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## **The role of human resources and elites in national development and progress**

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### **Abstract**

The pathology of the migration of scientific elites is so complex that the national security of countries suffers from this irreparable loss. In further explanation, it should be said that today there is a belief that the supreme power of the world is those who have the power of science and innovation and more opportunities to access information. Therefore, it must be admitted that with the loss of these forces and their departure, it is as if a major pillar of the national security building is removed or at least added to the materials of the powerful building of the immigrant country, which is sometimes hostile to our system. Elitism is the principle in development. Cohesive, like-minded and cohesive elites are the most rational determinant of development. The role of human resources in the production of science and its development is undeniable, because with tact and management, it is possible to easily provide the necessary space to attract material investment resources and technology and turn it into a product that can be offered in the global market in an optimal combination. Therefore, it can be said that the role of human resources in reforming the socio-economic structure is undeniable.

**Keywords:** Socio-economic Structure, Pathology, Elites, Human Resources.

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## **1. Introduction**

The concept of development has been one of the topics of interest to experts in recent decades. Development is a complex and multifaceted concept that has, accordingly, been the subject of much academic, intellectual, and media debate. The most important issue in sustainable development is the role and position of elites and efficient and educated human resources in general. All industries need three basic elements to create, complete and develop rapidly:

1- Manpower 2- Equipment and devices 3- Goods and materials

In the meantime, various specialists have approached it from the angle of their specialized field. So that economists consider the way of growth of human societies as economic development. But what is less clearly addressed is, firstly, the role of human beings and, secondly, the role of elite human beings in the development process.

First, it should be noted that due to our type of analysis and attitude, the concept of development and growth of societies, human role and human capital will have a different definition. For example, human economic theories have always been considered as one of the institutions of production in the production cycle, but since the nineties, the concept of human development has been included in development theories. Human capital is also measured by human skills, academic success, intelligence, etc. Of course, there is no single theory among experts in the definition of intelligence, but what is clear is that intelligence means the general ability of the mind and is not limited to limited academic skills or getting a good score on intelligence tests and includes broad concepts such as learning power. Fast, learning from experience, reasoning ability and so on. Among the above factors, "manpower" is the most important capital of the industry, and how to use it to achieve maximum efficiency and productivity is one of the most complex problems. Despite the undeniable role of these resources as the public wealth of the country in facilitating the process of economic development, therefore more valuable than these resources and mines, is the elite, capable and innovative manpower that plays a role in accelerating the economic development of society.

This rule has been proven not only in Iran, but also in all the developed countries of the world, something on which the advanced societies of the world have achieved great prosperity and success.

Studies in 81 countries show that, contrary to previous perceptions, there is a significant difference between the intelligence of people in different societies. Also, the difference

between nations in academic success is a function of the difference in their intelligence. These differences in IQ and academic success are the basis of differences in economic growth and per capita income. Thus, the role of national intelligence in the development of countries is a critical component. In contemporary times, manpower is the main and most valuable wealth and capital of any country and many powerful countries in the world, such as South Korea, Japan, Germany, etc. without having significant underground resources (such as oil, gas, copper, Gold, precious stones and jewelry, etc.) have relied on capable, efficient and elite manpower to achieve such prominent ranks in the world economic system that they are considered as the main players in the international economy. In fact, if there is no match between individual and organizational goals in the industry, manpower will become a deterrent.

## **2. The importance of paying attention to the elite**

The role of the elites of any society is a prominent role in the honor and independence of that country, so that an elite can lead a population on its own, and if one wants the success of his surroundings, he will guide that group to development, and if Conversely, it can guide them to isolation by streamlining and gravitating with gravity, albeit within their limits. Therefore, the role of the elites, whether positive or otherwise, is important and significant and should not be ignored.

The elite must work and sacrifice in the field of work with a sense of responsibility to their country and nation, because without interest in the fate of the two, one cannot have a real and path-breaking effect in one's society. Interest and attachment to the development of the country. On the other hand, the elite are the one who makes the most of the opportunities and the useful power, and basically the elite and elitism is not the reason for personal genius. For example, a person can be at an intermediate level in terms of education, but use his innate talents in sports in the best possible way, and the person is also considered an elite. Scientific and research permissiveness is just one of the criteria of elite.

