

## FORMULATE THE RECOMMENDATIONS FOR IMPROVING HUMAN CAPITAL & POTENTIAL MANAGEMENT IN THE CITIES AND DEVELOPING INNOVATIVE AND SCIENTIFIC ACTIVITY

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### ABSTRACT

*With the deepening of artificial intelligence and globalization, human capital has turned into a core competency for enterprises, managers have paid increased attention to the interaction consequences among employees. a need arises for development of an effective system to control the human capital as well as the potential of its, which could guarantee the improvement of the aggregate intellectual as well as revolutionary potential of the human capital of the regions and of the nation like an entire. The aggregate intellectual as well as revolutionary potential plays a role in the staffing of the strategic fields oriented towards to socio economic development. As a consequence of the assessment conducted in this specific study, a consolidated index of human capital management was created as well as the courses for the growth as well as enhancement of the innovative and intellectual potentials of human capital had been designed. The obtained outcomes allow it to be possible to augment the current research in the area of human capital formation, particularly, in the field of interaction with the innovative and intellectual potential.*

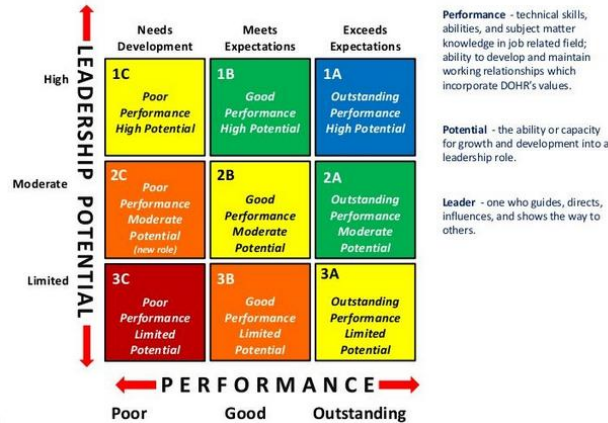
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### I. INTRODUCTION

Potential matrix as well as the performance are among the most popular resources in talent management. A possible review is actually a strategic way for determining as well as improving talent not just at executive level, but for every person of the business no matter his

or maybe the role of her. At any succession planning system finding, that could be the succeeding leaders as well as key contributors is probably the most difficult facet of any succession planning work. But utilizing best process equipment for example the talent bench assessment as well as 9- box grid is able

to help facilitate the job.



**Figure 1: 9 Box Performance-Potential Matrix**

It's real a large number of businesses analyze the top executives of theirs and also have succession planning for the most senior positions. But frequently businesses don't recognize the aspects of the company in which the demand for talent is actually crucial and exactly where there's no clear analysis of the risks, a lack of skill will create; as well as with a shrinking workforce and a far more tough economic climate, it's apt to get even worse. Potential management is able to make it possible to have a much broader perspective of the talent to the organization like an entire as well as to concentrate on the places which will have the largest effect on the company.

The key role of Human Potential Management is actually turning employees' potential to the own advantage of theirs and in this way leading instantly to the organization's advantage. With this sense, Human Potential Management underplays the organization's benefit by implying that if employees'

potential is actually taken care of, it's apt to reinforce employees' sense of duty towards organizations and make a feeling of organizational ownership (partnership), which may instantly result in the accomplishment of organizational objectives/goals. Potential Management contains policies & practices including job satisfaction, work motivation, development and training, work life balance, interaction as well as employee employer relationship, performance management, talent management as well as succession planning. These methods as well as policies help the businesses to keep as well as improve the potential staff of its.

## II. REVIEW OF RELATED LITERATURE

**Sophie et al., (2021)** The status quo of the leadership potential literature is best represented as a "hot mess" of conceptual and measurement problems. From the perspective of ours, the previous literature has a tendency

to conflate various constructs (i.e., predictor constructs, job related leader behaviours, and organizational outcomes) that have to be unravelled to be able to lay the foundation for future leadership potential homework. In order to advance the area, we conduct an organized literature review and use a personnel choice lens to recent (thirty-five years; sixty-two studies in thirty-one journals) leadership potential homework. The analysis of ours plays a role in the literature by (a) disentangling different constructs connected to leadership potential and (b) proposing a guiding framework to classify as well as select measures and constructs for future studies. Drawing on a construct as well as criterion validation framework commonly used in personnel selection, we recognize 6 primary themes that link to construct based concept growth and disentangle a variety of constructs in the predictor as well as criterion domains connected to leadership potential. Specifically, the framework of ours proposes that leadership potential is actually a referential idea instead of a standalone construct. Thus, leadership potential study must concentrate on the measurement of legitimate predictor constructs which connect to potential development of leadership success.

