

Artículo de investigación

Human resources in management of smoothing of geographical space polarization of the region

Recursos humanos en la gestión del tratamiento de la polarización del espacio geográfico de la región

Recursos humanos na gestão do liso da polarização espacial geográfica da região

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Abstract

The majority of countries with "overtaken" economy on EU territory, and Russian Federation, has significant margin of human resources that have sufficiently high educational level and "hard skills" - professional competences. With the assumption that in the modern economic discus there is the hypothesis that significant margine of human resources increases the competitive structure of geofraphical space economy in the region, stimulate development of high technology sectors in it, and, in whole, gives significant economical growth. However, up to the present day, given hypothesis proves unfounded in practical aspects in emerging countries, which still lag behind in terms of sustainable economic development. In our opinion, this situation is associated with geographical space polarization in the regions, related to the irregularity in the distribution of various recources, human recources included. Therefore, in this article authors attempted to highlight the main theoretical aspects to the understanding of the importance of human resources accumulation and consumption in the management of uneven spatial development smoothing of geographic areas in the current conditions of Russian economy recession.

Keywords: Human resources, unevenness of spatial development, the management of spatial development of geographic region.

Resumen

La mayoría de los países con una economía "adquirida" en el territorio de la UE y la Federación de Rusia tienen un margen significativo de recursos humanos que tienen un nivel educativo suficientemente alto y "habilidades duras": competencias profesionales. Con la suposición de que en el debate económico moderno existe la hipótesis de que una cantidad significativa de recursos humanos aumenta la estructura competitiva de la economía espacial geográfica en la región, estimula el desarrollo de sectores de alta tecnología en ella y, en conjunto, brinda un crecimiento económico significativo. Sin embargo, hasta el día de hoy, la hipótesis dada resulta infundada en los aspectos prácticos de los países emergentes, que todavía están rezagados en términos de desarrollo económico sostenible. En nuestra opinión, esta situación está asociada a la polarización geográfica del espacio en las regiones, relacionada con la irregularidad en la distribución de diversos recursos, incluidos los recursos humanos. Por lo tanto, en este artículo los autores intentaron resaltar los principales aspectos teóricos para la comprensión de la importancia de la acumulación y el consumo de recursos humanos en la gestión del alisamiento del desarrollo espacial desigual de áreas geográficas en las condiciones actuales de la recesión de la economía rusa.

Palabras claves: Recursos humanos, desigualdad del desarrollo espacial, gestión del desarrollo espacial de la región geográfica.

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Resumo

A maioria dos países com uma economia "adquirida" no território da UE e a Federação Russa tem uma margem significativa de recursos humanos que têm um nível suficientemente elevado de educação e "hard skills": habilidades profissionais. Com o pressuposto de que existe no moderno debate econômico a hipótese de que uma quantidade significativa de recursos humanos aumenta a estrutura competitiva da economia espaço geográfico na região, estimula o desenvolvimento de setores de alta tecnologia nele e em conjunta, fornece crescimento econômico significativo. No entanto, até hoje, a hipótese é infundada dada aos aspectos práticos dos países emergentes, que ainda estão atrasados em termos de desenvolvimento econômico sustentável. Em nossa opinião, esta situação está associada com a polarização geográfica do espaço em regiões relacionadas com a irregularidade na distribuição de vários recursos, incluindo recursos humanos. Portanto, neste artigo, os autores tentaram destacar os principais aspectos teóricos para a compreensão da importância da acumulação e consumo de gestão de recursos humanos suavização desenvolvimento espacial desigual de áreas geográficas nas condições atuais de recessão a economia russa.

Palavras-chave: Recursos humanos, desigualdade no desenvolvimento espacial, gestão do desenvolvimento espacial da região geográfica.

Introduction

The economic trends of 2015 were formed under the influence of Russian efforts in overcoming a shock impact of a decrease in oil prices and economic sanctions on the economy and public finances. During the first phase of economic adjustment the revenues abruptly decreased, having led to a decrease in consumer and investment demand. As a result, in 2015 the real Gross Domestic Product (GDP) of Russia shrank for 3.7 percent. The second shock triggered by a decrease in oil prices came in the beginning of August, 2015. A result of this an expected economic recovery has been delayed. The dependence on oil exports was a heavy burden for Russia in 2015, as the deterioration in external economic conditions led to a significant slowdown in the economy. In addition to the above, the growth of the world economy fell short of expectations again, having decreased from 2.6% in 2014 to 2.4% in 2015 (Bell, 1976).

