

## Universities and their role in the development of human capital To achieve sustainable development

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***Abstract-** Human capital plays an important role in the service of development in all countries of the world without exception, as the cornerstone of any stable and sustainable development that is added to the strength and progress of States. Global attention to human capital has increased in the wake of the international trend towards globalization, with the quantitative and qualitative accumulation of human capital required for innovation, development, innovation and information investment, forcing most countries to allocate large sums of money to restructure education and develop programs aimed at improving capital characteristics And make them more appropriate and in line with sustainable development requirements.*

*University education is a necessary necessity for preparing qualified human capital for production, research and development and raising the general intellectual and cultural level of graduates of education in the light of knowledge and technological revolutions .*

***Keywords:** Human Capital, Competencies, University, Training, Research, Sustainable Development, Iraqi Universities.*

### INTRODUCTION

The University is the top of the pyramid in the education system throughout the world, and is the cornerstone of human development Sustainable development, especially in the present age, where the university is one of the social educational institutions Has become the focus of many scientists and specialists in different fields, because of their tasks There is no doubt that the University has been and continues to be of great importance in any educational system Relates to the formation of human capital with the highest scientific skills and qualified, to employ knowledge to serve

Social needs necessary for scientific, economic and social progress; and as an essential tool In the formation of sustainable development plans, which the University can achieve, by carrying out three key functions agreed Experts of higher education on their accreditation to modern universities, namely: university training, scientific research and community service And development. These three functions are interdependent and intertwined, and difficult to separate from one another.

**The problem of this study:** The human element is one of the pillars of development, as the beneficiary of improving a certain standard of living (level of education, fighting poverty, health care ...) on the one hand and as the most productive factor in moving the economic activity as the contractor and the worker on the other hand. The university is one of the most important means available to government agencies to implement human development and develop knowledge in society. Does the University play a role in the development of human capital to contribute to sustainable development?

**The Hypothesis of this study :** Attention to human capital and development leads to the achievement of sustainable development. The University also contributes actively to the development of human capital through the functions of training and scientific research. The University contributes actively to the development of the society by following up on the requirements of its economic and social environment of human resources and partnership.

**Objectives of the study:** This study aims to shed light on the university as an important and sensitive scientific discovery that will enlighten the decision makers and the society at large on the role that the university should play and contribute to activating this role to achieve the desired sustainable development.

**The Methodology of this study:** This study is based on the descriptive and analytical method and by using expressing data of the selected variables in order to produce useful data.

**1- The concept of human capital :** Alfred A. Marshall believes that humans are a capital that must be invested to benefit from its potential and energy To discover, analyze, refocus, innovate, and innovate in the rest of the capital (Marshall, 1930, p216). In total, there are five types of capital that can be diagnosed as follows:

- Physical capital: means financial or monetary capital;
- Natural capital: means natural resources and ecosystems;
- productive capital: includes physical assets capable of establishing goods and services;
- Social capital: means networks of social relations and positive norms and values in society Which enables its members and classes to act together effectively and effectively to achieve their common objectives;
- Human Capital: means the productive capacities of individuals inherited or acquired.

Many of the writings indicate that the first use of the term human capital in the modern era was the famous economist Jacob Messner in an article in 1958<sup>1</sup> and later in 1961. Schultz's writings, and Baker's contributions in 1964 by reviewing the theoretical literature on human capital, there are many concepts and definitions

Theodor Schultz defines human capital as the "group of human potentials that can be used to exploit all economic resources". It represents the total, quantitative and qualitative total of the available human resources in the society. If it represents the intellectual competencies and the scientific levels of the population, it is determined by the level of education associated with experience and knowledge, but if the total is calculated through the total population population (Huda Zuair, Adnan Dawood, 2010, p. .116).

Of the definitions of linking human capital to economic activity by defining it as the qualifications and other characteristics of the person concerned with economic activity (OCDE, 1998, p.9).

Although the above definitions are not uniform, this does not negate a high degree of similarity between them, most of which consider human capital as: a set of skills, abilities, abilities and experiences acquired or inherited by the individual, enabling him to participate in economic life and gain Income, which can be improved through investment in education, health care, training and other forms of investment.