**Burayeva et al., (2020)** Thinking about the urgency of imagination growth in the higher education system, this report justifies a highly effective style of imagination management for teachers as well as pupils at colleges. The unit

is actually based on an empirical assessment of the big difference between the creativity potential and the actual fitness level of its. The information was taken out of the managing things playing a crucial role of the improvement of innovative potential. The study was carried through in Kazakhstan. The strategy of surveying 872 teachers as well as 944 pupils in Kazakhstan quantified the amounts of legitimate creativity of pupils as well as the potential of theirs, in addition to the gap between the 2 parameters. The authors identified the dynamics of the impact of the creativity growth components, adding to the achievement of the creativity potential of teachers/students. The gap between the amounts of potential and actual creativity at educational institutions for both teachers & pupils was discovered to be one of the primary factors governing the creativity management in the education system. The primary issues hindering the effective management of potential and actual imagination at training institutions are institutional and personal elements. The results are derived from a small sample of respondents, taking into consideration the higher education system in Kazakhstan. Justification and assessment could be helpful in figuring out the unused resourceful capabilities of teachers and pupils of the procedure of building creativity in the educational process. The value of the study lies in an empirical assessment of the big difference in between legitimate imagination

as well as creativity potential in the higher education system as an item of pedagogical management, in addition to a deterministic hierarchy of causal aspects of this gap. These outcomes are actually beneficial in the element which, when creating a highly effective management approach, influencing these variables, particularly the institutional element of the educational process, it's possible to boost the potential for the improvement of imagination of teachers plus pupils of higher informative establishments. What's more, a really helpful scientific outcome of the framework of the improvement of this particular subject is actually the establishment of the primacy of ensuring the development of the creativity potential of teachers of the procedure of handling the development of students' imagination.

**Ying Xue et al., (2020)** Recently, research on the leadership potential of personnel has slowly attracted the attention of scholars. Nevertheless, more exploration is actually necessary to better understand the upward influence of employee's leadership potential on the leaders of theirs. This particular study examined the mechanism behind the effect of employee's leadership potential on leadership ostracism conduct. Furthermore, the mediating role of leader's envy as well as the moderating job of employee's political abilities in the relationship between employee's leadership potential as well as leadership ostracism behavior were investigated. The outcomes of

an empirical evaluation of 221 employee leader pairs, studied over multiple periods, are actually as follows: employee's leadership potential had a major beneficial effect on leader's envy as well as leadership ostracism behavior; leader's envy had a major beneficial effect on leadership ostracism conduct; and leader's envy mediated the connection in between leadership potential as well as leadership ostracism conduct. Additionally, employee's political abilities adversely moderated the indirect impact of leadership potential on leadership ostracism conduct via leader's envy. The leadership potential of workers with increased political skills appeared to lessen impact on organizational ostracism by leader's envy. This particular analysis explored the "dark side" of employee's leadership potential by realizing the impact of its effect on the leaders of theirs; the findings have practical and theoretical significance for businesses.

**Raluca-Ana-Maria, Dumitru. (2017)** Through the object of its of exercise, an economic business has the job to make use of effectively the means of production that it possesses in phrases of the full utilization of the generation capacities, of a top quality of the products and of obtaining profit. Businesses require in their man, information, financial, informational, human resources activities that they've at a particular moment to be able to complete strategic goals as well as

the mission round which they depend on the entire undertaking.

**Rebeřák, Marek & Farkařová, Viera. (2015)**

The paper deals with some important aspects of managing high-potential employees. This particular subject usually provides several substantial problems to the business. First of all, the goal of this particular paper is helping supervisors to determine as well as face these difficulties. Second, in order in order to assist professionals and managers to enhance the identification as well as improvement of high potential personnel, you will find various steps to be taken: to share the duty up to the best management of business, to produce a lifestyle of development, to explain clearly the key elements for tracking high potential employees, to come up with the buying process transparent, to control frequently the expectations of high potential personnel as well as to supply them with a private improvement of the careers of theirs and additionally to revise as well as alter management of high potentials based on the circumstances. Businesses must additionally be conscious of the reality that the high potential label isn't recognition of employee's past results, though it's a lot more likely the assessment of the potential contribution of his of the long term, consequently it's extremely hard to apply the management of high potential workers in isolation.

**Bonacin et al., (2011)** Purpose of this particular effort was establishing of

fundamental latent dimensions at domain of management potential sociological characteristics that actually exists in large pupil public. Work was drafted in a means that it's just scientifically appropriate, by means of strong methodological apparatus as well as information processing, to determine existing latent mechanisms which stay in pupil population. Results have found healthy sets of latent dimensions which could be discussed; therefore, it had been recognized: delegation, leadership, opportunism, and guidance. This particular effort has founded comprehensions regarding pupil population in the fashion which was certainly realized system of latent dimensions that actually exists, that's not often obvious and that certainly means to start point for any type of practical or scientific acting down the road.