In major emerging countries and developing economies the slowdown in growth neutralized the slight recovery of economic growth in high-income countries, due to the active use of human resources. It should be noted that according to the World Bank data, in 2012 the combined potential for economic growth in developed countries was formed by 64% of human resources, and only by 20% of raw one. However, other ration indicators were indicated for the Russian Federation (RF), namely; raw factor was 72%, and human resources was only 14% (Friedmann, 1966).

An experience in the development of the world community on the cusp of XX-XXI centuries

demonstrates that the state, which pay an increased attention to the role of human resources in framework of implementation of "catching-up" development model, has all the prerequisites for the transition to a post-industrial type of economy, that is of particular relevance in an aggravation of the problem of absolute limitation of material production factors.

Ensuring the effective transition of the Russian economy on an innovative path of development should be based on the formation of a sustainable development platform that assumes an implementation of the principle of balance in the management, the execution of which shall be primarily implemented at the regional level in terms of human resources consumption and accumulation in the conditions of disproportionate Russian economy (Fukuchi, 2000).

Theory and Methods

In the latter half of the XX century the regional science included a firm view of the concept of "spatial development", which a priori cannot be uniform. This is explained by two main theoretical models that have withstood check by time:

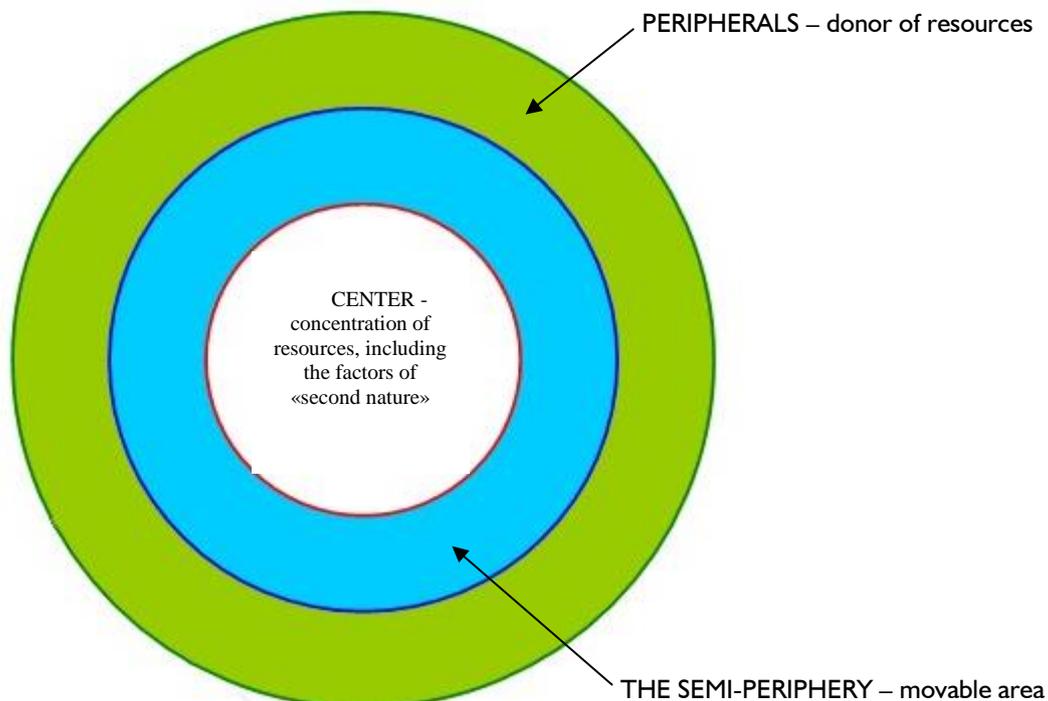
1. The center and peripheral model of spatial development by J. Friedman (Mikheeva and Zinovyeva, 2017). According to this model the centers of different levels always pool the resources (human, financial, natural) from their periphery; and namely a concentration of

resources creates the opportunities for innovative changes in the centers themselves, then these innovations are transferred to the periphery with a lag in time, depending on the size of barriers to the movement of innovation. There is a moveable area of semi-periphery between the center and the periphery, which is more active and can intercept the functions of the center with a sudden change of conditions. This model works on all levels: from global cities and major agglomerations to the regional and local centers.

