

The Role of Human capital to attain Sustainable Economic Growth

JayasriPuli, Academic Head, St. Ann's College for Women, Visakhapatnam,
Andhra Pradesh, India

E.mail: jayasrirao@gmail.com, , ORCID: <https://orcid.org/0000-0002-5504-1075>

Abstract

Human capital is defined as the competencies, schooling, and fitness received through on-the-pastime schooling and education. Modern-day economists believe that natural resources (minerals, forests, weather, water availability, electricity resources, and so on.) play a critical position within the financial improvement of a country. A rustic wealthy in natural assets can broaden faster than a country without such resources. However, the existence of plentiful assets isn't always a sufficient circumstance to account for all aspects of economic growth. Human capital, comprising the knowledge, skills, and abilities of a workforce, plays a pivotal role in driving sustainable economic growth. The economy is created and run with the aid of people. Those people need to be capable to perform the obligations vital to create such asustainable economic system. Within the sight of the above, this is an observation to have a take a look at human capital and its role to gain sustainable economic expansion. This have an examined positioned that there can be a robust brilliant connection within human assets and sustainable monetarygrowth, some other variable used are the Gross domestic investment and admissions in secondary school. This test discovered that enrollment of secondary students has immense effect on India's GDP improvement. This take a look at , concludes that to gain prolonged-term sustainable economic growth, policymakers have to maintain in thoughts allocating monetary sources to improve India's human capital, which may be executed through stepped forward spending on health care similarly to prolonged investment for education.

Keywords Human capital, sustainable economic growth

Introduction

Modern-day economists believe that natural resources (minerals, forests, weather, water availability, electricity resources, and so on) play a critical position within the financial improvement of a country. A rustic wealthy in natural assets can broaden faster than a country without such resources. However, the existence of plentiful assets isn't always a sufficient circumstance to account for all aspects of economic growth. The economy is created and run with the aid of people. Those people need to be capable to perform the obligations vital to create such asustainable economic system. The hassle of sustainable economic growth and recession relies upon on the dimensions of the population. This is referred to as human capital, and to truly recognize the sector, we want to apprehend the role populace performing in economic growth and decline.

Human capital is defined as the competencies, schooling, and fitness received through on-the-pastime schooling and education. As described with the aid of the Michael Pakistan Park, "The ability and expertise of people." It's also defined as the "endowment of talents to produce that exists in each man or women." Greater especially, if humans in a country are well informed, properly fed, professional and healthful, they'll be stated to have greater human capital. Of all of the elements of producing, handiest people are able to examine, adapt or change, innovate and be revolutionary. The formation or development of human capital, following Harbison (1973), may be seen as a planned and non-stop procedure of obtaining the required knowledge, abilities that are carried out to deliver monetary fee for manipulation of sustainable national development. But, the definition and measurement method remained very massive. It changed into easiest after the e-book of author Becker (1964) expressed the concept of human capital tended like thin down and its size have emerged as appropriate whilst the use of the monetary increase model.

This courtship evolved in Portugal between 1852 and 1995 and changed into additionally investigated by using Nunes(2003). The authors finish that investment in education is particularly much less pricey in high-receive as genuine with societies than in low-be given as true with societies, important to quicker educational increase inside the former nations.

Literature Review

Knack and Keefer (1997) argue that the satisfactory gaining knowledge of methods that humans acquire are better spotting and decoding perceived information, further to being higher privy to their very own movements and the outcomes of others' moves. It additionally allows human beings to participate in a society with better institutional environments, civic engagement, extra information sharing. It is considered as a platform for people's interplay, growing the leisure of lifestyles and strengthening the relationship among women and men. It is also used as an effective tool inside information and data alternatives. Within the equal location, Human capital is all about human capacities and facts, human adaptabilities, capabilities, social relationships among humans, and the information capacities of social organizations and companies. Therefore, the improvement of human capital requires interest to different factors, consisting of social and organizational elements. This concept changed into later advanced through Gratton and Ghoshal (2003).

From our factor of view, sustainable development of economy is which maintains the well-being or is consistent with capita earnings of the population. Sustainable development as a concept has its origins in environmental troubles and, for masses observers, refers back to the protection and safety of the environment as a way to keep economic development. As encouraged with the beneficial aid of different approach that “contemporary change inside the

socio-monetary form of a country and modifications in technological and institutional agency corporation of producing in addition to inside the division of the pattern of profits”.