**Matejun, Marek. (2010)** The development of medium-sized and small enterprises is actually subject to many restrictions stemming both from the outside environments of theirs, inner weaknesses as well as lack of resources in smaller sized business entities. On the flip side, these businesses usually have strong and rich potential which in ailments that are right may be a strong component of competitive advantage as well as the improvement element of the businesses. This particular monograph is dedicated to the above-mentioned problems. The goal of its is actually presenting the places as well as ideas of coping with the potential of little and medium sized enterprises. It

concentrates primarily on the problems of social potential management, knowledge management, specialized potential management as well as economic management of the businesses of SMES sector. This particular monograph consists of 13 chapters split into 3 parts. In the very first part the principles of interpersonal potential management in medium-sized and small enterprises are presented. The next component is dedicated to technical potential as well as knowledge management in the businesses of SMES sector. In the third component the instances of coping with the potential of medium-sized and small enterprises in company practice are presented.

### III. METHODS

Presently, 3 most typical techniques of capital that is human measurement are actually used: Cost based by the aggregate investments in human capital, discount the calculations of the human capital worth at a certain rate of return on the method and national wealth means for determination of the human capital essential values, according to the definition of a composite index by measuring the specific

parts of its by means of pertinent indicators the indicators, monitored by statistical systems.

The most used technique in phrases of comparison between the economic methods is actually the third strategy, according to the definition of the composite index of human capital.

Based on the foregoing, it makes sense that the best way of assessing the regional human capital, taking into consideration the particulars of the database of the Indian Statistical Institution and the regional structures of its, will be the statistical strategy, with a choice of particular indicators, based on which the composite index of the human capital of the city is actually be estimated. The statistical method of human capital assessment implies 2 components the indicators, characterizing the potential (the results and conditions) outcomes of the human capital functioning.

When evaluating the amount of human capital improvement, the subsequent signs are suggested as the regional person capital indicators (Table 1).

**Table 1: The Indicators of The Components of Human Capital Used in Assessing**

Indicators	Value
<b>Educational potential of the region</b>	
<b>The number of students in educational institutions for 10 thousand people.</b>	<b>Z1</b>

<b>The share of the region's consolidated budget expenditures on education, to GRP</b>	<b>Z2</b>
<b>Number of higher education institutions</b>	<b>Z3</b>
<b>Number of daytime general education organizations, units.</b>	<b>Z4</b>
<b>Number of students in general education organizations, thous.</b>	<b>Z5</b>
<b>Regional health potential</b>	
<b>The share of the region's consolidated budget expenditures on health to GRP</b>	<b>Z6</b>
<b>Life expectancy at birth</b>	<b>Z7</b>
<b>Morbidity for 10,000 people</b>	<b>Z8</b>
<b>Hospital facilities, pcs.</b>	<b>Z9</b>
<b>Population</b>	<b>Z10</b>
<b>Labour potential of the region</b>	
<b>Average salary</b>	<b>Z11</b>
<b>Level of economic activity of the population</b>	<b>Z12</b>
<b>The unemployment rate of the population</b>	<b>Z13</b>
<b>Population</b>	<b>Z14</b>
<b>Gross regional product</b>	<b>Z15</b>
<b>Socio-cultural potential of the region</b>	
<b>The number of spectators of the theatres and the number of museum visits per 1000 people. The population</b>	<b>Z16</b>
<b>The number of recorded crimes per 100 thousand people. the population</b>	<b>Z17</b>
<b>Sale of alcoholic beverages in physical terms per capita</b>	<b>Z18</b>
<b>Number of professional theatres, units</b>	<b>Z19</b>
<b>Number of institutions of cultural-leisure type, units</b>	<b>Z20</b>
<b>Intellectual potential of the region</b>	
<b>The share of high-tech and knowledge-intensive industries in GRP, %</b>	<b>Z21</b>



Share of domestic expenditure on research and development in GRP, %	Z22
Number of patents per 10 thousand people	Z23
The number of researchers holding a science degree,	Z24
The number of personnel engaged in research and development,	Z25
<b>Innovation potential of the region</b>	
Share of employed in high-tech and medium-technological activities in the total number of employed in the economy of the region, %	Z26
Share of employed in high-tech and medium-technological activities in the total number of employed in the economy of the region, %	Z27
Number of advanced manufacturing technologies created	Z28
The share of innovative goods, works, services in the total volume of shipped goods, works performed, services	Z29
<b>Entrepreneurial potential</b>	
Number of employees in the sphere of individual entrepreneurial activity, thousand people	Z30
Share of proceeds of IP, to total GRP, %	Z31
Number of small enterprises in the region	Z32
Regional programs of entrepreneurship support in the region, pcs.	Z33
Share of revenues by small enterprises to total GRP, %	Z34