2. The research of processes of spatial concentration of the economy, including in the framework of the "new economic geography" by P. Krugman. According to this model, the fundamental cause of economic inequality is a well-studied in the regional science the process of concentration of economic activity in the regions, which have the comparative advantages that helps to reduce the cost of doing business. Among these advantages Krugman identifies the factors of "first nature" (wealth of natural resources, advantageous geographical location), the factors that little depend on the human and the factors of "second nature" (human resources,

institutional environment, agglomeration effect), which are most associated with the activities of the state and society (Krugman, 1991).

It should be noted that the most important factors of development were a provision with mineral resources and geographical location in the pre-industrial period of development of human society, capital and institutions - in the industrial period, and human resources, technology and knowledge (information) - in the post-industrial period. Therefore, the benefits of the "first nature" are not eternal and defining in the economic development of the territory. As the factors of the "first nature" dominated on the stage of pre- and industrial development and in the course of transition to a post-industrial economy the role of factors of the "second nature" increases sharply, an important role is played by the human resources, as it exactly produces the technology and knowledge. The latter play a key role in the modernization on the basis of innovation, while the support of regional development on resource advantages slows it. Thus, the spatial polarization is inevitable (see Pic. 1).



Pic 1. Conceptual model of combination of models by P. Krugman and J. Friedman.

Of course, the problem of spatial polarization in regional development is not purely Russian. In Western science, the economic local history experts annually make a significant amount of research devoted to the problem of the spatial polarization smoothing, for example L. Slocombe considers the problems of territorial unevenness in the United Kingdom in terms of Scotland, England and Wales, and Jensen analyzes the

spatial development of the eastern and western regions of Sweden (Murtazina and Zinovyeva, 2016). Furthermore, one of Jensen's conclusions seems quite interesting: the researcher proposes to divide large territorial units (regions) into multiple smaller sub-regions, thus, according to the author, their level of controllability is increased, thereby reducing the level of spatial polarization.

Table I. External and internal factors of territorial development

Domestic	External
Natural – climatic conditions, availability of natural resources, etc.	Nearby areas – development of their economies, the intensity of the economic, cultural and other relations with them, etc.
Human resources – demographic structure, population dynamics, internal migration flows, level of education, etc.	The influx of foreign investment.
Economic – the existing structure of the economy with the release of the dominant industries, the part of small and medium sized businesses, the part of the service and information sectors in the economy and etc.	External migratory movements.
Financial – Occupancy of the territory's budget, the existence and size of the budget deficit, the basic orientation costs (social orientation, etc.).	Both direct and indirect state support of area – the creation of programs of development of territories and the macro-regions, the formation of free economic zones and industrial parks, transfers, special programs, budget investments and credits, financial guarantees, financial support to regional sectoral industrial complexes and large enterprises, etc.

As the researches attest, the tendencies of territorial concentration of the economy in the regions with competitive advantages are common to all countries, regardless of their level of development. The economic spatial unevenness of countries is formed under the influence of objective factors, so it cannot be smooth. The only difference is that in the developed countries, focused on factors of the "second nature", the growth rates of regional economic differences are low, since the peak of enhance of unevenness came at the beginning of the XX century. In the catching-up countries the regional economic unevenness is growing faster, repeating the trend in Western Europe a century ago. Russia is a country of catching-up development, so the growth of regional economic unevenness is inevitable for it, and according to the active accumulation of human resources and its consumption this growth should slow down (Gabdrakhmanov and Rozhko, 2014).

Results and Discussion

A significant number of methods, tools and ways of smoothing of spatial polarization are represented in the regional economy theory, but

not every of the described methods of leveling of its consequences have the practice of implementation and positive results. In our view, it should be considered the most significant examples of the spatial polarization smoothing under the condition of accumulation and consumption of human resources.

The authors conducted a theoretical study of the human resources as an innovative resource of activity, growth and competitiveness factor, which is reflected in the numerous papers of foreign (the 1960s) and domestic (the 1990s) researchers representing the classical theory of political economy, neoclassical direction of economic theory, institutional tradition and the results of modern research problems of sociology, psychology, demography and other social sciences (Zinovyeva, 2015).