**2- Components of human capital :** Human capital consists of three basic elements:

- Competencies: the set of knowledge, attitudes, behaviors and behaviors derived from the experience necessary for the exercise of a particular profession;
- Experiences and experiences: the various experiences and scientific and practical experiences gained by practicing the profession;
- Knowledge and qualifications: the various information accumulated through training and education.

**3- The concept of human capital development :** Having defined the meaning of human capital, we still have to know the meaning of the development of human capital. It is defined as "the proper preparation of the human element in accordance with the needs of society, on the basis that by increasing the knowledge and capacity of man and increasing his exploitation of natural resources as well as increasing his energies and efforts" (Musa al-Louzi, 2000, p. 87). The development of human capital is the mobilization of human energies and the development of their multiple potentials and their mental and physical talents to increase their value and raise their status, so that they can be creatively used in ways of optimal utilization of all economic resources (Nafer Ayoub, electronic version, p.x). The development of human capital "is one of the key elements in moving, refining, maintaining and developing capacities and human competencies in the scientific, practical, technical and behavioral aspects, and then it is an educational tool that provides the human knowledge and information or theories or principles or values or philosophies that increase the capacity to work and production, and is also a training tool given by modern scientific methods and advanced technical methods and different paths in the optimal performance in Work and production. It is also an artistic tool that gives the person additional experiences and self-skills that refine his abilities and mental or manual skills. This is the last way to reshape his behavior and his material and literary actions, and give him the

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<sup>1</sup> - *Investment in Human capital and personal Income Distribution of political Economy, Journal of Political Economy, August, 1958.*

opportunity to reconsider his actions and actions in the and his relationship with his colleagues, superiors and subordinates (Ahmed Mansour, 1976, p. 195). Education, training, and development of cadres are the main pillars and key drivers of human capital development.

- 4- **Concept of sustainable development:** Which established the concept of sustainable development and identified its most important features are Guallm Brundtland, where it played an important role in its determination in our joint report of the World Commission on Environment and Development in 1987. Which defined sustainable development as: "Development that meets the needs of the present without compromising the ability of future generations to meet their needs" (World Commission on Environment and Development, 1987, p. 83). Since the Brundtland report, scientists have presented other definitions of sustainable development. One of the issues that raised the controversy was the Commission's use of the term "needs", which many interpreted as essential needs. This is what some see very narrowly. Economist Robert Solow gave an alternative definition in 1993 and felt that the duty of sustainability was: "We will not provide future generations with anything but provide them with everything necessary to live a standard of living no less than the quality we enjoy, and look to the generations to follow from the same perspective" (UNDP, 2011, p.17).
- 5- **Dimensions of sustainable development :** Sustainable development involves multiple dimensions that overlap, and a focus on addressing them will make significant progress in achieving targeted development. The focus can be on three critical and interactive dimensions: economic, human and environmental.

**First: Economic Dimensions:** The economic dimension of sustainable development requires a halt to the dissipation of internal and non-underground economic resources and continuous reductions in the levels of energy and natural resource consumption.

**Second: Human Dimensions:** Human capital is an important asset for any country. Greater commitment to investment in education, training, health and housing at all levels is a key component of any sustainable development strategy. Where man is seen as the central axis of development, both a means and a goal. (Jamil al-Tahir, 1997, p.4).

**Third: Environmental Dimensions:** The concept of sustainable development is based on the fact that the depletion of natural resources, which are considered necessary for any agricultural or industrial activity, will have negative effects on development and the economy in general. Therefore, the most important dimensions of sustainable development are trying to find a balance between the economic and environmental system (Jamil Taher, Saleh Asfour, 1993, p. 504)

- 6- **Relationship of sustainable development dimensions to capital:** Sustainable development can be achieved if production is carried out in ways and means to maintain and increase the capital stock of its five types. Therefore, the three basic economic processes of production, distribution and consumption must be added to a four-step process: Resource Maintenance (Majda Abu Zant, Osman Ghunaim, 2005, p. 163), then sustainable development requires not only physical capital but also other types of capital that create, stimulate, maintain the environment for development, and lead to sustainability. The dominance of the traditions and values of economic competition, for example, can lead to the physical depletion of capital in a very short time. Moreover, the lack of human capital that is maintained leads to the deterioration of the infrastructure components, however sophisticated. Owned by States Can be rapidly depleted in the case of concentration alone, and as a result of severe degradation of the environment. On the other hand, investment in social capital - which some consider as part of human capital and represent an effective tool - leads to more sustainable development patterns, because its accumulation enables more efficient employment of other types of capital available in society.
- 7- **The University:** There is no self-defined definition or personal and universal definition of the university concept for multiple angles Through which to consider this institution, when educators are educational institution, offering higher education; Sociologists considered a social institution, whose activity is directed to meet the social demand for higher education,And contribute to the social development of society; while the researchers in the field of economics is a facility, whose goal is to prepare The human capital necessary to lead a country's economic development at the lowest possible cost. So the university is an institution Nationalism before being an academic institution (Abu Qasim

