

could be much worse. The top three are still among Switzerland, Sweden and Singapore.

Among the BRIC countries Russia is second only to China (34th place in the overall ranking), and among the countries of the CIS – second only to Moldova (49th place in the overall rankings.) As the report notes, the strengths of Russia related to the quality of human capital (43 seats), business development (43), the development of knowledge (32). Hinder innovation imperfect institutions (93rd), the performance of the internal market (87) and the results of creative activity (84).

Gross domestic expenditure on research and development in the Russian Federation in 2011 amounted to 610 426,7 million rubles in actual prices, or 1,12% of GDP. This level is above the indicators of 2005 and 2006, respectively. However, there is a trend of costs reduction from 2009. At the same time, the total level of funding for R&D in the EU as a whole in 2011 amounted to 2,03 per cent. This significantly exceeds the same indicator for Russia even without taking into account differences in the volume of GDP. Even the financing structure in Russia and European Union countries also varies significantly. The main source for financing research and development for our countries remains the state budget (67,1 per cent in 2011). At the same time, the share of funds attributable to the organization of the business sector in 2011 was only 27,7 per cent, (which is by 2,2 percentage points above the respective period of 2010). Over the last ten years, this proportion varied from 26,6 (2009) to 33,1% (in 2002), having a general tendency to decrease. At the same time the R&D's structure of financing in the European Union countries varies significantly from the Russian one. The share of business sector in funding research and development in the EU as a whole since 2001 to present time ranged from 53,9 to 55,1% and now makes about 54%.

It is also necessary to take into account how R&D allocates funds by sectors. While in most developed countries, a practice of work with public funds mainly in the public sector and in the sector of higher education (in a different relationship between them: in Europe – mainly in the sector of HPE, the U.S. and the Asia-Pacific region – mainly in the public sector), in Russia the «development» of public spending on R&D is carried out mainly in the commercial sector. For instance, if the share of public funds for financing R&D and the business sector is consumed from 5,4 in Japan to 24% in the U.S. in developed countries, it means in Russia this share exceeds 55%.

Thus, there is a situation where on one hand, a very sluggish part of the commercial sector in the financing of research and development, and on the other – the commercial sector consumes the bulk of the budget. While the research funding in the public sector, including the fundamental, is the basis of scientific and technical progress, the higher education sector remains poor.

Russian innovative development, in contrary, is a major cause of the current situation in the research and development field. On one hand, it hasn't gained a significant scientific and technical potential over the years, but on the other – it is a weak link between the research and development results and marketing.

As soon as the entrepreneurs come to realize the need for the implementation of the innovation, the Russian economy will have an opportunity to move to innovative development. But this is possible only in highly competitive markets.

The subject of production innovation is closely related to the topic of demand, therefore there is a need for «forced innovation» in the context to promote their use. In 2011 a number of legislative changes were introduced to facilitate the development of business and investment.

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THE HUMAN CAPITAL EFFICIENT USE UNDER THE INNOVATION AND INDUSTRIALLY CONDITIONS DEVELOPMENT OF THE REPUBLIC OF KAZAKHSTAN

Onyusheva I.V.

*The University of International Business, Almaty,
e-mail: dr.iris@mail.ru*

The Relevance of the Study. The efficient economic activity organization at all the levels of the country's national economy, under the intensive globalization processes conditions, is acquired the crucial significance. This is particularly evident, and they are revealed in the periods of setback in the production, the financial instability, and the inflation resurgence in the world economy. The negative consequences upsurge for the economic crisis most countries in 2008, having caused the inflation rise, and the food security thread are the complete confirmation of this.

So, the research topic has already become even more urgent, as a result of the Kazakhstan's Innovation and Industrially Development Strategy for the period of 2003–2015 years, the main objective of whose is to create the alternative, independent of

the primary economic resources; it will be required the human factors role significant increase, and the efficient use of all the available resources.

The Formulation of the Challenge. The political and the economic development objective re-orientation of the world community's countries on the human factor, the human development concept elaboration and its further implementation are being raised the human capital efficient use challenge, under the current economic conditions, the establishing possibility to correlate the human and the country's economy, the simultaneous human and its further economic development, and also their interaction implementation. As a result, there is the challenge to construct the unified system – e.g. the complex mechanism – this interaction.

The Purpose of the Study. The factors search for the human capital efficient use, under the innovation and industrially development of the Kazakhstan Republic conditions, with the further complex economic and socially system construction of their interaction.

The Basic Concepts. The human capital – is the accumulated knowledge aggregate, the education, and the human resources professionalism, which are allowed to be improved the labor productivity, under innovation and industrially development of the country conditions, and the costs and the investments impact in the human capital, to be provided the competitive advantage and to be ensured the competitiveness, and the national economy sustainability for a high quality of the people's life achievement [3].

So, the innovation and industrially development – is the term, having received the widely – used application in the RK economic dictionary, as a result of Presidential Decree of the Republic of Kazakhstan approval, dated from May, 17, 2003, the Republic of Kazakhstan Innovation and Industrially Development Strategy for the period of 2003–2015 years, in order to be ensured the Kazakhstan's sustainable development, on the basis of the economy's diversification and the modernization, the conditions creation for the competitive products' types production, and also for the export growth. The Ministry of Economy and the Budget Planning of the Republic of Kazakhstan are the main developers of this Strategy jointly with the Ministries of Industry and Trade, Education and Science, Transport and Communications, Labor and Social Protection of the People, Energy and Mineral Resources, Finance of the Republic of Kazakhstan, the Agency on the Natural Monopolies Regulation and Protection of Competition, and also with the National Bank.