The results of the study of human resources have shown that in the works of Russian and foreign scientist's the insufficient attention is paid to the study of the mechanisms by which human resources is accumulated and then is applied in the form of properties, knowledge and experience of individual's in the human economic activities. This calls for further research and the

accumulation of facts in order to formulate certain conclusions about the content of stages of human resources consumption and to determine the direction of the projecting of institutes to ensure its effectiveness, taking into account the existing spatial polarization in the regions of Russia and the features of the present stage of development of the Russian economy.

Also, the analysis of numerous scientific publications on the problems of human resources has shown that in the framework of this issue a main attention is paid to the regularities of its accumulation, whereas the question of consumption is traditionally regarded as the secondary and belongs to the level of a separate business entity. However, the experience of countries with the developed market economies shows that the full implementation of the human resources potential becomes possible under the condition of formation of effective institutions, providing significant investments in its accumulation, as well as creating conditions for their high profitability, indicating the rational use of tangible and intangible resources of the society. The beginning of the modernization processes in the Russian economy has led to the recognition of the thesis of the need for in-depth study of regularities of human resources consumption as a factor of the competitiveness of individual enterprises, their placement and the national economy as a whole. In general, the recognition of this thesis is largely declarative in nature and, in spite of its reflection in the program documents of the Russian state, determining the

content of the strategy of modernization of the economy, the level of the institutional environment of human resources remains unsatisfactory. Moreover, if the regularities of its accumulation have traditionally attracted attention of the representatives of economic theory and practice, the issues of consumption are not considered that leads to the lack of conceptual approaches to solving this problem. At the same time, the accumulation of human resources contributes to a potential for economic development, while the direction and pace of development are determined by the level of demand, the ability and completeness of effective usage (extraction of useful properties) of the accumulated resource. During consumption, the human resources primarily serves as a resource, the use of which is shown in several ways: in the form of income - for the individual, in the form of economic growth and development - for the public.

The authors proposed a theoretical and methodological approach to the system of institutional designing of human resources consumption process, considering the multiplicity of subjects of institutional projects based on the separation stages of the lifecycle of human resources development. In the context of the post-industrial economy enterprises and household entities act as agents of institutional design along with the state. The content of designed institutions varies depending on the human resources lifecycle. The proposed approach is presented in Table 2.

Table 2. The methods of institutional designing of human resources consumption process

Subjects of institutional designing	The phases of the human resources lifecycle			
	Birth phase	Formation phase	Maturity phase	Decreasing phase
Households	Institutions of consumer expenditure planning (short-term and long-term), institutions of reaction relations	institutions of planning of consumer spending and implementation of developmental strategies	institutions stimulating savings in order to maintain the achieved level of income in the phase of decreasing, investments in the human resources of the next generation	institutions of experience and knowledge transfer

entrepreneurs	protection of motherhood and childhood institutions	institutions of target personnel training	continuing education institutions, institutions of social investments in the employees and stakeholders	institutions of socially responsible behavior
state	institutions of maternity capital, social security insurance	institutions of markets of educational and health services, government procurement, institutions of favorable selection of vocational guidance	institutions of taxation, promotion of continuous education, training of workers in the priority fields of development due to budget financing	institutions of pensions, social security insurance, health services market

Summary

Thus, the conscious potential of its subjects is objectified in the flow of new value and new knowledge on a phase of consumption of human resources. The implementation of knowledge, skills and professional competencies take place in accordance with the content of technological structure and institutional organization (Elena et al, 2017; Biktimirov, 2017). The study of the mechanisms by which human resources is used in the form of properties, knowledge and experience of professional competence in the economic activity of the person will develop a scientific approach to the content of the institutional projects (Gabdrakhmanov, 2014). Their implementation will ensure the creation of an effective institutional environment will create the preconditions for the implementation of the modernization strategy and will allow neutralizing the effects of spatial polarization.

Conclusion

In addition, the significance of the problem is determined by the fact that it is comprehensive, as the indicators of functioning of the individual enterprise and the state as a whole, the labor market and the education market, the dynamics of the main economic and social indicators in the short- and long-term periods depend on its solutions (Rubtzov and Gabdrakhmanov, 2014).

Thus, the circumstances considered by the authors of the article attest that the formation of a science-based approach to the management of spatial polarization in the region based on the institutionalization of human resources

accumulation and consumption is necessary at this time. This approach will lead to greater effectiveness of interaction between the government, business community and public in dealing with the urgent task of the spatial polarization smoothing in the region in the meso-scale socio-economic systems and reducing the negative impact of raw material factor on the Russian economy.

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