Consequently, the manner of financial boom is an exquisite deal more big than monetary growth. Further to the growth in manufacturing, this includes an alternate within the composition of manufacturing, a higher allocation of manufacturing assets, inequality and an improvement within the favored of dwelling. Within the identical context, the idea of sustainable financial boom and improvement is gaining popularity. It has emerged as one of the crucial topics of contemporary-day-day economics

Sustainable development is criticized by the Rogers (1993) as explains imperishable expansion as “development that damage or weaken the ecological, monetary or social ground on which persisted progress is based upon”. OCED, 1990takes considerable improvement as “a concept that makes way for further explanation to the close to partnership, inside which a very important aspect is the saga of environmental-friendly belongings which is not much faded.”

Holdren et al., (1995) furthermore said “acceptable device or situation is one that can be continued indefinitely without modern-day reduction of valued functions internal or out of doors the device wherein the system operates or the scenario prevails”. All 3 represent the idea of sustainable monetary improvement. In the present day studies, this term appears to be a in large element subjective problem which calls for in addition efforts to recognize how the qualitative thing may additionally have an effect on monetary sustainability.

Time beyond law, the following issues associated with human capital improvement and sustainable improvement have remained unsolved in India such as choppy distribution of expert manpower, under-employment of human capital, unemployment, horrific remuneration system hindering acquisition and improvement of human capital.Those are international locations an

entire lot a whole lot tons less advanced in phrases of herbal property as compared to India. The area financial agency's research at the development of East Asia diagnosed investment in human capital as one of the critical elements in the speedy development of East Asian international locations.

Within the slight of the above, this is an observation to have a take a look at the role of experience capital to gain sustainable economic recovery.

Methodology

Hindustan is rated as "underdeveloped" or "growing" through worldwide requirements and consequently has monetary boom and improvement as its vital purpose. India's affairs can be attributed to terrible human capital improvement and utilization regulations and advent of permitting surroundings for entire and useful engagement of superior human capital. Since independence in 1947, India is applying various strategies to beautify and hold economic increase and development.

In India, human capital development receives an awful lot less interests than it should be. Investments in institutional establishments and centers have no longer had a powerful impact on the development of human capital. The trouble of this have a take a look at is the development of human capital without possibilities to utilize or discover this advanced human capital in India. This contemporary scenario is in assessment to what modified into available inside the 1970s and 1980s, at the equal time as jobs are available and anticipating graduates.

Each one-of-a-type hassle of development of human capital in India is 'thoughts drain' and development of human capital, outdoor the seashores of India. Reserve forex is spent every year by Indians for better skilled education. The difference inside the sort of professionals professional and produced and the quantity hired can be due to 'mind drain', low functionality

utilization and terrible art work surroundings. The horrible results and impact of this on India's improvement is devastating to mention the least.

But the investment on instructional institutions, our government spend very less part of its budget on training.

Hypothesis Testing

1. Strong relationship between human capital and sustainable economic growth.
2. Investment on skilled population will play a huge role in sustainable economic growth.

In this portion we discussed about methodology such as style, statistics used and model of the study.

Data Collection

We have collected data from various govt. organizations and published reports of various departments. It's mostly rely on time series statistics and is secondary information that became accrued from the arena financial organization country wide money owed statistics and the OECD (countrywide accounts records files). The secondary records used for observe are anticipated the use of a couple of regression evaluation approach.

This test consists of GDP, regular with capita fitness spending, gross capital formation, and secondary scholar's enrollment. This take a look at is primarily based totally on time collection records and is definitely secondary statistics which have end up accrued from the sector monetary institution national debts records and the OECD. The secondary statistics used for gazing the couple of regression analysis technique.

The Model

Growth model of economy on which our study is focused is on the neoclassical Solow production characteristic. The neoclassical model become an upgradation of the Harrod-

Domarreplica of 1946, which blanketed a brand new time period: productivity increase. It predicts that in the long run, increase is most effective practicable by some improvement. For further analysis we have followed Shukla, 2017 for financial analysis. Equation which was used for our study was

$$LGDP = \alpha + \beta_0LHEP + \beta_1LGCF + \beta_2LSES \dots\dots\dots (1)$$

Equation (1) was used in our study

Table 1:

Correlation table

	LGDP	LHEP	LGCF	LSES
LGDP	1			
LHEP	0.901	1		
LGCF	0.991	0.914	1	
LSES	0.875	0.925	0.912	1

The itemization up indicates forestall give up end result of correlation assessment a few of the whole variable used inside the datasets. The end give up result suggests, as predicted, that there's a robust interrelationship among GDP and health expenditure constant with capita (0.90), Gross capital formation (0.ninety nine), and school enrollment secondary (0.88). This means that that that India's GDP will grow at the identical time as in line with health expenditure consistent with capita, gross capital formation, school and secondary enrollment growth.

