

## PHILOSOPHY AND LAW

### The Interdependence of Existence of Social Mobility and Human Capital

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**Abstract.** The methodical bases of evaluation of realized educational, vocational qualification, intellectual and territorial mobility of the population have been developed. The estimation of the level of realized mobility of the population of Ukraine in order to determine the main directions of intensification of mobility has been conducted. This research explores the relationships between academic staff mobility, creation of knowledge and internationalisation in higher education within a comparative framework, focusing on main principles as asset of human capital and scientific substantiation of the priority directions of its activation.

**Keywords:** *mobility, types of mobility, human capital, the education system*

**Background.** In Ukraine, like in many other countries, the question of how to improve the characteristics of the available human resources and their efficient use is becoming more important. Under the modern conditions the quality of the national human capital and completeness of its use determine the level of the economic and social development of the country and its future perspectives. The need to encourage people to improve their productive capacity determines the urgent necessity for the development of Human Capital Theory in the direction of the research on the formation, development and utilization of human capital. Thus, for the development of Human Capital Theory it is important to study the issues and prerequisites of the forming of individual mobility as a component and a prerequisite for the development of human capital, the development of methods for assessing the level of realized mobility and identifying the key areas of activation in accordance with the strategic objectives of social and economic development.

**Analysis of the recent research and publications.** Theoretical and methodological foundation work began with the contribution of T. Shults, G. Becker, F. Mahlup, and others. Theoretical studies of human capital were conducted by Russian scientists, such as R.I. Kapelyushnikova, S.A. Dyatlova, A.I. Dobrynina. Among the Ukrainian scientists the works of V.P. Antonyuk, O.M. Borodina, O.A. Hrishnova, T.A. Zayats, I.S. Kravchenko, E.N. Libanova, O.F. Novikova, U.Ya. Sadova, M.V. Semykina, L.V. Shaulska, and others.

In the economic literature of our country, Human Capital Theory has been considered important only during the last two decades. Among the economists who researched the individual issues of formation and development of the human capital of Ukraine there are such researchers as W. Bliznuk, V. Heytsya, A. Grishnova, I. Zhuravlev, S. Zlupko, S. Klimenko, E. Libanova, K. Pavlyuk, A. Stefanyshyn, A. Chukhno, and others.

The mobility of academic staff is an important and yet under-researched subject area. Despite of a strong emphasis on mobility per se in both contemporary higher education policy and research, there has been no systematic analysis of trends in academic staff mobility. Most research on mobility in higher education, in fact, has focused on student mobility and experience; the globalisation of the knowledge economy; academic labour markets.

**The aim of the article** is to develop the theoretical and methodological principles of research mobility as an asset of human capital and scientific substantiation of the priority directions of its activation.

**The subject of the research** is theoretical, methodological and applied principles of assessment and activation of mobility as an asset of human capital.

**The main material.** In the modern literature significant scientific and theoretical and methodological basis of research of formation, development and utilization of human capital has been created. However, the question of the definition of mobility as an asset of human capital and its impact on the development of human capital remains under-researched. The lack of research in the field of mobility assessment and finding effective mechanisms and measures to stimulate it as the direction of development, efficient use and conservation of national human capital led to the choice of the dissertation topic, its goals and objectives.

The information base for research are the legal and normative acts of Ukraine, scientific works of the leading academic economists, materials of the State Statistics Committee of Ukraine, the United Nations statistical data, reference information publications and scientific conferences.

Under the modern conditions, the welfare and stability of the Ukrainian state depend on the efficiency of the national economy, which is determined, first of all, by the level of human capital. It is a creative person with appropriate education, qualifications, skills, and experience, who provides the necessary market changes. Therefore, the key to sustainable economic progress of Ukraine is investments in education, science, health, mobility, motivation, i.e. in those prior sectors of society, where the human capital belongs to.

At the same time, the further development and effective use of the human capital of the company is one of the most difficult social and economic problems in Ukraine. This is due to the fact that the transition from a command system to a market system is objectively accompanied by a crisis, that leads to the reduction of its quantity and quality due to the lack of funding social services. The decline in production, involuntary part-time employment and high unemployment led to degradation and significant underutilization of the human capital, existing at that time. However, an innovative model of development of the national economy should be provided by qualitatively new human capi-

tal. Under these conditions, it is particularly relevant and necessary to study the problem of the formation and accumulation of human capital and innovative type of effective ways to use it in the market environment.

