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THE ROLE OF ENTREPRENEURIAL SKILLS AS A KEY ELEMENT OF  
HUMAN CAPITAL IN NATIVE LANGUAGE DEVELOPMENT

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**Abstract:** *In the context of rapid globalization and increasing economic, informational, and cultural integration, the preservation and development of national values-particularly the native language-have become critically important. Language serves not only as a means of communication but also as a key element in shaping social consciousness, cultural identity, and historical continuity. At the same time, modern economic theory increasingly recognizes human capital as a central factor in sustainable economic and social development. Human capital encompasses the knowledge, skills, abilities, health, and creative potential of individuals and is considered one of the most valuable strategic resources of a nation. Within this framework, entrepreneurial abilities represent a significant component of human capital, contributing to innovation, efficient resource utilization, and economic growth. The development of such abilities is closely linked to the educational and cultural environment, in which the native language plays a fundamental role as the primary medium of learning, thinking, and professional communication. Focusing on the Republic of Tajikistan, this study examines the relationship between native language use, the formation of entrepreneurial skills, and the development of human capital. The analysis highlights that strengthening the status and practical use of the state language in education, science, and economic activity can significantly improve the quality of human capital and stimulate entrepreneurial activity. The study concludes that the preservation and development of the native language is not only a cultural priority but also an important economic factor that supports innovation, competitiveness, and sustainable national development.*

**Keywords:** *human capital; entrepreneurial abilities; native language; economic development; education; innovation; globalization; national economy; Tajikistan; language policy.*

In the context of rapid globalization, characterized by processes of economic, informational, and cultural integration, the preservation and development of national values, especially the native language, has acquired critical importance. Language, as the most important indicator of a nation's existence, is not only a means of communication but also a mirror of a society's thinking, worldview, culture, and historical memory. It is through language that knowledge, experience, moral norms, and social values are passed on from generation to generation, creating the foundation for the development of a holistic and active social personality.

At the same time, in recent years, economic attention has increased significantly to the role of human capital as a key factor in sustainable economic and social development. The experience of developed countries demonstrates that a high level of knowledge, skills, abilities, and creative thinking is the primary driver of economic progress, competitiveness, and innovation. In this context, human capital is viewed as the sum total of a person's



knowledge, skills, health, abilities, and talents and has become one of the country's most important strategic resources.

Entrepreneurial abilities, as an important component of human capital, occupy a special place in the modern economy. They not only provide the opportunity to establish independent economic activity but also contribute to the development of innovation, increased productivity, and the efficient use of resources. However, the development of entrepreneurial abilities is impossible without a strong cultural and linguistic foundation. The native language, as the primary means of learning, thinking, and communication, plays a crucial role in this process. [ 12, p. 93 ].

For the Republic of Tajikistan, which is currently strengthening its national economy and developing domestic entrepreneurship, the development of human capital, coupled with strengthening the status of the state language, is of strategic importance. Effective use of the native language in education, science, and economics can contribute to the development of economic thinking, increase entrepreneurial activity, and strengthen the competitiveness of the national economy. In this context, the study of entrepreneurial skills as a key element of human capital in the context of the native language is considered a pressing issue in modern economic and social science.

In economics, human capital is understood as the sum total of a person's knowledge, skills, abilities, health, and experience used in production and social development. It is viewed not only as a factor in personal wealth but also as the shared wealth of society and the state. The level and quality of human capital development are the source of a country's scientific, technological, sociocultural, economic, and cultural progress. [ 13, p. 104 ].

Human capital is not only the property of an individual but also a vital asset for society as a whole. Its volume and quality are key factors in the scientific, technological, socio-cultural, demographic, and environmental development of society. For individuals, human capital serves as a source of income, self-affirmation, self-knowledge, and personal development. Therefore, the state, families, businesses, and every citizen of society must be interested in the social protection of human capital and its economic security.

The President of the Republic of Tajikistan Emomali Rahmon in his annual address of April 24, 2014 drew attention to this issue and emphasized that the state intends to address the problems of sustainable economic development, development of real sectors of the economy, expansion of the country's export potential, improvement of the investment climate, support of entrepreneurship, increase in the efficiency of the labor market, strengthening of social protection of the population, improvement of the public administration system and development of human resources [11].

Today, human capital is considered a key factor in economic development and plays a decisive role even in countries with limited natural resources, including Switzerland, Norway, Finland, and others [2, p. 129]. The formation and development of human capital is particularly important for ensuring the sustainable development of states, and only highly developed human capital can be competitive in the context of deep economic and social globalization and high rates of business development in the global market.

According to research by World Bank economists, in countries transitioning to a market economy, including the former Soviet republics, 16 percent of economic growth is



provided by physical capital (equipment, buildings and other production infrastructure), 20 percent by natural capital (land, minerals and other natural resources), and the remaining 64 percent by human capital [ 5, p. 72 ].

