

DIMENSIONS OF HUMAN CAPITAL – SPECIFIC HEALTH APPROACH OF NATIONS CAPITAL

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The paper proposes synthesizing the most important correlations between the dimensions of human capital, in order to provide a better theoretical basis for assessing realistic valence motivated human resources sustainable development of society.

In terms of conceptual work based on the fundamental role of health capital and the neglect that often has its problems, especially in developing countries. Based on the review abstract theory of human capital, research establishes correlations between dimensions. It shows the importance of ethical component in professionalism and existence of moral capital rooted in medical ethics. Specific breakdowns of health capital, referring to the health of the population and medical services.

The research findings highlight the profound connection between morality and productivity seemingly nonexistent (customized to the case of medical services), about joint economic approaches ignored. It also means that the moral, professional and medical staff working in social capital formation influence the health of a nation.

Keywords: Human capital, health capital, medical services, productivity

JEL Codes: A14, J24

1. Introduction

Since the 1960s, the concept of human capital developed through the valuable contributions of Gary S. Becker, Theodore Schultz, which showed the importance of creating a stock of human capital and investment in human capital for long-term development of the nation. Hence replacing the term labor with human resource. Human resource (human resources) is a broad term that implies investment, suggesting the need to avoid that if no investment in this resource, its potential is limited and/or lost (as if exhausted material resources) (1). The potential results(1) – the power of creation and production of income.

Investments in human capital are investment with long-term effect. Developed countries allocate a large share of GDP expenditure for investments in research, education, health, just the desire to maintain and develop intellectual progress thus technical progress and innovation. Unfortunately, because of poverty and perceived effort in terms of expenses related exclusively short term, most developing countries do not invest large amounts in human capital, materials prioritizing investments. Conceptual mistake is to ignore the effects of long-term needs of these investment expenses – as well as negative effects of scarcity or decrease of investments of this nature immaterial -, this equates to a misunderstanding of the nature of these investments (with the slow effect, „fruits” are collected over time, over generations) and the importance of investment in human resorces (the effect is lasting, distributed and complex: effect on future income at all levels, but also the entire society functioning, quality of life and the social and human civilization).

2. Basic dimensions of human capital

Human capital consists of several interrelated factors (dimensions) operating at the same time and together form the stock of knowledge, abilities, skills, health, innovations in the nation, plus stock (baggage and wealth), cultural, spiritual and of humanism.

Innovation is the starting point and guarantee success but is „maintained” the costs (which are really sustainable investments) in research, education and health.

Human capital consists of health capital, educational capital and capital humanitarian. Links between the three dimensions is direct and continuous since we can not talk about health without investments in education, training providers and training level (education) a minimal level of beneficiaries (businesses and people in general), hygiene, healthy life, perception etc. indicated treatments, and also can not speak without humanitarian investments in the economy of poor countries. These effects are possible by creating the effect of flattening (Friedman, 2007) globally: if a country it affected the prospects of development and preservation of human capital, certainly these effects will be felt globally more or less powerful.

Health capital can be identified in terms of capital stock „required” in a country. The question is: why mandatory? Because the health of the population is influenced by investments in education (the development of education, skills and knowledge of future doctors, nurses) and technical and material investments in the health system of a country (technology innovation). Healing technologies and innovative treatments and disease are not possible without qualified medical personnel to use these resources.

Health capital can be „built” on the humanitarian capital. For example, if poor countries is beneficial to intervene to protect the health capital of each individual (Labourdette, 1988: 19), because in case of epidemics, not only poor countries are affected but also affected the world (attention must focus on prevention, not only treatment). Another example would be the protection of health capital through membership humanitarian, philanthropic, countries affected by natural disasters, „fragile” in the face of epidemics. And these guidelines (openings) are grown, educates, promotes (not necessarily only for themselves). Each state should consider and this component (which may free market rather ignore), including allocating a portions of expenses for humanitarian capital formation, i.e. investment in philanthropy, with global benefits.

Educational capital is closely related to health, because by investing in the education system provides health training and stock conservation.

It is capital to learn and to train future generations. The education system must ensure investment for all levels and specialties and appropriate national development needs, in close vision and (especially) future. Technical creation and technological in all areas of engineering and intellecty-intensive needs of qualified staff, especially specific research on all other intellectuals (doctors, teachers etc.) to bring ideas, innovations and improvements to create more advanced forms appropriate to different areas of social life and to also provide appropriate use of technical, professional and effective as to help preserve the stock of health capital, intellectual, humanitarian, from the country, and each individual.