The relevance of the formation and accumulation of human capital at the present stage requires further study. Under the circumstances of transition of the national economy to an innovative model of development the problem of improving the mechanism of investing in human capital, improving the institutional framework for human capital development, identifying its state and dynamics in the coming years, and thus the development of the basis of proposals and recommendations for directions of stimulating the development of human capital of the innovative type come to the foreground.

This research represents the relationships between academic staff mobility, knowledge creation and human capital in higher education. This is an important and relatively unexamined area in higher education research, especially the intricate relations of the legal framework, the institutional contexts of policy implementation, and the internal sociological and cultural assumptions of daily practice inside academe.

According to Terri Kim, the research findings will serve as valuable contribution to the higher education literature because they are built on research analysis on transnational academic mobility, which has employed a historical-sociological perspective, as in the example [1].

The purpose of this research project was to examine how the functioning of universities, in the production of knowledge, new knowledge creation and innovation may be affected by the increasing prevalence of international academic staff mobility.

In Kim's research on academic mobility and knowledge creation, he argued that the complex process of knowledge creation and innovation should be informed by the involvement of the personal, biographic dimensions of mobile academics' engagement with knowledge and their terms with identity.

Spatial transfer of knowledge. Stating that "knowledge transforms into transnational identity capital", Urry [20] rightly asserts that mobility is an ontological condition and it is expressed in processes of people, commodities, cultures, and technologies.

It is an important point of research, because it is possible to show the processes of mobility and the ways in which mobility is entwined with knowledge creation through different types of knowledge, as a 'capital' [6, 10].

Transnational identity capital as a new transformation of knowledge is highly tacit, and it is difficult to replicate it as an authentic individual asset, and thus it is not possible to purchase it directly [3]. suggests that most of what we once thought of as the paradigm case of 'unsocial' knowledge – science and mathematics – has turned out to be deeply social; it rests on agreements to live our scientific and mathematical life a certain way [4].

Mobility (as depersonificated process) is characterized by volume, intensity, and directions of major traffic flows, certain social mechanism, driving forces, and direct implications for society. Economists study employment and occupational mobility of individuals, considering the change in the number and quality of jobs. They focus

mainly on the study of the economic aspects of job mobility, and therefore on the migration ability of workers (e.g., costs of their retraining and moving). Thus, mobility of individuals is studied by economists as a factor of economic processes.

The researcher David M. Hoffman represented in his work the important mobility patterns concerning university personnel, that must immediately sidestep several well-documented weaknesses, the most prevalent of which are defining mobility in unnecessarily narrow, broad, vague or irrelevant terms with regard to the purpose of a study, policy discussion or organizational practice [5]. According to this analysis, we can see the limits of analysis to 'international mobility', 'academic mobility' or 'the mobility of research personnel' that would have immediately eliminated several forms of mobility.

Many analysts point to interconnections and complexity concerning mobility, but our views and knowledge about the most critical forms of mobility of university personnel are characterized with systematic weaknesses that have evoked most discussion and research on academic mobility, in general.

Specifically, reliance on an unnecessarily narrow range of methodological approaches, ignoring a broad range of university personnel and stakeholders, failing to adequately account for migration-related phenomena, particularly concerning social inequities and inadequate conceptualization of topics [4, 6, 7].

Sociologists also focus on the movements of individuals, their chances for career, as well as the fact of awareness of their goals and motives; economic phenomena are analyzed as factors shaping labor mobility.

Social mobility as an interdisciplinary concept, which is expressed in a professional, qualification, social, sectoral, territorial, and other movements of individuals, is a form of adaptation to new technological and economic conditions of operation. The most important of these is the social mobility connected to the migration-related policy and practice shifts.

Sociological and economic approach to the study of the processes of mobility is its characterization as a quantitative assessment of these processes, for which the indication of speed and intensity of social mobility are used. The term "speed mobility" usually means "vertical social distance or number of executions - economic, professional, and political - which is individual in its movement up or down over definite period of time". The intensity of mobility is the number of individuals changing social position in the vertical and horizontal directions over time. The number of individuals in a particular social group provides the absolute intensity of mobility, and their share in the total number of a particular social community shows the relative mobility.

Social mobility depends not only on objective factors, but also on subjective factors, such as consciousness and will, goals and interests of the individual. The basis of the mechanism of mobility is the structure of value orientations concerning the nature and content of work, everyday life and leisure, material and spiritual wealth, which are directly or indirectly associated with them. Labor value orientation of employees becomes especially important, defined as the ideal form of expression of their attitude to

work, satisfaction with work, specialization, and relationships in the team.