With the view that the great men of the country have always given a special place to the category of national production, the question arises in the mind of every human being, how this important thing is realized? Should we be comfortable with just one slogan? Many variables play a role in this, one of which is the skilled and creative workforce that we refer to

as elite or outstanding. Perhaps the importance of having elites in a society is not clear to us. Of course, just paying attention to manpower as the most important asset is also important.

We want to say a little about the importance of having elites in a society and what is the need for continuous planning to attract them, especially the academic elites in the country? On the other hand, the name of elite and elitism in the minds of some reminds of an issue called brain drain that we may still be unaware of the consequences of leaving the country and do not know what challenges this issue will face us in the future and why countries Develop a strategic and planned effort to accept or immigrate elites.

### **3. Human capital of irreplaceable actors in various fields**

Human capital is fundamentally different from other factors influencing the growth and development of industry due to characteristics such as non-renewability, complexity, variability, multifacetedness, adaptability, etc. It is because of these differences and their unpredictable impact that they have been dubbed the worthy human capital. In addition, the experience of the top players in the industry shows that in sensitive situations, the same human capital has caused some industries to excel or lag behind other companies. Such experiences can be seen in larger areas such as industry, country, region and the world. To examine the issue in more depth and to find the root causes of these experiences, the role of human capital in laying the groundwork for success and progress can be examined separately. The presence of young people in various fields is certainly very progressive, but more important than the executive presence of young people is their intellectual impact and discourse, because this work will lead officials and managers in the same direction desired by young people, and a phenomenon It also occurs in the name of elite turnover. Young people should create a space based on futurism by thinking, writing and reflecting their ideas without fear of blind non-academic views, and current incumbents should know that in the next ten years, and perhaps less, these third and fourth generations. There are those who want to run the country, and if they are not given a field, they practically and subconsciously get angry with the scene of power, which is not pleasant and even turns opportunity into a threat. Therefore, it should be noted that now is the best time to empower and nurture the elites, and if the ruling elites do not pay attention to this issue and do not provide an opportunity for them to be present on the scene, this neglect will hurt the society and the country in the future. Just as the scientific movement of recent years and the transformation of science production

into a wealth is the result of the formation of scientific discourse over the past decade, now young people and leaders must, like the formation of scientific discourse spaces, emphasize their importance and role in strategy and Pay attention to the values and strengthen this self-belief as the ruler of this country.

#### **4. Human capital is a factor of economic superiority and social success**

Human capital plays an important role in their success due to its direct impact on the various achievements of the activity or development of enterprises. Among other things, human capital, by applying its mental and operational power to the costs, revenues, consequences and supply chain of an enterprise, causes its growth or decline in productivity. For this reason, it can be said that one of the most important evaluations for valuing an enterprise today is the evaluation of its intellectual capital, which is also human capital and is an important factor in the difference between the values of different enterprises with the same physical resources. Obviously, having such a value will pave the way for many positive consequences, including attracting investors, customers and various suppliers to the organization and thus shaping its economic success.

Organizations as the largest consumers of social inputs, on the one hand, are able to generate, grow and develop huge social capital by creating prosperity in various fields, and on the other hand, due to the high potential impact of socially influential forces on organizations, society and its institutions An industry or organization can be very influential in its success. Human capital as a common chapter of the organization and society, through the transfer of concerns and expectations of society to the organization and planning and efforts to address these concerns and meet these needs can play an irreplaceable role in increasing the social capital of the organization and turning it into a useful actor. کردن. This is doubly important for industry, which has always been accused of having adverse consequences for society's core inputs, such as its environment.

#### **5. Human capital, the most important actors in all areas**

Given the limitations of various resources around the world - of which our country is no exception - the role of human capital as industrial planners and operators can be vital in this regard. Planning to increase productivity in the consumption of scarce inputs such as water, energy and raw materials, which are also the most important uses of the industry, is one of

their important effects. Also, the protection and protection of scarce environmental resources - including proper planning in the protection of the country's climate and biological resources - can improve the position of industry, which has long been accused of inappropriate activity in these areas in the eyes of society and its social capital.

