

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

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Abstract: *The article examines entrepreneurial skills as a key element of human capital in the context of native language development under globalization. It substantiates that human capital is the primary factor of sustainable socio-economic development, while entrepreneurial abilities represent its essential component. The study emphasizes the importance of the native language as the foundation for shaping thinking, transmitting knowledge, and developing an individual's creative and economic potential. Using the case of the Republic of Tajikistan, the interrelation between language policy, the education system, and the development of national entrepreneurship is analyzed. The article concludes that the effective use of the native language in education, science, and business enhances the quality of human capital, strengthens national identity, and ensures economic competitiveness.*

Keywords: *human capital; entrepreneurial skills; native language; state language; globalization; education; national economy; innovation; language policy; Republic of Tajikistan.*

Аннотация: *В статье рассматривается роль предпринимательских навыков как ключевого элемента человеческого капитала в контексте развития родного языка в условиях глобализации. Обосновывается, что человеческий капитал является основным фактором устойчивого социально-экономического развития, а предпринимательские способности выступают его важнейшей составляющей. Подчеркивается значимость родного языка как основы формирования мышления, передачи знаний и развития творческого и экономического потенциала личности. На примере Республики Таджикистан анализируется взаимосвязь языковой политики, системы образования и развития национального предпринимательства. Делается вывод о том, что эффективное использование родного языка в образовании, науке и бизнесе способствует повышению качества человеческого капитала, укреплению национальной идентичности и обеспечению конкурентоспособности экономики.*

Ключевые слова: *человеческий капитал; предпринимательские навыки; родной язык; государственный язык; глобализация; образование; национальная экономика; инновации; языковая политика; Республика Таджикистан.*





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, the role of human capital as a key factor in sustainable economic and social development has received significantly increased attention in the economy. 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 of a person's knowledge, skills, health, abilities, and talents and has become one of the most important strategic resources of the state.

Entrepreneurial abilities, as an important component of human capital, occupy a special place in the modern economy. They not only provide opportunities for independent economic activity but also foster innovation, increased productivity, and the efficient use of resources. However, the development of entrepreneurial capabilities 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 issue of human capital development, 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 totality of an individual'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, socio-cultural, economic, and cultural progress [13, p. 104].

Human capital is not only the property of an individual but also an important asset for society as a whole. Its volume and quality are the primary 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-awareness, and personal development. Therefore, the state, family, business, and every citizen of society should be interested in the social protection of human capital and ensuring its economic security.

In his annual address on April 24, 2014, the President of the Republic of Tajikistan, Emomali Rahmon, addressed this issue and emphasized the state's intention to address issues of sustainable economic development, the development of the real sectors of the economy, expanding the country's export potential, improving the investment climate, supporting entrepreneurship, increasing labor market efficiency, strengthening social protection, improving public administration, and developing 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 profound economic and social globalization and the rapid pace of business development in the global market.

According to research by World Bank economists, in countries transitioning to a market economy, including former Soviet republics, 16 percent of economic growth is driven 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 opportunities for self-discovery, self-improvement, finding a suitable place in the labor market, and ensuring a decent standard of living. The native language plays a fundamental role in this process, as it is through it that historical knowledge and experience are passed down from generation to generation.

Language is the primary means of teaching, 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 increases the effectiveness of knowledge acquisition and strengthens a sense of identity, national pride, and social responsibility [11].

In the education system, the use of the native language as the language of instruction contributes to the improvement of human capital. Knowledge presented in understandable language is reinforced and applied in practice. This is especially important for developing entrepreneurial abilities, 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. In particular, free healthcare services were 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 various service sectors [8, p. 59].

With the onset of economic reforms and the transition to a market economy, where economic activity is based on individual costs and opportunities, significant changes have occurred. This characteristic of a market economy has also had a significant impact on the formation and evaluation of human capital.

In this regard, in his annual address on April 20, 2012, the President of the Republic of Tajikistan, Emomali Rahmon, emphasized that the 21st century is a period of rapid scientific and technological advancement, 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 development of a healthy and creative social force are the fundamental foundations for sustainable economic development and improving 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. The 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 goods and services. The development of entrepreneurial ability depends on a number of factors, including:

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

All these factors are shaped by language, and their balanced development directly impacts 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 main factor in economic





development. They emphasize that investment in people, especially in education and culture, is the most effective form of investment.

Schumpeter assessed 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, considers human capital as a set of knowledge, skills, abilities and talents of a person, which are formed as a result of investments [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, the President of the Republic of Tajikistan, Emomali Rahmon, consistently emphasizes that human resources are the greatest wealth 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 suggests 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 ability, as a special form of human capital, plays a key role in this process.

Research shows that the development of entrepreneurial ability is a complex process dependent on a combination of educational, social, economic, and cultural factors. One of the key factors in this process is the native language, as it is through it that knowledge is acquired and 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 context of 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 the preservation and development of the native language is not only a cultural or social issue, but also a strategic economic one. Language, as a means of shaping thinking and transmitting knowledge, can unite the intellectual potential of society and provide a reliable foundation for the development of entrepreneurial abilities, innovation, and the national economy.



Therefore, public policy for the development of human capital should be implemented in conjunction with language policy to ensure sustainable development, competitiveness, and the country's economic and cultural independence.

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