To translate each indicator into an index, the value of which varies from 0 to 1, you need to use the formulas:

$$Z_i^p = (Z_i - Z_{min}) / (Z_{max} - Z_{min}) \quad (1)$$

For indicators characterizing the negative impact:

$$Z_i^p = (Z_{max} - Z_i) / (Z_{max} - Z_{min}) \quad (2)$$

Where  $Z_p$  is the individual index of indicator  $i$  for the  $p$ -region;

$Z_i$ : The value of  $Z$  for the  $p$ -region;

$Z_{max}$  и  $Z_{min}$ : Maximum and minimum values of  $Z$  for the studied cities.

Additionally, it's necessary to figure out the indices of the educational potential of the region, the labour potential of the region, the



well being potential, the socio-cultural potential, the intellectual potential for every territory, the entrepreneurial and innovation potential as well as to compute the incorporated human capital index of the region (IHCR) based on them. Following the transfer of all the regional signs in the assortment of values from zero to one, the human capital potential indices might be driven. In order to streamline the methodology for human capital assessment, the relative value of composite index as well as each person could be seen as equal to the formula 3-10.

Index of educational potential:  $IEP_1 = (Z_1 + Z_2 + Z_3 + Z_4 + Z_5)/5$  (3)

Health potential index  $HPI = (Z_6 + Z_7 + Z_8 + Z_9 + Z_{10})/5$  (4)

Labour force index:  $LFI = (Z_{11} + Z_{12} + Z_{13} + Z_{14} + Z_{15})/5$  (5)

Index of socio-cultural potential:  $ISCP = (Z_{16} + Z_{17} + Z_{18} + Z_{19} + Z_{20})/5$  (6)

Intellectual potential index:  $IPI = (Z_{21} + Z_{22} + Z_{23} + Z_{24} + Z_{25})/5$  (7)

Innovative capacity index:  $ICI = (Z_{26} +$

$Z_{27} + Z_{28} + Z_{29})/4$  (8)

Index of entrepreneurial potential:  $IEP_2 = (Z_{30} + Z_{31} + Z_{32} + Z_{33} + Z_{34})/5$  (9)

The total index of human capital (TIHC) = (Educational potential + labour potential + health potential + socio-cultural potential + innovation potential + intellectual potential + entrepreneurial potential)/7 (formula (10)).

$TIHC = (IEP_1 + HPI + LFI + ISCP + IPI + ICP + IEP_2)/7$  (10)

#### IV. RESULTS

Let us compute the composite human capital index, reflecting the amount of human capital management improvement in the region. Probably the most evolved in socio economic terms cities function as a research platform herein.

##### Model

To begin with, let us compare the intellectual potential of the cities, based on the indicators provided previously (Table one). Let us think about the example of calculation for a team of intellectual potential signs of the cities (Z21-Z25) (Table 2)

**Table 2: Indicators of Values of Z21 Intellectual Potential of Human Capital**

The number of patents per 10 thousand population	2015	2016	2017	2018	2019	2020
<b>Pune</b>	1.87	1.90	3.45	2.76	2.18	<b>2.05</b>
<b>Surat</b>	1.37	1.31	1.07	0.58	0.54	<b>0.43</b>
<b>Chennai</b>	1.05	1.21	1.67	1.28	1.20	<b>1.13</b>
<b>Hyderabad</b>	2.21	2.08	2.51	2.06	2.24	<b>2.09</b>

<b>Bangalore</b>	1.54	1.87	1.93	1.64	1.44	<b>1.72</b>
<b>Kolkata</b>	1.12	1.32	0.89	1.42	1.11	<b>1.23</b>
<b>Kanpur</b>	1.16	1.42	1.32	1.29	1.25	<b>1.21</b>
<b>Mumbai</b>	1.17	1.23	1.19	1.21	0.77	<b>1.04</b>
<b>Visakhapatnam</b>	3.53	4.09	3.94	3.51	3.32	<b>3.72</b>
<b>Delhi</b>	<b>2.02</b>	<b>1.72</b>	<b>1.99</b>	<b>2.06</b>	<b>1.93</b>	<b>1.89</b>

Let us make calculations based on the formulas (one) as well as (two), the place that the optimum values are actually highlighted in

white as well as the least values are actually highlighted in blue. The information is provided as follows (Table 3).

