Abstract of the Master's dissertation

**Subject matter of the dissertation:** Organizational and legal model of reproduction of human capital in an innovative-active corporation (on materials of PJSC VimpelCom).

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**Customer organization:** Pyatigorsk State University, Higher School of Political and Innovation Management, Chair of Creative and Innovative Management and Law.

**Topicality of the research:** In modern realities of economic reality, the competitive advantages of the production and economic process, as well as the available opportunities for its modernization, are mostly related to how the accumulation and use of human capital is realized. The accumulated effective human capital is important not only on a national scale, but also it is significant for every individual, enterprise, region. Thus, in society there is a general interest in the formation, accumulation and improvement of effective human capital, that is, in other words, in the course of the processes of its reproduction.

**Objective:** Analysis of theoretical and applied aspects of the reproduction of human capital within the framework of the implementation of corporate social responsibility and identification of ways to optimize the reproduction of human capital in PJSC VimpelCom.

**Tasks:**
- consideration of human capital as an economic category and identification of features of its reproduction;
- analysis of the formation of the conceptual framework for managing the reproduction of human capital at the corporate level;
- study of regulatory regulation of reproduction human capital at the corporate level;
- analysis of the reproduction of human capital at the corporate level in the developed countries of the world;
- research of human reproduction in the leading corporations of Russia;
- analysis of the general characteristics of human reproduction capital in PJSC VimpelCom;
- studying the problems of the reproduction of human capital in PJSC VimpelCom;
- identification of directions for intensifying the reproduction of human capital in PJSC VimpelCom;
- development of the BeFree model as a technology for intensifying the reproduction of human capital in PJSC VimpelCom.

**Hypothesis:** The imperatives of the reproduction of individual human capital are determined, on the one hand, by the systemic needs of man, and on the other hand, by the needs of social production, which necessitates the theoretical and methodological substantiation, program development and implementation of the BeFree organizational and legal model for the purpose of broadened and balanced reproduction of the human capital at the micro level in the unity of individual and social needs.

**Novelty of the research:** The development of the organizational and legal model for the reproduction of human capital in an innovative and active corporation aimed at eliminating the imbalances in the functioning of the human capital of an organization, taking into account its structure, and also with the aim of intensifying the processes of its reproduction.

**The main principles to be depended:**
1) Analysis of the main components of the structure of human capital shows that the integrating component is the ability to self-organization as a key factor ensuring the effective formation, production, reproduction and development of human capital, broadly. It is about self-education, self-education, self-control based on the realization of the key functions of the human intellect (diagnosis, choice, foresight). Thus, an individual without self-organization is not...
capable not only of effective labor activity and increment of income, but also of accumulation of individual capital, the realization of which is promoted by labor motivation.

2) The reviewed experience of the reproduction of human capital at the corporate level in the developed countries of the world demonstrates that the European model assumes the active participation of the state in the regulation of social and labor relations, occurring at the level of the country, industry, individual enterprise, American - is characterized by the regulation of social and labor relations at the level Enterprises, while the role of the state is to adopt appropriate legislative and regulatory acts, recommendations and requirements. The priority areas of the social policy of innovation-active corporations abroad are ecology, medical services and pensions.

3) Within the framework of corporate social responsibility in PJSC VimpelCom there is an imbalance of this policy taking into account the structure of the human, namely the absence of programs for the linking element "self-organization". In this regard, and also on the basis that the company, by virtue of its specificity, possesses the necessary technical and computer facilities, we consider it appropriate to propose the Befree model (remote work) as a technology for intensifying the reproduction of human capital in an innovative and active company of PJSC VimpelCom.

Theoretical and practical significance of the research:

The theoretical positions and methodological recommendations formulated in the dissertation are aimed at developing a political economy approach to the reproduction of human capital in an innovative and active company and can serve for further theoretical and applied research in this field.

Theoretical synthesis of the work forms a theoretical and methodological platform for the transition to an individual-oriented policy for the reproduction of individual human capital and on this basis allows the development and specification of practical recommendations for the corporate level. The positions of the master's thesis can also be used in the learning process when studying the disciplines "Innovative Management", "Management of Innovations and Changes".

Results of the research: The author developed the model "Befree" (remote work) as a technology for intensifying the reproduction of human capital in an innovative and active company, as well as a program for improving the healthy life of employees of PJSC VimpelCom.

Recommendations: to intensify the reproduction of human capital in an innovative-active company, it is recommended to pay attention to all the structural elements of human capital.