Saadullah, 2003, p. 163), basically, regardless of The University remains an institution of a special nature seeking independence, to achieve its objectives in production Knowledge and dissemination, that independence, which does not cut off from society, but documents its belonging to it and make it an integral part of it, It is a reflection of what is happening in society, affected by all the tensions and conflicts that are happening and are affected by all developments Both positive and negative, and affecting it with the production of human capital and knowledge products that would Contribute to sustainable development.

**8- University concept:** The following are some of the definitions and concepts related to the university:

Known as Rabeh Turki, says: "The university is a group of people who have given themselves to seek knowledge, study and research.. The goal of the university is to seek knowledge and scientific research "(Rabeh Turki, 1992, p. 73). This definition defines the university's goal of seeking knowledge and scientific research, but omits that the university was established to serve the community and solve its problems and achieve its aspirations and aspirations, seeking science is not the goal of the only university.

The university is also defined as a scientific society that is interested in the search for truth and its basic functions Education and scientific research and the service of the community that surrounds it (Ahmed Abu Melhem, 1999, p. 21). At In this definition, we note the emphasis on the most important roles and functions of the university towards society, namely research Scientific, education and community service.

The university, as defined by Alan Tauran, is a meeting place where friction between the process of knowledge development is achieved The goal of education, and the need for graduates (Sami Salti Arifaj, 2001, p. 15). This definition highlights a role The university in the preparation of human capital of graduates and entrusted with the task of community service and development.

Economically, it can be defined as a productive enterprise designed to prepare human capital Necessary for leadership in a country and at the lowest possible cost. The university is not just a social management system, but a system

Integrated approach that achieves balance with society because of its end, end and sustainable development. This definition achieves to a large extent the concept of the university according to our study, mainly in the development of human capital, that is, the composition of tires to serve the goals of sustainable development.

**9- University planning for sustainable development:** Linking the university with society and the field of work serves two basic purposes: first, harnessing material resources and the human nature of universities to serve the community that is part of it, and secondly, to confirm the credibility and role of the university institutions In the various sectors of society and to affirm the fundamental role of science and technology in the advancement, advancement and giving of the nation More support and trust, and the University can achieve this only through the development of planning in line with the situation Community and aims at its development.

**First: the concept of university planning:** University planning is part of the overall planning, aiming to make university education conforms to the pattern Economic planning, this strong relationship results from the need to coordinate the structure of the workforce with the structure of jobs Which leads to certain trends of development, which creates the need to design and build educational policy In a way that is appropriate for the balance of the two structures, so that the supply and demand for manpower can be harmonized and eliminated , All the causes of the imbalance between the forces of supply and the forces of demand in the labor market (Hashim Abadi, Yousef Al - Tai, 2008s. p109). University planning requires analysis of the demand side of jobs, which is demand-driven demand Production and then serves the university formation goals of sustainable development through: (Farid Najjar, 2007, pp. 394-393).

- Analyze the demand for jobs necessary for sustainable development;
- Analysis of population growth rates and demand for different education outcomes;
- Taking into account the hierarchy in the state and the various organizations in the public and private sectors;
- Taking into account the competitiveness of university graduates through the possibility of entering the international labor markets;
- Taking into account the global dimensions in the development of university training to stand up to competition in various fields

**Second: Justifications for university planning:** There is a set of justifications for the introduction of the principle of university planning, and can be summarized in the following: (Hussein Mukhtar, 2002).

- a crisis in planning due to rapid changes in educational, economic and social systems;
- The breadth and diversity of the educational system;

- increased belief in planning and its value in controlling the future;
- The increasing problems of university education that have affected the efficiency of its outputs;
- Change in labor market and production requirements.

