

Role of religious and cultural values in human capital

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Abstract

The study aims to investigate the role of religious and cultural values in human capital. The research is based on the sociological research method. As a result, the actual and perceived cohesion of the neighbors' matter. The actual cohesion seems to be more important for the youth to participate in extracurricular activities. In conclusion, the quality of the family, strong friendly relationship in the neighborhood and the increase in the social level of families with schoolchildren form the hidden potential for the rapid development of human capital.

Keywords: Human capital, Religion, Education, Social capital.

El papel de los valores religiosos y culturales en el capital humano

Resumen

El estudio tiene como objetivo investigar el papel de los valores religiosos y culturales en el capital humano. La investigación se basa en el método de investigación sociológica. Como resultado, la cohesión real y percibida de la materia de los vecinos. La cohesión real parece ser más importante para que los jóvenes participen en actividades extracurriculares. En conclusión, la calidad de la familia, la fuerte relación de amistad en el vecindario y el aumento del nivel social de las familias con niños en edad escolar forman el potencial oculto para el rápido desarrollo del capital humano.

Palabras clave: Capital humano, Religión, Educación, Capital social.

1. INTRODUCTION

It has been established that education and economic growth are interdependent. More educated society members are characterized by higher labor productivity and longer life expectancy; they also can more quickly introduce new technologies. However, student enrollment ratio and literacy rate vary significantly across countries, religious communities, and social groups. Even within countries, there are significant differences in the accumulation and distribution of human capital. Some scholars note the role of public policies which either limit or encourage religious communities to develop human capital (IVANOVA & PASTUKHOVA, 2018).

The process of the religious identity of a modern person is

strongly associated with cultural identity. Thus, the religion retains the ability to influence the formation of value orientations of the citizens. Therefore, the study of the phenomenon of religious identity also makes it possible to determine the potential of religions in the reproduction and preservation of value systems. The process of religious identification occurs unconsciously in the assimilation of habitual social practices and behavior patterns associated with religious affiliation; it implies conscious self-determination (ZEER & KREZHEVSKIKH, 2018).

Religious buildings such as churches, synagogues, mosques, and temples can serve as a forum for people who share common values or beliefs. In many communities, houses of worship can provide formal and informal opportunities to boost interaction between potential entrepreneurs and the owners of small- and medium-sized businesses or transnational multilingual corporations. The study ABU DOH (2009) that negative values and moral chaos waste human capital in Egyptian society. The results of the study BHAGAVATULA, ELFRING, VAN TILBURG & VAN DE BUNT (2010) indicate that human capital in Egypt is still not optimized due to negative values that impede development. Evidence of this is the unemployment rate and the gender gap, and the growing demand for external migration. The study shows that real development depends on investing in youth through education and social justice while removing all obstacles that create the gender gap.

In an article, the authors summarize the results of the 15-year empirical research at various spatial levels on social capital and economic indicators. At the firm level, the results are uncontroversial: there is strong evidence of the impact of social capital on firms' performance. However, the results become less clear for spatial units with a large number of participants. The contradicting research results at the national and regional levels can be partially explained by insufficient indicators of the main social capital components: social networks and the norms and values distributed among them.

According to the Popkova, unification education opens up new opportunities and promotes international labor migration. However, it directly affects the quality of human capital. The results of the quality of human capital are realized through labor. It is high-quality human capital combined with innovative production factors that can ensure the growth of labor and product quality, as well as labor productivity. It can ultimately increase the competitiveness of the economy. Therefore, the quality of human capital determines the prospects of economic development and the relevance of the study. The authors discuss the problem of the possibility of standardizing a specific education system, which is based on the unique cultural heritage of each country.

The emphasis is on the need to preserve the cultural heritage and traditions in the process of unification, as the new education system does not root itself. This will certainly affect the quality of human capital. With the introduction of a global economy, widespread

modernization will lead to a significant reduction in the number of people serving high-tech technologies. Most of the adult population can move to the service industry, where the need for workers is minimal and the level of remuneration is sufficient for living in a consumer society. In this case, other mechanisms will be used to reproduce human capital. And in this regard, it would be useful to know what the reform policy should be aimed at to improve the quality of higher education and not to destroy it.

The study AKHMETSHIN, SHARAFUTDINOV, GERASIMOV, DMITRIEVA, PURYAEV, IVANOV & MIHEEVA (2018) systematically examines human capital and language capital jointly determine foreign direct investment for transnational corporations or multinational enterprises. The extent to which multinational enterprises can use human capital in the host country for foreign direct investment depends on language capital. Based on an extensive bilateral dataset covering 3315 pairs of countries during 1995–2008, the authors found clear evidence of the deterrent role of language capital in foreign direct investment.

Social work is a human profession that plays an important role in promoting human capital through the development and consolidation of positive religious and cultural values among individuals, groups, and communities in the multiple spheres of life. It has already been mentioned that the study of human capital and the development of mechanisms for its rapid accumulation are the topical issues for the societies of various management and organization types.

The purpose of our research is to analyze the importance of religious and cultural values in the formation of human capital.

