

**SCTCMG 2021****International Scientific Conference «Social and Cultural Transformations in the Context of Modern Globalism»****POLITICAL ADMINISTRATION OF HUMAN CAPITAL  
DEVELOPMENT IN THE RUSSIAN BLACK SEA REGIONS**

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**Abstract**

The paper considers the problems associated with improving the effectiveness of political administration of social processes in the Crimea and the Krasnodar Territory in the context of creating conditions for improving the quality of human resources and spatial development of the regions in the South of Russia. The need to apply the conflict resolution paradigm in the analysis of the regional socio-political space is justified. The political space is structured as a grouping of organizations created in the center, forming a hierarchy of functional structures of political control, providing a certain level of management of the society as a whole, but with some specificity at the regional level of each subject of the federation. Based on a theoretical interpretation of the basic concepts of political administration of human capital development of a multi-ethnic transforming society and an empirical study, the main trends and factors influencing their formation in the conditions of aggravation of conflict and geopolitical confrontation in the Black Sea macro-region were revealed. The conclusion is argued that the human factor as a key element of socio-economic and political-cultural relations determines, among other things, the subjective component of the political and managerial potential of a complex multi-ethnic society in permanent conflict interaction in conditions of competition. The paper emphasizes the importance of a synergistic paradigm for studying the characteristics of social ties and their dynamics in the process of political administration of human capital.

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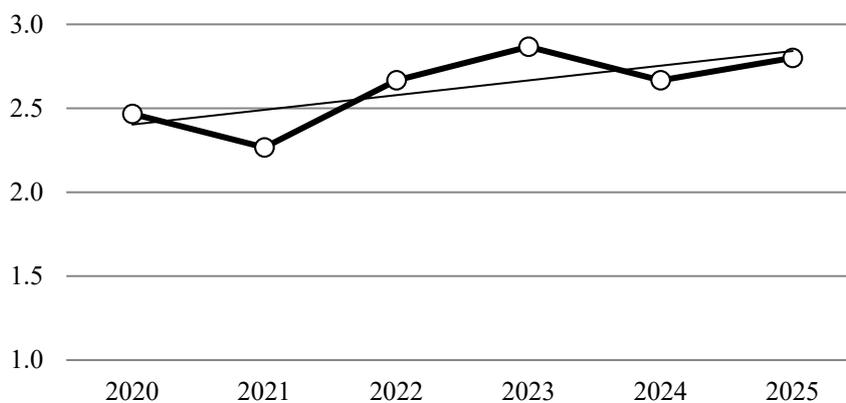
*Keywords:* Human capital, Black Sea region, political administration, regions, spatial development



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## 1. Introduction

The development of methodological foundations for the analysis of human capital has traditionally occurred in the conceptual dimension of formation and effective use of man as a labor force, his role and place in the economic system of the society. But the Russian export-raw-material model of the economy coupled with its presence in narrow segments of world markets is dangerous for the loss of economic independence, the displacement of the country to the periphery of world development, the growing social and demographic crisis, the reduction of labor resources (Fig. 01), and the decrease in the effectiveness of public administration mechanisms (Belousov, 2006). This negative scenario of fifteen years ago was aggravated by the global political and economic crisis of 2020.



**Figure 1.** Expert forecast of the ethno-political tension dynamics in the Krasnodar Territory for 2020–2025 (5 – point scale, 1 – minimum tension, 5 – high probability of open conflicts)

## 2. Problem Statement

The head of the Accounts Chamber, Kudrin (2021), recommended the heads of the Russian regions to pay attention to “development scenarios that take into account potential shocks in connection with the growing level of global uncertainty” (para. 3). In this regard, the political administration of human capital in the regions of the Russian Black Sea is considered in accordance with the reunification of Crimea with Russia, as well as in connection with the latest factors due to crisis trends and the need to develop and implement adaptive scenarios that increase resistance to negative phenomena in conditions of uncertainty. In our opinion, in modern conditions, a synergistic approach is becoming relevant, with the help of which the development of human resources of the Republic of Crimea is being studied in the context of the regional policy within the Russian Federation and the Krasnodar Territory as the most dynamically developing subject of the Russian Federation in the Southern Federal District in the context of geopolitical instability in the Black Sea region and the growing general uncertainty of the global economy.

