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Cost evaluation of human capital development of the mining industry in Russia

Abstract. The problem of empirical research is to identify the key factors affecting the structure and dynamics of human capital in the mining industry of the domestic industry. The purpose of the study is to substantiate the need to take into account changes in the value of human capital when determining the prospects for the development of the mining industry in Russia. The research was carried out on the basis of generalization and systematization of statistical and analytical data of the Federal Statistics Service, UIS Russia. The assessment of qualitative and quantitative statistical indicators characterizing the state and level of development of human capital in the mining industry of the Russian industry is carried out. A methodology for assessing the cost of human capital in the mining industry is proposed and its calculation is performed in dynamics for 2010-2019. The expediency of using the cost estimate in the analysis of the human capital of the mining industry has been substantiated. The proposed methodology can also be used for a comparative assessment of the development of various sectors of the extractive industry in general. A flexible approach to managing the development of human capital based on the use of valuation makes it possible to create more comfortable conditions for achieving the strategic goals of the mining industry.

Keywords: human capital, labor resources, investment, valuation, mining.

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