2. METHODOLOGY

The research is based on the sociological research method. The two components of the research method were used: intelligence research to collect and analyze raw data and to search for reviews and reports on the topic; content analysis to qualitatively analyze the existing material in the framework of the research and to develop new solutions. The object of our research is the accountability of religious and cultural values in human capital.

3. RESULTS

The results of the study were presented based on the external and internal influences and the ways of human capital development for the economic growth stimulation. The three mechanisms to increase employability are discussed in Smith: identity work, training, and networking work in unpaid and marginal paid jobs. Few of these activities are considered work as they are mainly unpaid and often occur outside formal employment. The article is relevant as it contributes to the discussions on defining the boundaries of employment and shows how everyday actions create and strengthen

new economic structures - how separate actions make a new economy possible. Lucas proposed a growth model that is focused on human capital. The contribution of human capital accumulation to economic growth should be regarded as a separate production function. The study of individual professions in any career development field is determined by teachers, colleagues, competitors, and other participants. These are influences that go well beyond school education.

There is a positive correlation between the ability of students to learn and the skills of people they interact with: the more qualified the other party is, the more students can learn. It was found that human capital affects social capital and the experience and cognitive abilities have an impact on personal relationships and complicity. Organizational performance is highly dependent on human capital through the individual abilities of a manager. Managers can learn how to improve the performance of their firms, for example, by adjusting communication methods or strategic decision-making capabilities. CHAUDHARY & RUBIN (2011) prove that the experience of managers in running a business contributes to the development of improved personal relationships with organizations and institutions.

In turn, the abilities to make strategic decisions and develop communication arise from managerial potential, risk perception and the use of opportunities. They are reflected in the ability to develop personal qualities such as complicity, solidarity, trust and understanding of weaknesses. The study also suggests that

organizational performance is strongly affected by the best abilities of its communications manager. Besides, it is formal personal relationships that provide social status conditions for managers who develop strong bonds of informality in social relations. We believe that great professional experience of managers contributes to the effective solution of professional problems.

The article ACEMOGLU, GALLEGO & ROBINSON (2014) considers the relationship between institutions, human capital, and development. The authors use cross-country and cross-regional regressions to show that the influence of institutions on long-term development is strong whereas the estimate of the impact of human capital is much diminished and consistent with micro estimates. Based on historical and cross-country regression data, it was shown that the main factor in the subsequent institutional development of the former colonies was the differences in the human capital of the early European colonists (ACEMOGLU ET AL., 2014). This correlates with the results of (EL-SHOLKAMY, 2016). The goal of the minimum standards for education is to offset the effects of poverty. Thus ALMENDAREZ (2013) believes that the same result can be achieved through appropriate subsidies with no pressure applied.

It is also noted that the effectiveness of voluntary investments in human capital is often underestimated: the subsidies on human capital usually cover only a fraction of missed profits. If they covered all costs, including the missed ones, almost all children would continue to attend school until the desired age (ALMENDAREZ, 2013). There are

serious consequences for non-investment in education and failure to achieve the goal of developing education for all. These include underdeveloped and underutilized human and social capital; loss of economic productivity; rising unemployment and underemployment; increased violence, crime, and offensive behavior; exploitation and marginalization of youth, especially girls and young women; reduced social cohesion and destruction in civil society; increased spending on social welfare and crime prevention (ALMENDAREZ, 2013).

We have collected the information on the effects of the substantive change of the human capital future. Surveys of the general population regarding sex selection through pre-implantation genetic diagnostics are limited and were mainly conducted in the United States and Northern Europe. The surveys have shown that people are encouraged to use gender selection techniques to create a sexually balanced family. A questionnaire-based cross-sectional study regarding the attitudes towards sex selection for non-medical reasons was developed. Religion, educational status and the desire of having children of both sexes were identified as significant predictors of whether to accept sex selection or not.

Fifteen hundred participants of the reproductive age were invited to complete the survey. The questionnaire included demographic data, a history of obstetrics and infertility, opinions regarding sex selection, personal interest in expanding the family, and personal interest in choosing the sex of the future child. The adapted results are shown in Table 1. The selection and reasons for choosing

the sex of future children for various religious groups were expanded to take into account intra-group values. The following values were obtained based on the other results: the response rate was 86.6%. Nineteen percent of the respondents believe that this is strictly prohibited, 38.8% consider this technique acceptable only in cases of medical necessity, while 33.4% believe that it should be available to everyone who requests it. Multivariate logistic regression on the predictors of the variable affecting attitudes towards sex selection showed that the level of education, religious disapproval and the desire for the opposite sex of the existing children were the only significant predictors.

Table 1: Selection and reasons for choosing the sex of future children in various religious groups. $\Delta = 2\%$.