**Table 3: Indicators of The Intellectual Potential of Human Capital Z21 After Transformation**

The number of patents per 10 thousand population	2015	2016	2017	2018	2019	2020
<b>Pune</b>	0.33	0.24	0.84	0.74	0.59	<b>0.49</b>
<b>Surat</b>	0.13	0.03	0.06	0.00	0.00	<b>0.00</b>
<b>Chennai</b>	0.00	0.00	0.26	0.24	0.24	<b>0.21</b>
<b>Hyderabad</b>	0.47	0.30	0.53	0.51	0.61	<b>0.50</b>
<b>Bangalore</b>	0.20	0.23	0.34	0.36	0.32	<b>0.39</b>
<b>Kolkata</b>	0.03	0.04	0.00	0.29	0.20	<b>0.24</b>
<b>Kanpur</b>	0.04	0.07	0.14	0.24	0.25	<b>0.24</b>
<b>Mumbai</b>	0.05	0.01	0.10	0.22	0.08	<b>0.19</b>
<b>Visakhapatnam</b>	1.00	1.00	1.00	1.00	1.00	<b>1.00</b>
<b>Delhi</b>	<b>0.39</b>	<b>0.18</b>	<b>0.36</b>	<b>0.51</b>	<b>0.50</b>	<b>0.44</b>

The values of the signs Z21 to Z25 are estimated appropriately. Subsequently the formula (seven) is used as well as the

intellectual potential of the city is actually found (Table 4).

**Table 4: The Intellectual Potential of Cities For 2015-2020 Year**

Cities	Values by year
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	2015	2016	2017	2018	2019	2020
<b>Pune</b>	0.69	0.76	0.79	0.72	0.67	<b>0.71</b>
<b>Surat</b>	0.35	0.42	0.44	0.43	0.42	<b>0.40</b>
<b>Chennai</b>	0.35	0.34	0.36	0.33	0.34	<b>0.34</b>
<b>Hyderabad</b>	0.36	0.36	0.38	0.31	0.27	<b>0.32</b>
<b>Bangalore</b>	0.26	0.25	0.30	0.27	0.25	<b>0.27</b>
<b>Kolkata</b>	0.22	0.24	0.25	0.21	0.22	<b>0.26</b>
<b>Kanpur</b>	0.20	0.15	0.23	0.24	0.26	<b>0.21</b>
<b>Mumbai</b>	0.14	0.14	0.21	0.19	0.20	<b>0.18</b>
<b>Visakhapatnam</b>	0.12	0.18	0.19	0.18	0.17	<b>0.19</b>
<b>Delhi</b>	<b>0.13</b>	<b>0.14</b>	<b>0.12</b>	<b>0.12</b>	<b>0.12</b>	<b>0.13</b>

Next, all sub-indices as well as the general human capital index of the city are actually determined similarly (Table eleven) making

use of the formula (ten). Then, the remaining indices are actually found (Tables 5-10).

**Table 5: Educational Potential of The Cities For 2015-2020**

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
<b>Pune</b>	0.71	0.71	0.65	0.66	0.68	<b>0.66</b>
<b>Surat</b>	0.54	0.68	0.61	0.59	0.70	<b>0.69</b>
<b>Chennai</b>	0.49	0.50	0.49	0.40	0.54	<b>0.53</b>
<b>Hyderabad</b>	0.43	0.44	0.40	0.50	0.50	<b>0.49</b>
<b>Bangalore</b>	0.45	0.41	0.43	0.44	0.47	<b>0.44</b>
<b>Kolkata</b>	0.42	0.36	0.46	0.31	0.44	<b>0.43</b>
<b>Kanpur</b>	0.33	0.38	0.31	0.30	0.32	<b>0.33</b>
<b>Mumbai</b>	0.35	0.34	0.30	0.29	0.36	<b>0.36</b>
<b>Visakhapatnam</b>	0.33	0.26	0.29	0.30	0.28	<b>0.31</b>

Delhi	0.26	0.24	0.28	0.28	0.29	0.29
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**Table 6: Health Potential of The Cities For 2015-2020**

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
Pune	0.59	0.60	0.59	0.65	0.71	<b>0.64</b>
Surat	0.64	0.56	0.51	0.55	0.60	<b>0.58</b>
Chennai	0.55	0.68	0.66	0.40	0.63	<b>0.58</b>
Hyderabad	0.47	0.47	0.60	0.63	0.44	<b>0.52</b>
Bangalore	0.38	0.36	0.60	0.54	0.49	<b>0.44</b>
Kolkata	0.43	0.42	0.40	0.44	0.46	<b>0.46</b>
Kanpur	0.45	0.48	0.37	0.33	0.47	<b>0.41</b>
Mumbai	0.46	0.44	0.34	0.35	0.39	<b>0.41</b>
Visakhapatnam	0.36	0.41	0.33	0.32	0.32	<b>0.36</b>
Delhi	<b>0.40</b>	<b>0.30</b>	<b>0.32</b>	<b>0.31</b>	<b>0.29</b>	<b>0.33</b>