Third: The principles of university planning

Unpublished university education becomes an improbable work that does not suit the requirements of a modern state and does not achieve

And if we want education to be based on the principles of scientific planning, the principles must be realized the following: (Hashem al-Abbadi, Yusuf al-Tai, 2008, pp. 111-113).

**A - Inclusiveness:** as it should include university planning university students must include adults in a framework Continuous education and include other related fields, such as administration and financing of education, buildings and structures, It also includes planning for different approaches, methods and methods.

**B - Integration:** It became a necessity to integrate university planning in the total planning Social and economic development, and the need to link it with the design of other sectors. The development of a plan University education is not just adding a plan for college education along with other plans as it happens in Most often, we should coordinate the education plan in its goals and directions with goals and trends And processing pattern for other aspects.

**C. Sustainability:** The planning of a university education must be a long-term activity and a practice in a sustainable manner where it will address the future, which ranges from ten to twenty years, as well as the near future. Where from The high-level actors required for sustainable development require special efforts Lasting periods, giving the time factor in university planning considerable weight.

**D - Quantum and quality:** The planning of the university education should include quantitative and qualitative aspects of education, do not rely on Quantitative aspects only, such as the number of students, professors and departments, but must pay attention to the qualitative aspects Quality, such as the objectives and content of university education, the preparation of teaching staff, and the development of programs and content And the effectiveness of books, and these qualitative issues require the development of standards that impose a certain adequacy in University education.

**E - Effectiveness of administrative organization:** In order to give university education satisfactory results must be administrative organization the statistical bodies have a certain effectiveness and flexibility that facilitates this design, implementation and follow-up.

**10- The role of the university in the service and development of society:** The University's service to the community is the actual translation of university functions in order to adapt individuals to the changes In the world of science and technology, as well as with the growing cultural needs of leisure time And facilities provided by modern means of communication.

Some countries have taken great steps to make the University serve the local community, in the Republic People's Republic of China the colleges of education, in cooperation with local education departments, gave lectures on how to preserve On public health, on genes, on ethics and on the psychology of the child. These colleges offer these lectures For parents attached to parents' schools (Arab Bureau of Education, 1987, pp. 65-66). In Japan, Junior Colleges offer about 500 two-year college programs, In the fields related to the development of society and work on his service, and these programs are in the education of individuals conservation of food ,And education in preschools and perception (Edward Boschamp, 1985, pp. 49-50). The Michigan State University has also provided services to the community, In the agricultural field, because they are called land grant colleges, and began to provide special courses in agriculture until it was founded The Federation of Extended Services in the United States of America, and in the 1920s these courses were combined with a new unit For continuing education, and this unit has evolved to include many areas in response to problems faced by individuals Groups and the larger community in general. Russian universities also provide services to the outside community as a voluntary act. These services include: evening classes and professional courses for the public Including leadership skills, communication skills, public speaking skills, and faculty members are encouraged In various fields to create a good relationship with local bodies and institutions such as local schools Libraries, museums, sports clubs and industrial establishments (Tariq Amer, 2007, electronic version). Some countries have established community service colleges called community colleges the society<sup>2</sup> (USA) or intermediate colleges (Japan) and these colleges are a major force in service.

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<sup>2</sup> Community colleges, with more than 1,700 colleges in the United States. Most community colleges are state-backed, and few are independent or under special management. In addition to academic programs leading to the receipt of certificates from colleges (eg co-diploma). Community colleges offer vocational training and technical training for two years. The cost of studying at a community college is much lower than that of a four-year university, and although community colleges are less expensive, students can have an excellent education. A number of American and foreign

This third post, one of the University's functions, is that the university should be a scientific and cultural focus in society, by opening up to society, strengthening ties with him, advising him, and contributing to the solution of its problems and help it exploit its natural resources by providing the necessary manpower. The university can not isolate itself from current social problems; on the contrary, it must diversify from them. Their services are provided to the public outside the campus, they serve as models between the achievements they make to all sectors, particularly in the area of consultancy, training courses and dissemination of knowledge. The university can contribute to the service of society to achieve sustainable development, by focusing on the following roles: (Kazem Almqdadi, 2006, p. 40-41).