For individuals, human capital provides the opportunity for self-discovery, self-improvement, finding a suitable place in the labor market, and securing a decent standard of living. In this process, the native language plays a fundamental role, as it is through it that historical knowledge and experience are passed down from generation to generation.

Language is the primary means of learning, education, and the formation of human thought. The native language lays the foundation for a person's intellectual and moral development in the early years of life. Instruction in the native language enhances knowledge acquisition and strengthens a sense of identity, national pride, and social responsibility. [ 11 ].

In the education system, using the native language as the language of instruction helps improve the quality of human capital. Knowledge presented in understandable language is reinforced and applied in practice. This is especially important for developing entrepreneurial skills, which require creative and independent thinking.

Entrepreneurial abilities are a special form of human capital that encompasses a combination of knowledge, skills, talents, and the ability to make economic decisions. They enable individuals to effectively utilize available resources and engage in innovative economic activity. During the planned (Soviet) economy, the state created the necessary conditions for the comprehensive development of individuals, the discovery and refinement of their abilities. Specifically, free healthcare was provided to the population, free vocational training was provided for manufacturing sectors, a strong education system was developed, and other measures were implemented. As a result, young people learned from the experience of the older generation and applied it in their work and in various service sectors. [ 8, p. 59 ].

With the onset of economic reforms and the transition to market relations, where economic activity is carried out based on personal costs and opportunities, significant changes occurred. This feature of the market economy also had a significant impact on the formation and evaluation of human capital.

In this regard, the President of the Republic of Tajikistan, Emomali Rahmon, in his annual address on April 20, 2012, emphasized that the 21st century is a period of rapid development in science and technology, and that the proper education of the younger generation, the assimilation and application of modern scientific and technological achievements in all spheres of life, and the formation of a healthy and creative force in society are the main foundation for sustainable economic development and an improvement in the standard and quality of life of the population. It was also noted that human resources have always been the most valuable asset of the nation and the state [ 10 ].

In the modern economy, entrepreneurship is not only an economic activity but also a process linked to the culture, language, and mentality of society. Native language plays a key role in this process, as it is through it that entrepreneurs express their ideas, communicate with partners, and present their products and services.

The development of entrepreneurial skills depends on a number of factors, including:



- level of education and language literacy;
- the level of knowledge and worldview of a person;
- the quality of the education system and the language of instruction;
- training of personnel and professional level of teachers;
- use of modern technologies in the educational process;
- culture of professional communication and entrepreneurship;
- favorable socio-economic environment.

All these factors are formed on the basis of language, and their balanced development directly affects the quality of human capital.

In the theoretical concepts of renowned scholars, including T. Schultz, G. Becker, J. Schumpeter, and others, human capital is considered the primary factor in economic development. They emphasize that investing in people, especially in education and culture, is the most effective form of investment.

Schumpeter viewed entrepreneurial ability as a factor of production linked to innovation, and particularly emphasized the role of creative thinking and knowledge in economic development. G. Becker, on the other hand, views human capital as the sum total of a person's knowledge, skills, abilities, and talents, which are formed through investment. [7, p. 40].

In the Republic of Tajikistan, the development of human capital and entrepreneurship largely depends on the level of development of the state and native languages. In recent years, the state's attention to education, science, and culture has increased, and legal and social foundations for human resource development have been established. In his annual addresses, President Emomali Rahmon consistently emphasizes that human resources are the greatest asset of the nation and the state, and their development is the main factor in sustainable economic progress.

A theoretical and socioeconomic analysis of this topic leads to the conclusion that human capital, in the modern economy, has become a decisive factor in the sustainable development of the state and society. The level of knowledge, skills, abilities, and creative thinking not only determines the pace of economic progress but also shapes the direction of society's social, cultural, and scientific development. Entrepreneurial abilities, as a special form of human capital, play a key role in this process.

The study shows that developing entrepreneurial skills is a complex process dependent on a combination of educational, social, economic, and cultural factors. One of the key factors in this process is one's native language, as it is through it that knowledge is acquired and an individual's independent, creative, and economic thinking is developed. Learning one's native language not only improves the quality of knowledge acquisition but also strengthens a sense of identity, social responsibility, and economic viability.

In the Republic of Tajikistan, strengthening the status of the state language and its effective use in education, science, and business can contribute to improving the quality of human capital and developing national entrepreneurship. International experience shows that countries that prioritize the development of human potential, education, and national culture enjoy a strong position in global competition.



Given the above, it can be emphasized that preserving and developing one's native language is not only a cultural or social issue, but also a strategic economic one. Language, as a means of shaping thought and transmitting knowledge, can unite society's intellectual potential and provide a reliable foundation for the development of entrepreneurial abilities, innovation, and the national economy. Therefore, public policy for human capital development must be implemented in conjunction with language policy to ensure sustainable development, competitiveness, and the country's economic and cultural independence.

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