**Table 7: Labour Potential of The Cities For 2015-2020**

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
Pune	0.75	0.74	0.73	0.76	0.77	<b>0.73</b>
Surat	0.73	0.77	0.72	0.77	0.71	<b>0.72</b>
Chennai	0.85	0.69	0.73	0.66	0.67	<b>0.71</b>
Hyderabad	0.62	0.60	0.60	0.65	0.51	<b>0.58</b>
Bangalore	0.46	0.54	0.43	0.50	0.52	<b>0.49</b>
Kolkata	0.50	0.45	0.40	0.42	0.47	<b>0.43</b>
Kanpur	0.65	0.36	0.36	0.35	0.34	<b>0.44</b>
Mumbai	0.42	0.41	0.35	0.32	0.41	<b>0.38</b>

Visakhapatnam	0.41	0.32	0.33	0.27	0.32	<b>0.36</b>
Delhi	<b>0.38</b>	<b>0.37</b>	<b>0.28</b>	<b>0.34</b>	<b>0.33</b>	<b>0.33</b>

Table 8: Social and Cultural Potential of The Cities In 2015-2020

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
Pune	0.69	0.79	0.75	0.53	0.51	<b>0.66</b>
Surat	0.56	0.51	0.56	0.42	0.57	<b>0.52</b>
Chennai	0.54	0.51	0.52	0.5	0.53	<b>0.51</b>
Hyderabad	0.5	0.48	0.46	0.43	0.47	<b>0.47</b>
Bangalore	0.43	0.5	0.49	0.41	0.58	<b>0.47</b>
Kolkata	0.5	0.5	0.38	0.47	0.44	<b>0.44</b>
Kanpur	0.44	0.38	0.48	0.46	0.51	<b>0.42</b>
Mumbai	0.48	0.46	0.52	0.26	0.53	<b>0.44</b>
Visakhapatnam	0.44	0.47	0.4	0.5	0.41	<b>0.43</b>
Delhi	<b>0.51</b>	<b>0.47</b>	<b>0.49</b>	<b>0.34</b>	<b>0.33</b>	<b>0.44</b>

Table 9: Entrepreneurial Potential of The Cities For 2015-2020

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
Pune	0.82	0.81	0.83	0.86	0.84	<b>0.84</b>
Surat	0.56	0.57	0.56	0.57	0.56	<b>0.55</b>
Chennai	0.52	0.52	0.60	0.50	0.57	<b>0.51</b>
Hyderabad	0.37	0.32	0.31	0.29	0.27	<b>0.31</b>
Bangalore	0.27	0.21	0.19	0.16	0.18	<b>0.22</b>
Kolkata	0.19	0.23	0.22	0.20	0.19	<b>0.21</b>
Kanpur	0.16	0.19	0.17	0.18	0.16	<b>0.18</b>

<b>Mumbai</b>	0.08	0.09	0.08	0.05	0.06	<b>0.06</b>
<b>Visakhapatnam</b>	0.03	0.02	0.02	0.02	0.03	<b>0.03</b>
<b>Delhi</b>	<b>0.01</b>	<b>0.01</b>	<b>0.01</b>	<b>0.01</b>	<b>0.01</b>	<b>0.02</b>

**Table 10: The Innovative Potential of The Cities For 2015-2020**

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
<b>Pune</b>	0.56	0.73	0.37	0.79	0.65	<b>0.60</b>
<b>Surat</b>	0.59	0.69	0.21	0.53	0.52	<b>0.51</b>
<b>Chennai</b>	0.36	0.50	0.23	0.54	0.55	<b>0.46</b>
<b>Hyderabad</b>	0.27	0.37	0.28	0.38	0.46	<b>0.34</b>
<b>Bangalore</b>	0.32	0.31	0.30	0.31	0.34	<b>0.34</b>
<b>Kolkata</b>	0.18	0.29	0.11	0.23	0.30	<b>0.25</b>
<b>Kanpur</b>	0.20	0.30	0.11	0.20	0.32	<b>0.22</b>
<b>Mumbai</b>	0.13	0.33	0.09	0.23	0.27	<b>0.21</b>
<b>Visakhapatnam</b>	0.25	0.19	0.00	0.26	0.25	<b>0.18</b>
<b>Delhi</b>	<b>0.05</b>	<b>0.21</b>	<b>0.00</b>	<b>0.09</b>	<b>0.08</b>	<b>0.10</b>

To have motivated all indices of the human capital potential, the normal index of human capital development of the cities is actually estimated, based on the proposed parameters

(Table eleven). This particular index must demonstrate the amount of effectiveness of human capital management in the towns under study.

