

evidence for these links. This research may help support and explain the effects of training on innovativeness in workplaces and differentiate between the relative roles of formal versus informal training in this outcome.

Dynamic Fuzzy Optimization Model for Investments Distribution in Organization's Human Capital

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Abstract

The objective of this research is to develop the modified multi-period optimization models for support of decision making in a business unit human capital investment distribution while maximizing the degree of achievement of strategic goals of an organization. Under conditions of severe competition and limited resources company management implementing the program of development encounters the problem of building an optimal portfolio of investment projects with consideration of existing project risks. One of the priority direction of investment is human capital of organization and increasing of its level is the main condition of sustainable growth that makes it possible to achieve desired strategic goals of organization in proper time. The quantitative estimation of employee's total amount of knowledge, ability and skills that provide company's effective and rational operation as productive factor of development is meant by the level of human capital of business unit. The growth of the human capital level is provided by investment in employees in four directions: education, public health services, reproduction and image. It is suggested that every kind of investment in employee of business unit results in the growth of its human capital to some extent through change in this capital's descriptive characteristics. The functional dependences for the model devised were obtained based on econometric approach where part of the entries (for example, the initial level of employee's human capital) are assumed to be fuzzy numbers. The integrated index characterizing the level of achievement of desired strategic goals of organization is considered the objective function of the model. The variables used in the optimization model are the shares of investment resources distribution between employees, directions of investment and time periods. Numerical experiments allow formation of investment strategies for human capital management at the company management level. Investment strategies are updated in terms of years, directions of investment and employees according to the desired strategic goals: optimal structure of investment distribution between employees, directions of investment and years is determined. The general recommendations allowing the development of business unit investment strategy were obtained for the case of Vladivostok State University of Economics and Service (the main group of directions of university department human capital investment includes the investment in education and reproduction (the share of each direction is [40; 45] % from total volume of investment). The research is made with financial support of Russian Humanitarian Science Foundation under science project № 15-32-01027

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In Higher Education Public Benefits Provided to Private Institutions

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Abstract

Higher education service has "semi-public goods" feature, most of the time due to lead to positive external economies, has to be performed by public economics manufacturer units. In this case, in terms of financing higher education mixed goods "full public property" leads to transformed shape. Clearer words, social benefits and costs of higher education are mandatory elements of the intervention of the state in this field; the state tries to compensate this with taxes like in financing of public goods. Due to the presence of the personal return of higher education, on the other hand it can give a price to people who benefit from these services. When determining the methods of financing of higher education in a country, it is necessary to determine a good way in order to increase the social benefit to the maximum level. In this case, new forms of higher education forms started to develop by the private sector. It is better to interpret these developments as higher education's being semi-public goods feature are produced in accordance with the service. Therefore, this presentation formats are different in some countries. Especially since the 1990 collapse of the socialist system developed in these countries, this process continues to strengthen with the participation of China, India and Russia. At the same time the only public resources with higher education to finance almost all developing countries have also been forced to adopt this policy. As a result, a dual higher education structure has emerged consisting of public and private universities in many countries today. Because of this reason, in the higher education the problem of funding to meet demand has emerged due to the shortage of supply. Turkey can not meet the demand for higher education of citizens 50 years. The increase in demand for tertiary education taking place in the world began to occur in Turkey since the 1970s, and this increase particularly as shown in the table below, since the 1990s increasingly began to be felt. But many countries around the world found a solution to the subject of meeting the increasing demand. In our country it seems that this problem began to transform only in last few years. In this transformation, not only public finance but also private sector financing is seen to be effective. In order to maintain this effect, public support is also important. For this purpose, the public role