- 1- The field of intellectual leadership of societies
- 2- The field of continuing education
- 3- Field of consultancy studies
- 4 - The field of lectures, conferences and seminars

**11- Education in Iraq:** Prior to 1980, The Education system in Iraq, was marked as one of the best and recognized as the most advanced in the region, expressing strong national vision and strident and idealistic leadership, moreover had become free and compulsory in 1976 (Geopolitics, 2009). Prior to 1991, the Gross Enrolment Rate for primary schooling was over 100% accompanied by high levels of literacy, both of men and women. The international standard and highly qualified personnel fingerprinted the Higher Education, especially the scientific and technological institutions (UNESCO & IRAQ, 2003). The years (1991-2003) witnessed an international embargo that resulted to a great deterioration in the education system as a result of the deficiency in the daily living needs. School attendance decreased drastically as education funding was cut and the scarce income forced children into the workforce (Wikipedia, 2003). According to UNESCO's 2003 Situation Analysis of education in Iraq, the educational system in the Centre/South worsened despite the provision of basics through the Oil for Food Programme (UNESCO & IRAQ, 2003), while the North (Kurdistan-Iraq) did not suffer as much due to rehabilitation and reconstruction programs executed through UN agencies. The education after 2003 invasion, suffered another version of deterioration. The Iraqi Ministry of Higher Education reported that over 3250 academics had fled the country between February and August 2006. According to the Iraqi Association of University Lecturers about 300 academics, including Ph.D.'s working in Iraqi government ministries and university administrators, had been killed before January, 2007 (Wikipedia, 2003). The extent of the violence against academics has prompted fears of a "brain drain" in Iraq of those academics who are not killed and accordingly the UNESCO director general Koehler Matsuura spoke out loudly saying; "By targeting those who hold the keys of Iraq's reconstruction and development, the perpetrators of this violence are jeopardizing the future of Iraq and of democracy" (AAAS, 2013). The enrollment of children in primary education rose from 76.3% in 2000 to 89.1% in 2011, but disparities continue to persist amongst males and females, as well as between urban and rural areas.

**12- Human capital in Iraqi universities:** Higher education contributes to sustainable economic growth through the influence of graduates on spreading knowledge, contributing to the production of new scientific and technical knowledge through scientific research and advanced training, and serving as channels for the transmission and dissemination of knowledge generated abroad. The return on higher education is estimated at 10% or more in low- and middle-income countries, indicating that investment in this type of education contributes to higher labor productivity and long economic growth. Admission to university education in Iraq is limited to secondary and sometimes secondary (technical, technical and vocational) (2 - 6) years of study. This stage is important in preparing the scientific cadres to influence the society. We can note from Table (1) the number of graduates of preliminary studies and higher in public and private universities and bodies for the technical education and to observe the rates of change during the period of time between (2010-2015), there is a clear instability in the changes in the number of students graduating. The academic year (2012-2013) witnessed the highest number of graduates (61079) (2013-2014) is the highest number of students graduating (23880). The reason for the increase in the increase in turnout in the civil colleges and as shown in Table (1).

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students spend the first two years of their studies at a community college at lower financial costs and easier acceptance policies to study many of the required materials associated with their degrees. They then move from there to spend the last two years at four-year universities. (International Education Center, 2012).

Table (1) Main indicators for graduates of higher education during the period 2010-2015

academic year	Graduates of undergraduate studies						Graduate s Graduate Studies
	Public universitie s	Private Universitie s	Board of Technical Education			total summatio n	
			Technica l institutes	Technica l Colleges	Total		
2010-2011	59369	9641	21819	2528	24347	93357	4910
2011-2012	56361	13673	26314	2325	28639	98673	5846
2012-2013	61079	16276	19899	2518	22417	99772	6888
2013-2014	58235	23880	15705	2370	18075	100190	6485
2014-2015	58405	21513	18796	2134	20930	100848	8081
<b>Change (increase or decrease) during the period (2013 / 2014-2014 / 2015)%</b>	0.3	9.9-	19.7	10-	15.8	0.7	24.6
<b>Change (increase or decrease) during the period (2010 / 2011-2014 / 2015)%</b>	-1.6	123.1	13.9-	15.6-	14.0-	8.0	64.6

Source: Ministry of Planning and Development Cooperation, Annual Report, Central Bureau of Statistics and Information Technology, Iraq, 2015.