„Education and training are most important investments in human capital.” (Becker, 1997: 17)

„Education, practical course in computers, medical care and training figures on the virtues of punctuality and honesty is [...] capital, in that they improve health, increase profits or increase a person’s appreciation of literature than in her lifetime. Therefore, total concordance with the concept of capital as it has traditionally been defined, to say that the figures on education, schooling, medical care etc. are equity investments. However, they produce human capital and not physical or financial one, because you can not separate a person’s knowledge, skills, health or values, as is possible to move financial and psysical capital while their owner is not personally involved.” (Becker, 1997: 15-16)

All through the existence of an educated population in a country maybe impacted capital formation among the humanitarian community and the desire to action social and environmental line against polarization and exclusion, to lift poor countries, areas and people with disabilities special (including materials), through various charities (formation of a philanthropic culture, humanitarian).

Educational capital means we are able to form a „stock” of knowledge and skills in the country. Importance of an effective education in a country leads to moral, ethical formation of a culture, but then to be translated into productivity in any field.

Education begins at home: the family is the „core of society”, without family, society could not exist in the forms of civilization accumulated so far. To create a society „healthy” must in its composition to assert the existence of families and children with potential for further development. The role of parents in educating children is very important because education received in childhood affect mental, physical and moral future adults.

We believe that in the education system, quality school and university training must include, in addition meanings various specializations and specific applications, spiritual formation and overall cultural and intellectual background including religion classes (awareness of ethical values in the each generation), the artistic disciplines and art history, involving participation in extracurricular activities (theatre, opera, concert, excursions, camps, environmental protection activities etc. – necessary to form an ethical culture and collaborative and integration into society and elevated values of humanity and achieved the highest traditions of humanity), in context, should not underestimate the importance of sport classes and various sports events for the formation of discipline and team work spirit; all sides of an educational culture have started training since kindergarten, because the effects will be felt long term and sustainable. Future generations depend on the future of nations, the human component should be treated with priority investment projects in each state.

An intellectual skills and knowledge acquired in two main ways, namely through: (i) educational system – including faculty expert, any specific programs (2) and (ii) lifelong learning through self-study and participation in various scientific meetings, forums, debates and conferences on topical issues specialist. A framework of higher education to be efficient, productive, valued and known as a specialist should be informed by knowledge lifelong all news from the field (or specialization); performance and competitiveness, there is a degree sufficient but there has to be part of lifelong learning.

Another aspect of educational capital is the fact that the more a country has a population of less educated, the more health its capital will be better protected, each member of the community will want to preserve health, you know how to avoid factors harmful to their health (formation of a culture of keeping health).

Humanitarian capital consist of humanitarian philanthropy undertaken by various nations to help his fellow men by supporting health and educational capital formation of poor nations and regions.

We believe that philanthropy in Europe are conducted on three levels, namely: i) the European Union by providing humanitarian aid to poor countries (for example: combating poverty, combating HIV in Africa etc.); ii) the government of each Member State (for example: helping poorer regions of Europe) and in local communities (for example: helping disadvantaged rural areas, through the actions of prefectures and municipalities).

The importance of humanitarian aid can be understood only if each Member State there is a culture made in this regard.

We can say that individual ethics, and thus the effective within the society, has its foundation in family upbringing as honor the spirit of giving, proper execution of tasks, self-control, respect for justice, assuming responsanility facts, values high human and concern for good and beautiful are initiated through valuable education and perpetuated by family friendly environments. These

elements are reinforced through education and through education system, the models promoted by society and all social culture (the way the company encourages or restricts certain events and values).

3. Specific approach with regard to health capital

Health capital formation need arises, beyond individual concerns of individuals in each state. Arguably the health capital is beyond the genetic heritage, the highest degree of efficiency effects of a country's health system and education system. And general health of a nation – inherited and present – is a reality that is „built” the safeguard and preserve in the time, the deep and proper concern, the people responsible state, concerns permanent, general and specific (and in any case the closure and merging of hospitals, but by preserving fiercely, despite any adverse circumstances, existing capacity by building more and more units of treatment and care of people by improving their endowment, by forming health professionals more and more high level), by effort, by all means, to improve care and all services provided nation, national and local programs specific term, raising quality standards achieved, maintaining and medical raising performance levels previously gained.

If efficiency and effectiveness exists in health care, also exist health capital there. Efficiencies with respect to the existence of quality medical service at low cost, and efficiency refers to reduce the number of patients, days of hospitalization, the recovery period (productivity in health services).

Health capital refers to: (i) health of the population and (ii) state health care services (availability, organization and quality, performance).

The existence of quality health services is ensured by highly qualified medical personnel (educational capital investment) to purchase materials related medical technical quality (technical capital investment).

We can say that improving the health of the population, reducing sick leave duration, days of hospitalization and medical system effectiveness and efficiency drive the health of a nation's capital.