### **3. Research Questions**

The subject of this study is the political administration of the development of human capital in the context of the transforming multi-ethnic society of the Southern macroregion in the context of the specifics of the factors of influence on the Russian Black Sea region.

### **4. Purpose of the Study**

The purpose of the study is to determine the trends in the development of human capital in a strategically significant macroregion. On the basis of a conflict resolution analysis of the socio-political space of the region, it is necessary to establish the characteristics and priorities of the actors of the political process as subjects of administration.

### **5. Research Methods**

The main methods in the polyparadigmatic approach to the selection of explanatory models for studying the regional communities include conflict diagnostics and expertise, as well as functional and factor analysis presented by the concept of positive-functional conflict and the systemic definition of the essence of human capital and spatial development. The study utilizes the methods to diagnose interethnic and interfaith relations, their influence on the dynamics of a common Russian identity at the regional level and the transformation of certain characteristics of human capital under the influence of socio-economic and political-cultural factors. The study is devoted to the social nature of contradictions of political administration in the conditions of emerging deepening of value discrepancies in the conditions of deepening crisis phenomena and their specificity in a multi-ethnic environment. The intellectual, innovative, operational and value-cultural functions of subjects of political administration seem to be the most significant for the development of the human capital in modern society. Moreover, the regional specifics emphasizes the particular complexity of the administration process based on the synergistic model of the world (Vasilkova, 1999), which comes from its nonlinearity, non-equilibrium, which ceased to be, but is becoming. The modern government faces a very difficult task: to rationally and effectively manage the non-rationally organized society, timely determine difficult transitions from peace to movement and create the necessary conditions for sustainable development of the social space of specific regions (Yurchenko, 2011). The conceptualization of factor analysis (Ananyina, 2018) is caused by the adequate definition and selection of the most important indicators, which is one of the tasks of factor analysis. The issue of modern data analysis according to expert surveys is also particularly important. During the study, this enables risk assessments and analysis of general patterns (Gaman-Golutvina, 2015). The methodology of a comprehensive analysis of the regional situation involves the identification of key problems of political administration of human capital development.

### **6. Findings**

Considering the human capital as a system consisting of the main components, including innovative potential, functional, intellectual and cultural-value, it is possible to determine how each of

them being formed and developed in the created conditions within the studied regions contributes to the development of all major components of the social system. First of all, the axiological aspects of state policy to ensure the conditions for the consolidation of the Russian society are maintained in modern conditions (Kovalenko, 2017). Since the trends of value polarization in crisis conditions caused by acute contradictions both in socio-economic, and in the cultural, ideological and political spheres of interaction between various ethno-confessional, professional and demographic communities, and between the groups with different interests and motivational guidelines in relation to work, property, requirements of the rule of law become serious risk factors, their comprehensive analysis is needed taking into account regional specificities and mechanisms to improve the effectiveness of political administration of human resources.

One of the results obtained in the study of the problems of political administration of human capital is the rationale for the significance of this phenomenon for proper understanding of the main regional resources. In this respect, not only quantitative indicators are important, but also the specific socio-economic conditions under which the real human factor of production is formed and realized. Naturally, the state authorities at the regional and local levels, which implement socio-economic policies in the region that take into account the peculiarities of the area have the greatest influence on the conditions in which a particular person lives and works. Therefore, it is at the regional level that it becomes possible to create the most favorable conditions for the transformation of human potential reflecting the developed capabilities of an individual into human capital, which becomes a source of income and well-being for both the individual and society as a whole (Chuchulina, 2010; Yurchenko et al., 2017). The Krasnodar Territory and the Republic of Crimea, as border regions characterized by the mosaic composition of the population due to multi-ethnic and multi-confessional setting, represent complex heterogeneous administrative-territorial entities, which from a geopolitical point of view bear a special importance for the whole state and ensure its sovereignty, territorial and mental integrity, strengthen the all-Russian civil identity (Yurchenko et al., 2020). The ongoing process of Crimea's integration into the Russian socio-political and civilizational space directly depends on the effectiveness and quality of administrative structures responsible for the development of human capital and the spatial modernization of the region, development of positive inter-ethnic and interfaith relations. The impact of integration policies is particularly evident in the behavioral models of social groups of young people, who are often classified as groups with unsustainable political and sociocultural attitudes, which requires special attention in terms of policy administration based on design and political and administrative practices. Political consulting and expertise is developing in this direction by the representatives of the basic department of the Southern Scientific Center of the Russian Academy of Sciences, namely the Department of Political Science and Political Administration of Kuban State University. It is worth mentioning the Laboratory for Political Analysis and Conflict Analysis of National and Regional Security Problems, which performs its research activities on an ongoing basis with the involvement of talented youth. Since one of the most significant aspects of inter-ethnic relations in the region is migration, primarily related to the influx of migrant workers and those moving southwards from the northern and eastern territories of the country, we identified trends of increasing ethnic mosaic structure and, therefore, conflictogenity in the socio-political space of the regions. According to experts, the Krasnodar Territory, characterized by advanced dynamic economic growth compared to other federal entities of the Southern