Efficient use of human capital in science has not been sufficiently investigated. Scientists tend to pay most attention to issues such as investment in education of individuals and their response, leaving aside the pricing mechanism of individual human capital that affects the welfare of the population, dependence of human capital formation of innovative type on increased state funding for science and using it as a major asset for economic growth. All this led to the choice of the research topic, defining its purpose, goals, objectives, and the logic of the presenting of the material.

Managing of mobility is associated with the discovery of how the refracted needs and interests of the employee are reflected in the motives of mobility, which can be both external objective factors (conditions, factors) and internal ones, which arise in the individual's mind.

The assessment of the need and desire to move is usually motivated by the individual himself. Depending on the nature of the assessment, researchers define motives for performing the act of mobility and motivation to abstain from it. The term "motives of mobility" means individual's understanding of reasons and purpose (internal conscious or unconscious motives that correspond to these stimuli) that make social movement necessary.

Social mobility is the process of movement of individuals between hierarchically organized elements of social structure. P.Sorokin defines social mobility as any transition of an individual or a social object, i.e. everything that is created or modified by human activity, from one social position to another.

There are two main types of social mobility: horizontal and vertical.

By "horizontal social mobility" or "movement", researchers mean the transition of an individual or social object from one social group to another, which is on the same level.

Moving of some individuals from the Baptist to Methodist religious group, from one nationality to another, from one family (both males and females) to another after a divorce or a remarriage, from one factory to another, while maintaining at the same time their professional status - all these are examples of horizontal social mobility. The other examples are the movement of social facilities (radio, car, fashion, Darwin's theory) within a social formation, like moving from Iowa to California, in all these cases, the "movement" can occur without any noticeable changes in the social position of the individual or social object in the vertical direction.

The term "vertical social mobility" defines the relationships that occur when an individual or a social object moves from one social formation to another. Depending on the direction of movement, there are two types of vertical mobility: upward and downward, that is, social climbing and social descent. According to the nature of stratification, there are descending and ascending courses of economic, political and professional mobility, without mentioning other less important types. Emerging trends exist in two basic forms: the penetration of an individual from a lower layer to an existing higher layer or creating a new group of such individuals, and the penetration of the

group to a higher level layer to the already existing groups. Accordingly, the downward trends also exist in two forms: the first is the decline of the individual from a high social position to the lower, without breaking the initial group to which he belonged before; another form appears in the degradation of a social group as a whole, in reducing its rank compared to other groups, or in violation of its social cohesion.

The study of the main components of inequality usually begins with the concept of power, which is considered as the ability of the subject to determine the goals and activities of other social actors (considering the subject's interests and regardless of their interests), to dispose the material, informational and status resources of society, to shape and enforce rules and standards of conduct (creating restrictions and regulations), to provide credentials, services and benefits. In addition, among the social actors there are relationships, in which one entity makes another one an object of his or her actions. In the structure of power relations the resource management becomes the most important, allowing the subject to subordinate other people.

The second component of social inequality is property, which is one of important social institutions. These are basic economic relationships between individuals and groups involved in the production, which are mediated by their relation to the means of production. Property is disclosed as a process of disposal, ownership and appropriation. This means that property is a power relationship, a form of economic power, i.e. the owner of the power over those who he (the subject) does not own, but requires it. Wealth and poverty create multidimensional stratification hierarchy.

The third component of measuring inequality is social prestige, which is determined by the first two, of course. The American sociologist L. Warner, basing on the existing ideas about social inequality, identifies five traits class (strata): occupation, source of income, amount of income, area of residence, type of housing. Accordingly, he divides society into three classes (or strata): upper, middle, lower, which in their turn have an internal differentiation, i.e. each has two layers, a higher and a lower ones.

However, there are constant changes in society, the movement of people and social groups of the same class (stratum) to another, moving from one group to another in the same segments, changes in government sectors, creation of new social groups, and so on.

All social movements of individual or social group are involved in the process of mobility. According to the definition by Sorokin, "social mobility means any transition of an individual or a social object or value, created or modified by the human activities, from one social position to another." He distinguishes between two types of social mobility, horizontal and vertical. Horizontal mobility is the transition from one social position to another, at the same level (for example, a student moving from one group to another). The individual does not change the social status, he or she remains in the same social strata.

The condition of transnational mobility and the position of mobile academics have been structured according to the political and economic levels of their countries, the causes of which determine the boundaries and direction of flows, the personal and professional choices and interests.

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