Consider it necessary to add some specific elements moral capital (much needed in the medical field). We say that morality has an indirect influence on health capital, namely morality influences productivity in health services. Moral values are learned from childhood, in the family; in the childhood also forms human personality, sense of responsibility and duty, faith, i.e. in the case of doctors, faith in the Hippocratic oath, an oath of honor, synthesizing honesty and responsibility to the professional and human commitments in relation to higher values (3): criteria value acquired in the family since childhood is critical to all these (above).

Giving that involves a doctor treating a case has a direct impact on productivity, expressed in specific types of benefits/services that the quality of results achieved under cover those needs, and mainly no priority in saving their own efforts, and productivity is possible to express production activities related material because such savings can mean insufficient cover need, i.e. unmet customer, failure of social function (as it happens, unfortunately, if medical staff reduction).

A future doctor is „modeled” in the family because his personality is formed since childhood, he acquiring moral values, sense of duty and responsibility, by the various tasks entrusted by parents to their children. These elements vital to the development of adults are influenced by environmental and transmitted through the educational process, that can be modeled by parents, teachers, professors and employers, especially parents and teachers can decisively influence a child's personality.

Moral values acquired through education preparing future family doctor to form their own beliefs, feelings, attitudes and moral conscience. The values learned in the family influences belief in the Hippocratic oath. If there is faith in the oath is formed conscience to do everything

possible for any patient to be treated appropriately. This process forms the moral responsibility. „The moral responsibility to understand the human ability to engage consciously in accordance with its possibilities as a moral issue, to assume certain duties, to meet them properly and to take upon himself the consequences of performance, of failure or the failure to correct the tasks. Responsibility is not just a feature of consciousness, but an attitude, manifested in conduct comprehensive.” (Grigoraş, 1982: 198) This brings to the notion of medical ethics that refers to rules and moral qualities of medical staff in relation to patients.

A doctor is more valuable as time education in the family is strong, consisting of moral, cultural and professional inclination, the more responsible, irreproachable conduct adopted in the patients, is characterized by a spirit of dedication to solving medical cases, which may contribute to recognition of its value in a professional, increase awareness, the number of patients. These are the ways and criteria of birth competition between physicians most beneficial to society.

Education through the educational system complete family upbringing, must keep a good balance in education, without underestimating either of these two components, plus the social – close (friends, colleagues etc.) and generally, including means of communication table, the internet and cyberspace in general, trends of opinion etc. In addition to the values obtained in the family, state intervention and investment in educational capital of the country. Besides these, an important role is the current social and professional (practicing).

The professional and skills acquired during life by medical staff (including participation in medical conferences and seminars) contribute substantially to increasing awareness, performance and competitiveness of medical services. The office, near the doctor, also exerts a decisive influence on his personality, by creating favorable environment for leisure and avoid overexertion (overwork leads to very serious medical errors).

All influence to some extent health capital formation, both at each individual and the nation.

By highlighting these general issues concerning the moral, professional and social, we can say that a balance in both personal life and professional life, is vital, especially in health and education systems where there is direct contact with human resources of society.

4. Conclusions

The foregoing conclusion, that every nation has the potential development of their human capital potential can be transformed into investment in human resources. Thus, developed countries regulate, through various regulations, research, innovation, education and health systems development, environment protection, however, developing countries or underdeveloped does not pay attention to these segments of economic, social and cultural. Often, in an economic recession, developing country government stake excessive Crisis neglecting the human component as part of the economy and instead to invest long term in human potential, prefer short-term investments, without giving proper importance to human capital.

Short-term effects seen, at the level of individuals, but also seen long term effects, at the national level, in general health of population, education etc., in general valences and future population concerned. And this general condition is clear and visible effects in the economy: they are direct, especially with the average productivity of individuals (to the extent that they are better or less of medically assisted), and indirect, such as, for example, report the effect of sustained population (including pensioners, the sick people etc.) and supporting population (active, productive) by the effects on crime rates, unemployment etc. This types of effects (short and long term) are added the effects (less discussed, not only between governments, but even in traditional economic theory, neoliberalism) very long term(4) the nation state, their place and role globally in humanity.

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Note

(1) The character of potential services is highlighted in the literature; for example, in Jivan, Alexandru. *Economia sectorului terțiar*, Timișoara: Editura Sedona, 1998. This character is better seen if we invoke in this definition even in Dobrotă, Niță, coord. *Dicționar de economie*. Ediția a doua. București: Editura Economică, 2001 [“The human capital is the stock of professional knowledge, skills, abilities and health that can lead a person to enhance its creative capabilities, and thus expected to achieve revenues in the future.”].

(2) For example, the residency for doctors..

(3) Life, health – and the word given – are higher values any conjunctural interests, economic or otherwise.

(4) Jivan, Alexandru. *Completions to Marshallian Out-Look, Consistent with Knowledge Based Economy*, Timișoara Journal of Economics (TJE), Vol. 4 Issue (nr.) 1(13), 2011 [31 mai 2011].

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