In the areas of strategy, knowledge, technology and innovation, human capital is the most important role players. Having the right strategy for development and proper technology is one of the most important concerns of industry actors, and at the same time, technology upgrades can have very important effects on all other factors. Meanwhile, human capitals, while laying the groundwork for the use of new imported technologies with their capabilities, are also potential creators of new technologies through innovation and knowledge creation. At the same time, one of the most important reasons for the irreplaceability of social capital is their unlimited potential in the field of innovation, which, therefore, cannot be copied and can provide a platform for creating a sustainable competitive advantage for the country's industry. The global case of many successful companies whose sole proprietorship is the ownership of technologies or inventions always proves this. This category further clarifies the role of families and educational centers in the country in the development of a creative generation by improving or even revising the educational methods of future generations. This is also the reason for the role of technical and higher education institutions in the development of industry. In addition, the need to pay more attention to the creation, acquisition and sharing of knowledge should be considered in this regard.

Spirituality and ethics are among the most important issues in today's organizations. The experience of causing various harms resulting from the immoral activities of organizations for the society has caused this issue to be paid more attention than before. In our country, which has huge spiritual and moral assets from Islamic teachings, historical and social models, paying attention to this issue, as one of the areas of gaining a sustainable competitive advantage, can lead to increasing success of all industries, especially industry. One of the most important factors that can make the difference between human capital and other types of capital is the issue of spirituality and ethics. Having educated human resources with appropriate spiritual capacity can pave the way for the creation, growth and promotion of huge social capital in the national and global arena for industry.

Based on the above, it can be concluded that human capital, in addition to creating value for organizations, can be considered as a basis for the emergence of other capabilities in the

organization. This highlights the need to pay attention to the development of human capital. For this reason, it is vital to pay attention to improving and even, if necessary, reviewing the methods of education of these assets before joining the industry by creating a bilateral partnership between the industry and the education system of the country at all times. Also, proper attention to staff training and development after entering the organizations is considered very important and is one of the most important reasons for creating an advantage for top domestic and foreign companies.

#### **6. Technology due to the creativity and efforts of elites**

Technology is created and developed by the creativity and efforts of the elites of a country and creates employment, prosperity, profitability, growth and prevention of currency outflows and even the inflow of foreign currency into the country, but when we produce technology our basic and complementary needs Then we can live better and enjoy the high economic security that is important today due to the implicit importance of national production and the protection of Iranian capital, as well as Iran's position in the world and the region. Now, thanks to the efforts of the leaders and elites of the academic community, in addition to improving the academic, economic and scientific levels, we are reaching a level where the level of important strategic and influential indicators in the Asian region has increased.

On the other hand, xenophobia should not be rejected in scientific discussions, and we should be prepared to make disciples in order to acquire knowledge independent of religion. On the other hand, we should not always remain students, but we should move in the direction that the Iranian nation in all areas of the world reaches a point where others become his students.

#### **7. Conclusions**

Capital needs attention and maintenance. Human capital is no exception. Therefore, designing appropriate manpower systems in the field of steel industry can lead to the increasing growth of this industry, which will be the result of increasing the effort, enthusiasm and competence of employees, more than ever. Meanwhile, the role of institutions serving employees in this area should also see some improvements. Among these institutions are employee supply and pension funds, which can better eliminate any undesirable concerns of employees and increase their value, which will ultimately lead to greater profitability of these institutions. Now, with the increase of Iran's international interactions, it is time for the government of

men to invest more in the production of science and innovation by planning and creating a suitable environment. And to make this platform in sync with the promotion of management in universities, scientific centers and institutions, so that its brilliant effects can be seen.

Centers such as science and technology parks and towns, knowledge-based centers, science and research centers can meet the needs of the industrial sector to innovate and increase quality, while this in turn will help increase scientific enthusiasm in universities. Universities are the best and most appropriate platform for the growth and promotion of innovation and technology. They pay. An issue that unfortunately has not been presented for a model so far and the proceedings have been local.

On the other hand, addressing the university officials, it should be noted that the small growth of articles should not be targeted, but the quality of articles and, more importantly, the orientation of articles in meeting the needs of the country, should be the principle.

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