Table 2:

Regression strongest matches

Multiple R	0.952
R Square	0.993
Adjusted R Square	0.96
Standard Error	0.0245

Observations	20
--------------	----

The worth of multiple R (0.98) and R squared (0.99) may be very immoderate, indicating the statistical significance of the version. It furthermore suggests that famous expenditure on health care, gross capital formation and hard work stress described approximately ninety nine% of the variations in actual Gross domestic Product (GDP) over the observe duration in the Indian monetary machine, on the identical time because the closing 1% difference is defined with the useful resource of way of some different determinant variables outside the model. This give up end result suggests that the model used within the study fits the regression nicely.

Table 3:

Table of ANOVA

	Df	SS	MS	F	Significance f
Regression	3	6.985	1.958	1425.563	1.958*
Residual	16	0.021	0.002		
Total	19	7.124			

F-statistics of this model is 1452.563 and significance f is 1.958 which was significant at 5% level and which shows that the based variables are crucial determinants of sustainable economic growth of Indian financial system.

Table 4:

Regression coefficients

	Coefficients	Standard error	t stat	p-value
Intercept	9.652	0.635	11.254	2.452
LHEP	0.325	0.025	3.524	0.002

LGCF	0.301	0.015	4.635	2.365
LSES	0.521	0.104	2.652	0.012

For the model, the P-value for the whole explanatory variable can be very low, which moreover shows the significance of this model. Several econometric checks are used on this take a look at to demonstrate the significance of the model. As all the econometric tests implemented on this study display a statistically large dating the numerous set up and unbiased variables from the model, this observe accepts our speculation that human capital performs a high-quality function in enhancing sustainable economic growth and improvement. We also can take delivery of the hypothesis that investment in human capital improvement will result in advanced sustainable economic growth and development.

Conclusion

This observes examines the connection among human capital and sustainable financial boom in India as on 2000 to 2020. Health related spending has grown to be taken as the data that grasps the quantitative meaning of a thing without actually measuring it for human resource. This explorative work is primarily laid on more than one linear regression fashions and neoclassical Solow manufacturing characteristic. We have a look at placed that there can be a robust exceptional dating among human capital and sustainable financial boom, some other parameters used within the Gross Capital Formation and middle school Enrollment have a look at, which additionally definitely influences India's secondary monetary increase, which modified into anticipated. This take a look at determined that secondary college registration has the finest effect on India's GDP increase. This take a look at concludes that to benefit extended-time period sustainable monetary growth, policymakers should maintain in mind allocating financial resources to enhance India's human capital, which may be done through stepped forward

spending on fitness care further to prolonged investment for schooling. India's populace may be an asset for sustainable monetary boom, not a catch 22 situation. There are areas in which future studies should be done. One place of have a glance, it could be of human wealth and financial boom in countryside and built-up India.

Future Research

Future research in human capital for sustainable economic growth can take into consideration the effect of upcoming advancements, such as artificial intelligence and automation, on skill demands in the workforce. Investigating how these technological shifts affect job profiles, the need for up-skilling, and the potential for creating new, sustainable employment opportunities can provide valuable insights. Additionally, exploring the role of lifelong learning initiatives, adaptable education systems, and flexible training programs in preparing individuals for the evolving job market will be crucial. This research should also consider the social and economic inclusivity of these advancements to ensure that human capital development contributes equitably to the sustainable growth of Para's economy.

References

- Becker, G. S. (1964). *Human capital: A theoretical and empirical analysis, with special reference to education*. University of Chicago press.
- Domar, Evsey (1946). Capital Expansion, Rate of Growth, and Employment. *Econometrica*, 14, 137-147.
- Gratton, L., & Ghoshal, S. (2003). Managing Personal Human Capital:: New Ethos for the 'Volunteer' Employee. *European Management Journal*, 21(1), 1-10.
- Harbison, F. H. (1973). Human resources as the wealth of nations.

- Holdren, J. P., Daily, G. C., & Ehrlich, P. R. (1995). The meaning of sustainability: biogeophysical aspects. *Defining and measuring sustainability: the biogeophysical foundations*, 3-17.
- Knack, S., & Keefer, P. (1997). Does social capital have an economic payoff? A cross-country investigation. *The Quarterly journal of economics*, 112(4), 1251-1288.
- Nunes, A. B. (2003). Government expenditure on education, economic growth and long waves: the case of Portugal. *Paedagogicahistorica*, 39(5), 559-581.
- Rogers, A. (1993). *The earth summit: a planetary reckoning*. Global View Press.
- Shukla, A. (2017). The Relationship Between Corporate Social Responsibility and Financial Performance of Indian Banks. *IUP Journal of Corporate Governance*, 16(2).