So, the Innovation and Industrially Development Strategy of the Republic of Kazakhstan is aimed at the state economic policy formation of the Republic of Kazakhstan for the period up to the 2015 year, and it is targeted at the country's sustainable development achievement, through the

economic sectors diversification, and the following shifting from the raw material orientation further development to the processing one [5].

The Main Results of the Study. In the process of this mechanism's development, the priority should be given to the sustainable human development with a high quality of the population's life achievement, as the ultimate goal of the country's economic development, where the human labor resources use in the economy must be submitted to this objective. So, the human resources use concept is the integral part of the further human development Concept. It is quite possible all these relationships can be presented by the following complex system. So, the work is being done simultaneously in three directions – the natural and raw materials resources rational use, the human resources efficient use, the production modernization on the basis of the new and the latest technologies – this is practically provided the Republic's economic growth, where the sustainable human development and a new quality of life are become the ultimate objective of the country's economic development.

The human capital is being formed the significant resource in the Strategy implementation of the socio – economic and the human country' and the company's further development at the macro- (e.g. the country) and the microeconomics (e.g. the firm) level. In this, the common objectives, and the means of achieving, having constituted the efficient use essence of the human resources, at all the levels, are being manifested themselves.

Thus, the efficient use study of the human resources is required the two – leveled approach to the macro – and the micro-economic factors identification and their complex interactions.

So, in the macro-economic factors of the human capital efficient use system, one of the most significant is the block of the following economic factors:

- the economic growth (or the decline) rates, which is characterized the stability or the instability, the production cyclicality; and they have the direct impact on the increase or the decrease in the employment and the workers' layoff, the labor efficiency of the occupied part of the economically active population;

- the investment climate – depending on the investments inflow into the economy, and the enabling environment and the favorable situation creation for the capital investments, in order to be increased and to be modernized the production, on the basis of the new and the latest technologies, and the new jobs and the new working places creation;

- the structural changes in the economy – in the direction of the real sector recovery with the production processing modes, which will significantly be increased the demand for the labor force in the certain occupations and the qualifications;

- the technological and technically capacity – the production technical equipment with the new

and the latest technologies use, the technical and scientifically progress acceleration, that is promoted the workers' labor productivity increasing, and simultaneously it is led to the labor force release;

- the tax system – the legal and regulatory framework of the taxation with the relevant state structures and the agencies, the further improvement of which is increased the companies' activity and the individual business entities' efficiency, especially in the sphere of the small and the medium businesses;

- the civilian capabilities – the further formation of which is meant the individual becoming and the development, as the citizen, his choice to the civil position, in relation to the labor, the labor motivation, the profession choice, and the career. Due to the radical changes of the human life conditions, the behavioral norms, and the values, the identity formation, as the citizen, it is became very significant for the country's social and economic development;

- the demographic potential – which is characterized by the size and the structure of the population by sex, and age, it, moreover, is formed the formation basis of the human resources, by estimate at the certain moment, and in the process of their reproduction. For all this, the special significance is acquired the health preservation, the persons ability of their working age, due to the high stability among this contingent;

- the occupational capacity, having considered, as the volume and the quality of the economically active of the population and the labor force, it is formed on the basis of the qualified – professionally structure, having based on the efficient system creation of the occupational orientation, the guidance, and the professional career of the support and the escort services;

- the labor mobility, – such as the high labor force mobility, thanks to which the territorial, sectoral, and occupational reallocation of the economically active population and the work force of the country is taken its place;

- the entrepreneurial skills, – as the significant reserve for the efficient use increasing of the human resources, under the current market economy development conditions, the entrepreneurial person, his personal initiative in his own business starting, the willingness to take the risks;

- the situation on the labor market – it has the direct and the significant influence on the efficient use of the human resources. The implementation of the human potential possibilities (e.g. the education, the occupation, the skills, the entrepreneurial skills, the entrepreneurship) is occurred through his employment. The reduction of the population employment, the situation worsening in the labor market are led to the huge economic losses, because they are eliminated the considerable part of

the professionally active population from the creation process of the country's gross domestic product (GDP) [1].

Along with the above – mentioned macro-economic factors, the micro-economic factors system of the efficient use of the human capital is functioned, among which it should be included:

- the enterprise company Strategy;
- the production modernization with the new technologies use;

- the efficient system of the labor remuneration;

- the safe and the healthy working conditions providing;

- the labor organization improving;
- the labor mobility at the working places;
- the workers' low turnover;
- the labor regime and the labor discipline observance;

- the qualification structure of all the categories' personnel;

- the occupational advancement and the career development providing;

- the high level of the workers security by the socio – economic benefits;

- the staff's socio-psychological climate.

Thus, the macro-economic and the micro – economic factors data of the efficient use of the human capital are the components of the single inter – related socio-economic system [4].

The Conclusion. Thus, the efficient use of the human capital essence is to be identified the macro-economic and the micro – economic factors interaction of its formation, followed by the complex socio-economic system construction, which is aimed at the further sustainable economic growth and the new quality of life, under the innovation and industrially development of the Republic of Kazakhstan conditions.

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