

Human Capital as A Factor of The Efficiency of Enterprises in The Real Sector of The Economy*

Yuliya Pavlovna SOBOLEVA, Vladimir Vladimirovich MATVEEV
And Irina Sergeevna EFIMENKO

Financial University under the Government of the Russian Federation, Orel branch, Orel, Russian Federation,

Correspondence should be addressed to: Yuliya Pavlovna SOBOLEVA; soboleva-yp@mail.ru

* Presented at the 37th IBIMA International Conference, 30-31 May 2021, Cordoba, Spain

Copyright © 2021. Yuliya Pavlovna SOBOLEVA, Vladimir Vladimirovich MATVEEV And Irina Sergeevna EFIMENKO

Abstract

The article is devoted to identifying the relationship between the elements of human capital and the efficiency of industrial enterprises. To achieve this goal, the article used historical, systemic, statistical research methods, correlation and regression analysis. Statistical indicators of the activities of industries in Russia were taken as a base for the study. The study revealed that labor productivity is affected by the level of qualifications of workers, measures to improve their skills and downtime. By managing these elements, taking into account the developed regression relationships, the company can maximize labor productivity. The article also developed an algorithm for the practical implementation of the human capital management process in order to improve the efficiency of the functioning of industrial enterprises. It can be used in the system of strategic management of industrial enterprises, as well as by regional authorities to develop a new and adjust the existing policy in the field of socio-economic development of regions.

Keywords: Human capital, Management, Real sector of economy, Industry, Production activities.