	N = 1300 persons	Yes = 79,5%			No = 18,6%					
		Reason			Reason					
	Specific %	Right of the couples to choose	Small and balanced family of both sexes	Do not accept the sex ratio	A child is a gift	Playing God	Unnatural	Ske wing the natural sex ratio	Se xist	Ot her
Total %		57,1	37,7	5,2	35,0	38,6	7,6	7,1	7,6	4,0
Christian	26,2	15	9,9	1,4	9,2	10,1	2	1,9	2	1
Muslim	63,4	36,2	24	3,3	22,2	24,5	5	4,5	4,9	2,5
Druze	8,7	5	3,3	0,5	3	3,4	0,7	0,6	0,7	0,4
Others	1,6	0,9	0,6	0,08	0,6	0,6	0,1	0,1	0,1	0,06

CHERKESOVA, BELIKOVA, POPOVA, SUKHOVA & DEMIDOVA (2015) concluded that the multi-religious population of the Middle East has a negative attitude to sex selection through pre-implantation genetic diagnostics. We believe that the research is quite interesting since the state permission and encouragement to independently choose the sex of the future child in the countries with a weak concentration of social and religious capital can bring unexpected results.

We have considered the ascending and descending patterns of human capital formation through the formation of cultural and religious values. AN & WESTERN (2019) presents the data on the role of children in creating human capital. The studies have shown that extracurricular activities contribute to the development of children's cultural capital, which is crucial for both education and career growth. Previous studies examined various components of participation in extracurricular activities, but they are mainly focused on social class, demography and school characteristics.

The article is devoted to the impact of social capital on youth participation in extracurricular activities. Longitudinal data from the 2004 panel of the Survey of Income and Program Participation of representative households in the U.S. were used and various statistical analyzes were conducted. It was found that a two-parent household and neighborhood cohesion has a positive and significant relationship with extracurricular participation. It was found that such associations vary somewhat by sex, age, race, and extracurricular activity types.

The authors concluded that to equalize children's participation in extracurricular activities, future social policies should consider interventions targeting low-income families and families with single-parent or cohabiting parents. The policies should improve neighborhood cohesion and be adjusted to the type of extracurricular activity. The studies have shown that participation in extracurricular activities helps to develop children's cultural capital that is crucial to higher education and career success.

This also contributes to the quick expansion of adult human capital. Extracurricular activities accompany schooling as key mechanisms of social mobility, contributing not only to academic and economic success in adulthood but also to increasing citizen advocacy. The focus shift from human capital to cultural capital is shown. The study confirms an important thesis that social capital is important for the development of children. The authors used rigorous analytical models and methods to obtain the results. First, the study confirms the important role of family income. Children from wealthy families are more involved in extracurricular activities than children from low-income families. Besides, it was found that the effect of family income is becoming more significant for high school children than for young children.

Thus, family income is increasingly detrimental for families that are short of money as children become adolescents. Economic damage also seems to affect participation in sports, classes, and religious services more than participation in clubs. The study also shows the

family structure for participating in extracurricular activities. Children in married families with two parents are more likely to participate in extracurricular activities than children in single-parent families or cohabitation. This article does not distinguish between children living with biological parents and children living with stepfathers/stepmothers who may not have such close relationships with children. Thus, the effect of living with two biological parents may have been underestimated in this study. It has been found that children brought up in more cohesive areas are more actively involved in extracurricular activities. The results suggest that both the actual and perceived cohesion of the neighbors' matter. The actual cohesion seems to be more important for the youth to participate in extracurricular activities.

4. CONCLUSION

Having researched the importance of religious and cultural values in human capital formation, we made the following conclusions. The assessment of the conditions for human capital formation and development was based on the state statistics for the regions and federal districts of the Russian Federation. The longitudinal data from the Survey of Income and Program Participation of representative households in the USA were used. The empirical base of the study is the results of the comparative international study of the practice of human resource management CRANET, conducted by Canfield School of Management. The factors

affecting human capital were identified: health, education, multiculturalism, multilingualism, the presence of religious groups and various cultural values within groups, the state's contribution to the coordination of cultural and religious development, external education, and internal economic and social problems of the population, at the family and neighborhood level (CRANE & HARTWELL, 2019).

Religion should not be regarded as a monolithic social capital element with homogeneous consequences. There are significant differences within and between different religious traditions that should be considered. Undoubtedly, religion and cultural values passed from one generation to another within the group have a beneficial effect on human capital development. To stimulate entrepreneurial activity, it is also necessary to understand the multicultural elements of all group members. Policies that promote education and better health are needed to enable poor economies to develop. The introduction of the policy to improve health in poorer regions where the education system is poorly developed can reduce per capita income. Inadequate funding for education seriously affects all groups of people.

The level of education, religious beliefs and the desire of adults to independently choose the sex of the future child to contribute to the growth of capital, as well as its future outflow. The quality of the family, strong friendly relationship in the neighborhood and the increase in the social level of families with schoolchildren form the hidden potential for the rapid development of human capital. The predominant growth of human capital should follow an ascending

pattern: the state or the governing body should be given the role of social, religious and cultural correction in case of serious deviations. To achieve this, the humanitarian profession must be involved in the promotion of religious and cultural values, especially the social service profession for its important role in promoting human capital through the development and consolidation of positive religious and cultural values among individuals, groups, and communities in the multiple fields of life.

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