The increase in the number of graduates as the number of students admitted and faculty members has also increased, as shown in Table (2), indicating that there is a remarkable development in the number of students admitted as well as the increase in the number of teaching staff, the number of teachers increased from (24459) In the academic year (2005/2006) to reach (37404) teaching in the academic year (2011/2012), which indicates the increase in the trend towards obtaining university degrees in various specialties and as shown in Table (2) that shows the development of indicators the higher education in Iraq for the period from 2000 to 2015, with the increase the number of students from 277195 in 2000 into 574741 in 2015. This development is reflecting the increase the interesting in education in order to obtain the certificate in higher education. Whereas the number of teaching staff in all the Iraqi universities is rising from (12402) in 2000 to (35319) in 2015. As a result of the increase in the number of universities and scientific research centers in Iraq,

Table (2) Evolution of the number of students and professors in Iraqi universities

Years	The number of students	The number of teaching staff	The number of Universities	Years	The number of students	The number of teaching staff	he number of Universities
2000	277195	12009	12	2008	382873	30106	19
2001	297292	12344	12	2009	416414	31952	19
2002	322226	13170	12	2010	456377	33968	19
2003	354922	15439	12	2011	476007	21113	19
2004	368753	16950	17	2012	489105	37374	20
2005	380231	21002	17	2013	554272	39389	20
2006	353173	24401	18	2014	626700	40938	23

2007	368631	29080	18	2015	574741	35319	23
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Source: Ministry of Planning and Development Cooperation, Annual Report, Central Organization for Statistics and Information Technology, Iraq, various years

13- **The Indicator of Investment in the training** :Training in Iraq is one of the important and effective sources for acquiring skills as well as raising of competencies that has positively effect on the economic mobility of young energies. It has characterized by experience, skills, awareness and training which according to the technical and modern techniques can be achieved The levels of productivity and service are advanced in quantity and quality and keep abreast of the scientific and technical development in the world. Iraq has set up several training centers to increase human capabilities and increase its capabilities. Iraq has aimed to establish many centers so as to increase the human ability and we can notice Table 3, it shows the number of the graduated students from these centers in spite of the increasing is important in the number of the graduated. However, the investment in the training was not at the required level compared to other Arab countries.

**Table (3) Number of graduates of training centers in Iraq**

The name of the center	The number of graduates					
	2005	2006	2007	2008	2009	2010
Al - Mutasim Center	-	27	-	146	194	236
Alexandria Center for the vocational Training	-	-	72	2382	1030	1518
Basrah Center for the Vocational Training	97	20	118	42	40	-
Al Waziriya Center for the Vocational Training	4923	1527	3375	2414	934	1317
Khor Al - Zubair Center for the vocational Training	427	309	754	2001	487	-
Al - Zaaferania Center for the vocational Training	1186	120	4113	1668	363	577
Ninewa Center for the vocational Training	251	47	762	1734	101	288
Shoula Center for the vocational Training	949	675	3883	2262	502	849
Al Waleed Center for the vocational Training	-	70	907	1605	656	828
Al Shaab Center for the vocational Training	560	456	122	267	203	306

Source: - From the work of the researcher has based on the data of the Ministry of Labor and Social Affairs - Vocational Training Center - Department of Statistics, multiple publications

14- **The components of the effective development of human capital in the university:** Is the sum of the pillars on which the effectiveness of human capital development depends on the university:

**A - Professor (faculty member)** The university professor is the main stone in the training process in the university, as the direct supervisor of the delivery of knowledge to students, and thus is the element of human capital information, knowledge and ideas, if the students were the most important inputs of the university, the professor of the most important components, The university, with its professors, not with its buildings, and the university, with the thought, work, experience and research of these professors before anything. "(Wafaa Mohammed Al-Borai, 2002, p. 302) the university, in the era of knowledge and informatics, Received In science, and has the full ability to use the latest teaching and research techniques, and teach them to students in order to build human capital evolutionary and creative.

**B - Curricula and decisions of the study** the formation of human capital means providing him with the various knowledge capable of granting him two degrees of excellence and creativity. This will not be possible unless he benefits from university courses and curricula that have special advantages, linking theory and practice, and giving the student the necessary information. Curricula and syllabuses are among the most important elements of success. University in the preparation of human capital creative and creative.