**Table 11: The Total Human Capital Index (HCI) Of the Cities For 2015-2020**

Cities	Values by year					
	2015	2016	2017	2018	2019	2020
<b>Pune</b>	0.65	0.66	0.60	0.66	0.65	<b>0.63</b>
<b>Surat</b>	0.55	0.60	0.48	0.51	0.52	<b>0.55</b>
<b>Chennai</b>	0.43	0.48	0.44	0.40	0.50	<b>0.44</b>

<b>Hyderabad</b>	0.42	0.44	0.42	0.44	0.48	<b>0.43</b>
<b>Bangalore</b>	0.34	0.37	0.37	0.37	0.40	<b>0.38</b>
<b>Kolkata</b>	0.39	0.39	0.33	0.31	0.34	<b>0.35</b>
<b>Kanpur</b>	0.38	0.36	0.34	0.36	0.31	<b>0.34</b>
<b>Mumbai</b>	0.40	0.35	0.31	0.33	0.34	<b>0.34</b>
<b>Visakhapatnam</b>	0.33	0.33	0.30	0.31	0.36	<b>0.33</b>
<b>Delhi</b>	<b>0.34</b>	<b>0.31</b>	<b>0.33</b>	<b>0.29</b>	<b>0.31</b>	<b>0.32</b>

With this rank, the Hyderabad is actually ranked higher compared to the very similar cities. Nevertheless, the human capital of the Hyderabad has possibilities that are great, which should be created as well as used.

Nowadays, the reorientation of the economy of the nation through human capital, as a consideration of innovation growth, is actually probably the most pertinent, since it

contributes to the effective and successful improvement of cities of the future. This particular development is likewise essential as a result of the point that the Hyderabad depends mostly on the raw material economy, thanks to which there's an immediate need for a growth in the share of development and high-tech industries in the true sector of the regional economic climate; however, this is impossible with no related specialists.

**Table 12: The Structure of Tax and Non-Tax Revenues of The Budget of The Hyderabad from 2016-2020, In Percent**

Type of income	The amount of tax revenue (in %)				
	2016	2017	2018	2019	2020
<b>Income Taxes</b>	47%	41%	39%	37%	<b>40%</b>
<b>Tax on income of physical persons</b>	23%	26%	25%	30%	<b>27%</b>
<b>Property tax</b>	13%	16%	12%	14%	<b>13%</b>
<b>Excises</b>	12%	14%	13%	13%	<b>12%</b>
<b>Taxes on total income</b>	2%	2%	2%	3%	<b>3%</b>
<b>Other tax revenues</b>	2%	2%	3%	1%	<b>3%</b>
<b>Non-tax revenues</b>	<b>2%</b>	<b>1%</b>	<b>6%</b>	<b>2%</b>	<b>2%</b>



Presently, new technologies, other items and equipment that contain innovations account for seventy to eighty-five % of the progress in gross domestic product in the advanced nations.

That's why the intellectual and innovative potential of human capital is actually among the key conditions for development activity in addition to improvement of the economic development.

The steps to produce the intellectual and innovation potential of human capital are actually suggested by the writers. This specific system is founded on the evaluation analysis, taking into consideration the long-range forecast as well as system documents of the

Hyderabad. The primary goal of this particular system is forming the aggregate intellectual as well as revolutionary potential, to make certain the strategic fields of economic and social growth, release of new forms of items, the growth of business parts. The system is founded on the foresight research of a selection of indicators, the present condition of theirs as well as forecast state.

The system consists of the following 3 periods: 2018-2021, 2022-2025 as well as 2026-2030, respectively. The fundamental signs of the innovative and intellectual potential of human capital from 2015 to 2020 and the forecasted versions from 2020 to 2022 are actually considered as a foundation (Table 13).

**Table 13: Indices of The Intellectual and Innovative Potential of The Human Capital of The Hyderabad Until 2020 And the Forecast Until 2022**

Year	2015	2016	2017	2018	2019	2020	2021	2022
<b>Innovation potential</b>	0.37	0.28	0.38	0.46	0.33	0.30	0.36	<b>0.34</b>
<b>Intellectual potential</b>	<b>0.18</b>	<b>0.19</b>	<b>0.18</b>	<b>0.17</b>	<b>0.15</b>	<b>0.15</b>	<b>0.18</b>	<b>0.17</b>

The primary objective of the development plan is actually accumulating the intellectual and

innovation potential for high tech industries and the innovation (Table 14).