Federal District, shows a continuous increase in the level of migrants. The declining living standards and growing social competition aggravate domestic and interregional national problems. The expert survey (SSC RAS, June-July 2020, n=26) predicts a slight deterioration in the ethnopolitical situation in the Krasnodar Territory. Moreover, according to experts, the increase in tension will fall on 2022–2023 followed by a decrease in the level of tension (Figure 01). At the same time, the problems not directly related to the contradictions between labor migrants and local residents become ever more acute on the Crimean peninsula. In the Krasnodar Territory, the opinion on the need to tighten migration legislation and more tightly combat illegal migration is more widespread. Inter-ethnic interactions often show ethnic mistrust, which reduces the level of integration and threatens the growth of conflict, although, as a rule, only at the domestic level. For the Republic of Crimea, experts note an increased level of perception of threats to the financial and legal security of residents, which is explained by the insufficient effectiveness of political administration to get the region out of the state of territorial and financial difficulties. Ethno-confessional differentiation and threats of destabilization by Ukraine and Turkey are noted as a fairly high degree of conflict in Crimea. The socio-psychological, mental and worldview components of the human capital of a multi-ethnic regional space require a careful comprehensive analysis of demographic, professional, ethnocultural, ideological and socio-political orientations and attitudes that determine specific behaviors of different stakeholders according to the criterion of conflict-integration dichotomy (Gotin, 2020; Yurchenko et al., 2020). The analysis of empirical data on the characteristics of human capital in the regions (Krasnodar Territory and the Republic of Crimea) and their relationship with the development goals of the country allows determining the extent to which political administration of human capital at the regional level is consistent with the national development goals of the entire state. This involves the system of long-term projects in the relevant areas, dynamic, advanced development, access to the trajectory of long-term growth. At the same time, the most important condition for sustainable and dynamic development is the decrease in the socio-economic differentiation of the population and the formation of a mass middle class (Belousov, 2006). For the studied regions, it is necessary to pay attention to the diagnosis of inter-ethnic and interfaith relations, to the problems of strengthening the all-Russian civic identity (Denisova, 2018; Zadorin, 2018). In turn, being the most important factor and resource for the development of economic and socio-political regional space the human capital determines both the level and the effectiveness of political administration of all spheres of society. Therefore, enhancing opportunities for human capital involves human-centered social and economic development. In this regard, the question of the human factor of production should be extended to all components of the socio-cultural dynamics of modern society.

## **7. Conclusion**

The regions of the Russian Black Sea in the context of their focus on humanitarian values were studied based on a synergistic paradigm – a model of knowledge of the developing world as an ultra-complex system, its nonlinearity and imbalance. In terms of assessing the effectiveness of policy administration of human capital in the regional dimension, it can be noted that there is a clear lack of motivation of young people for productive, innovative, as well as entrepreneurial activities, on which the prospects and competitiveness of regional development depend. The focus on the desire to work in public

authorities and management is more evident, which is explained by fears of lack of guarantees for the protection of small businesses, uncertainty about the future. Although the orientations on the development of entrepreneurial abilities look better in the Krasnodar Territory, in general, for the developed state of human capital it is necessary to find additional reserves to increase the effectiveness of political administration, especially in order to increase creative, economic potential in the youth environment.

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