the economy of Kazakhstan are considered and the author's definition of the concept of "human capital" is given with an analysis of the ideas of foreign and domestic scientists and economists;

3. the main indicators of the healthcare industry of the Republic of Kazakhstan are analyzed, an assessment of the economic efficiency of the formation of human capital in this industry is carried out;

4. by analyzing quantitative data on the human capital of a healthcare organization, as well as qualitative characteristics of medical workers, such as length

of service, age, level of education and professional competence/category, using the methodology of integrated assessment of quality of life indicators in the field of healthcare, macroeconomic indicators recommended by WHO for the purpose of analyzing human capital in the field of healthcare using methods QALY and Pareto analysis conducted;

5. an expert assessment of state support measures in the development of human capital based on the use of regression and correlation models in the healthcare sector of the Republic of Kazakhstan was carried out;

6. The main ways of improving the indicators of economic efficiency of human capital development in medical institutions and proposals for priority state directions of human capital development in the healthcare sector of the Republic of Kazakhstan have been developed.

Personal contribution of the applicant. The results and materials of the study were obtained acts on the introduction of the results of the dissertation research into the state municipal enterprise on the right of economic management «multidisciplinary city children's hospital No. 2» of the Akimat of the city of Nur-Sultan dated 10.08.2022 No.33-01/613.

The results and materials of the study were received in the Department of Hematology of the East Kazakhstan region LLP «Center of Hematology» dated 12.12.2022. ACT on the introduction of the results of the dissertation research No. 48-10/214.

The results and materials of the study are used in the educational process of the «ESIL» institution during lectures and practical classes in the disciplines of «HR Management», as evidenced by the ACT on the practical application of the results of the dissertation research signed by Doctor of Economics, Professor, Turekulova D. T. (No. 23 of 31.05), 2022..). published.

Approbation of the results of the dissertation. The main scientific results and results, the proposals of the dissertation work were positively evaluated at regional and international scientific conferences, interuniversity scientific and practical seminars and conferences. The recommendations presented by the author on the research topic have been published at international scientific and practical conferences with articles: one article in the Journal of Environmental Management and Tourism – «Analysis of the influence of ecology on human resources management in the healthcare system», indexed in the Scopus database, 2021, 12(7), pp. 1980-1996; Household Food Security in Kazakhstan. Lecture Notes in Networks and Systems, vol 155. Springer, Cham. https://doi.org/10.1007/978-3-030-59126-7_13; Analysis of the Existing Human Capital Development Monitoring System. In Institute of Scientific Communications Conference (pp. 514–521). Published by Springer, Cham (2020, March).

In scientific journals «Human capital of Akmola region: analysis and prospects of development», Bulletin of Karaganda University. Series: Economics. 2019. vol. 96. No. 4. pp. 331-337; «Analysis of human capital development in healthcare in the North Kazakhstan region», № 4 (2021): 2021, №4 Bulletin of the National Academy of Sciences of the Republic of Kazakhstan; «Human capital as a factor in improving the competitiveness of enterprises in modern conditions», №4

(2019):2019, №4 Proceedings of the National Academy of Sciences of the Republic of Kazakhstan, Kazakh National Pedagogical University named after Abai; The article «The power of human capital growth on the economy of Kazakhstan» has been published. Also the monograph «The state and prospects of the country's development within the EAEU in the context of integration processes « [collective monograph] Ed. Maidyrova A.B., Ryspekova M.O.-Astana: L.N. Gumilyov Eurasian National University, 2021, 231 p., pp. 132-140; «Sustainability of a social object: Features of logistics in the healthcare system of the Republic of Kazakhstan, published in the RSCI collective monograph «Logistics: new principles of effective change management», «Development of human capital management in the field of healthcare in the ecological territory of Kazakhstan», Management accounting. 2021. No. 4-2. pp. 443-449, Moscow, 2021; «Modern approaches to human capital in the economy», Materials of the International Scientific and Practical Conference «Seitkasimov Readings-2020», dedicated to the 80th anniversary of the birth of the Academy of Bread of the Republic of Kazakhstan, D. E. N. Professor G. S. Seitkasimova, pp. 195-200.

Publications. Publication of the main results of the study. 12 scientific articles have been published on the topic of the dissertation. including 1 article published in the Scopus information base, 3 articles-in scientific publications approved by the Committee for Regulation of Education and Science of the Ministry of Education and Science of the Republic of Kazakhstan, and 8 articles -on the materials of the international scientific and practical conference.

The structure of the dissertation. The dissertation consists of an introduction, three sections, conclusions and a list of sources used. The dissertation is illustrated with 50 tables, 26 figures.