**Table 14: Targeted Targets for The Development of The Innovative Potential of Human Capital**

Year	2022	2026	2030
<b>Intellectual potential</b>			
<b>The share of high-tech and knowledge-intensive industries in GRP, %</b>	25	28	<b>30</b>
<b>Number of patents per 10 thousand people</b>	2.5	3	<b>3.5</b>
<b>The number of researchers holding a degree</b>	1800	1900	<b>2000</b>

Number of staff engaged in research and development	12000	13000	14000
<b>Innovation potential of the region</b>			
Share of employed in high-technology and mid-technology activities in the total number of employed in the region's economy, %	20	24	27
The share of small enterprises that carried out technological innovation in the total number of small enterprises, %	6	8	10
Number of advanced manufacturing technologies created	60	70	80
The share of innovative goods, works, services in the total volume of shipped goods, works performed, services	24	27	30

The methods for the improvement of the are offered below (Table 15).  
intellectual innovation person capital potential

**Table 15 Measures to Develop of Intellectual and Innovative Capacity of Human Capital**

Measure	Results	Responsible organizations	Financing
<b>Task 1. Development of the sector of high technology and high-tech industries and the growth of the number of high-tech and medium-technological jobs</b>			
<b>1.1. Growth of the share of high technology and high-tech industries</b>			
Development of the infrastructure for continuing education for workers in high-tech industries of the republic, such as aircraft, automotive;	Possible increase in the share of science-intensive and high-tech sector.	Ministry of Education, Ministry of Industry	Regional budget
<b>1.2. Increase in the number of employees for high technological and medium technological (high quality) jobs</b>			
Organization and co-financing of employee development courses for the	Improvement of skills, personal	Ministry of Education,	

most important areas of the economy	abilities and skills of personnel	Ministry of Industry	Regional budget
<b>Task 2. Stimulation of innovation activity and increase in the number of small enterprises that carry out technological innovations</b>			
<b>2.1. Stimulating innovation and increasing the number of innovative products</b>			
Subsidizing the costs of technology innovation by enterprises	Increase in the output of innovative products	Ministry of Economy	Regional budget
<b>2.2. The development of innovative small enterprises</b>			
Grant support of small enterprises	Increasing the share of small innovative enterprises	Ministry of Economy	Regional budget
<b>Task 3. Increase the inventive activity of the population and the formation of the Institute of Intellectual Property of the Hyderabad</b>			
<b>3.1. Increase in the inventive activity of the population</b>			
Organization of republican competitions of specialists in various fields, awarding of laureates.	Increase in the number of patents, inventions	Ministry of Youth Affairs	Regional budget
<b>3.2. Development of the Institute of Intellectual Property of the Hyderabad</b>			
Creation of the regulatory and legal framework of the Hyderabad in the field of intellectual property	Formation of mechanisms for the protection and support of intellectual property	Ministry of Economy	Targeted program for the development of the market of intellectual property until 2020

	rights		
<b>Task 4. Increase in the number of scientific personnel and researchers who have academic degrees</b>			
<b>4.1. Increase in the number of personnel engaged in research and development</b>			
<b>Subsidizing rental housing for needy recruited specialists;</b>	Involvement of scientific personnel from other cities	Ministry of Labour	<b>Regional budget</b>
<b>4.2. The growth in the number of scientific researchers holding a degree</b>			
<b>Creation of a system of stimulating self-realization of specialists:</b>	<b>Involving researchers with academic degrees from other cities</b>	<b>Ministry of Labour</b>	<b>Regional budget</b>

The anticipated outcome of the system implementation is the construction of problems for the development of application and accumulation of human capital of the area of scientific undertaking and innovation. As a consequence of the implementation of the proposed course, all of the circumstances necessary for the improvement of the intellectual property institution would have been created, the share of the knowledge-based and high-tech sector would have been improved, the conditions for the innovation small business would have been produced as well as the qualified and scientific personnel from the various other cities will have been attracted to the growing feature sector by 2022.

## V. CONCLUSION

To conclude, it must be noted that in the contemporary world, the competitive benefits of the options as well as the economy for its modernization are mostly influenced by the accumulated as well as effectuated human capital in different areas. Numerous scholarly traditions as well as their authors think that human capital is actually among the crucial aspects in the improvement of the economy through innovation pursuits. Nevertheless, in order to create a good human capital management system capable of marketing the innovation growth, a developed person capital assessment methodology is actually needed, which is recognized as, designed as well as tried in this specific scientific work. The assessment strategy suggested by the authors is

actually developed taken into consideration the specificity of the database of the Indian Statistical Organization and the regional buildings of its as well as the application of the statistical strategy, with the choice of particular indicators, on the foundation of which the composite human capital index of the city is actually estimated.

The rating of the human capital index is actually estimated herein, which revealed the perfect amount of human capital improvement in the towns of India. With this rating, the Hyderabad has a relatively good level of human capital growth, though the amount of innovation and intellectual potential remains not completely effectuated. With this regard, the measures for enhancing the intellectual and innovation potential of the human capital are actually created by the writers. The anticipated outcome of the system is actually the construction of conditions that are favorable for the accumulation as well as use of human capital of the growing innovation economy sector of India as well as the cities of its.

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