**C- Teaching methods** teaching method is an important component in helping to achieve good quality production of human capital. The composition of the university is characterized by its multiple methods, because of its many materials. "Some of them need to be memorized, including those that require creativity and creativity, including those that require practical practice and field experience." (Lahcen Bouabdallah, Mohamed Mekdad, 1998,P.35) Achieving sustainable development in any country requires efficient, responsible and proactive frameworks that require modern methods of providing them with the necessary



knowledge, methods that create a sense of responsibility and capacity for analysis and induction, and develop a spirit of partnership and initiative. The developed world to adopt modern methods.

#### **D. The organizational and administrative structure of the University**

The organizational structure of the university is the map that describes its organization at a moment of stability. It consists of an official structure, related to the distribution of jobs and roles, the definition of responsibilities, power lines and organizational relations, and an informal structure based on the total interpersonal relations within the institution the general organizational and administrative framework, in which the training process takes place at the university, is a factor Specific to the effectiveness of the latter, the sum of human and material components, and the total practices that are done on the level of service directly affects the quality of human capital .

**E. Other components** In addition to the basic components mentioned above, there are other factors which also play a prominent role in development of human capital, including:

**First: libraries and information centers** Its role in the development of human capital can be assessed through a number of indicators, the most important of which are:

- The availability of a library with necessary information resources in all the specialties of the university
- Availability of audiovisual and modern means of communication
- The extent of qualification of the human body supervising these services, with the supervision of the provision of efficiency
- Availability of adequate places for student numbers and convenient for viewing.

**Second: The study environment** It is the number of students in the halls, their suitability for effective learning, the appropriateness of university furniture and other technical equipment (lighting, ventilation, quietness, clarity of sound...).

**Third: Buildings, facilities and facilities related to the educational process** the buildings, facilities, the number of factories, workshops and equipment of different types, availability and suitability, as well as accommodation facilities for students and teachers are all essential elements for the success of the educational process.

**Fourth: Serving the students** need a range of necessary services such as facilitating admission and registration systems, with the need to match the admission rates and numbers of students to the available resources and the need of the community. Providing university loans and scholarships and distributing them and providing incentives to those who excel (Amani Mohammed, 2007, pp. 382-383).

#### **15- Achieving the pillars of university training related to the development of human capital :**

In view of the fact that education in general is a necessity for the development of human capital to participate in production and creativity Through sustainable development, which is based on the development of the student's cognitive, ethical, physical and artistic character, so he must be interested The University Formation (Karim Nouri, 2005)

-To link university training with production, and to support the university's technical, agricultural, industrial and commercial training, in the light of international experiences and development needs, and appreciation of talents and scientific resources, and the development of training curricula and their content;

-Provide the necessary resources and incentives to ensure continuous education by providing regular information to the constituent in various disciplines, and the adoption of the principle of open educational channels;

-Introducing technology as an essential element in the educational process, including the generalization of computer use as an educational tool through the introduction of multimedia with the introduction of a global information network (Internet) to universities so that distance learning can be realized;

-Modernize the universities in keeping with the development of modern science, whether by developing disciplines in existing colleges or by establishing specialized colleges and universities, focusing on scientific research and linking it to the needs of development and society;

-Access to global rates both in terms of the quality of graduates or their preparation under the scientific preparation in political science.

The above can be achieved by paying attention to the basic elements that link university training and human capital development. These elements can be summarized as follows:

A - university training for knowledge

B - University training for work

T - University formation in order to personal composition

D - University formation in order to understand and appreciate others

**Conclusion :** Through this study we demonstrate that human capital represents the knowledge, skills and abilities that make Man is able to perform his duties and responsibilities efficiently and effectively, where he is the capital of humans have the best types of capital value, and this by their contribution to economic development, as one of the variables the main influence of the production process. Countries are therefore seeking to develop them by improving the three indicators of human development, health care and education. The emergence of sustainable development that focuses on supporting various aspects and the application of various policies and participation. All parties and groups should be in a way that allows for comprehensive development in the economic, social and environmental fields, on the one hand, and a lasting one between the present and the future, by reducing the waste of all economic, Other. The need for human capital development to define different dimensions of sustainable development has been increased, by promoting economic development and achieving social justice while preserving the environment. We have found that education is one of the most important means of human capital development. It aims to improve capacity and help meet the needs of individuals and contribute to economic growth, which benefits their human development benefits. Education is the driving force of development in all its dimensions, particularly in increasing production, income and poverty eradication. With the emergence of sustainable development, new goals for education have emerged: ESD is more than just a simple environmental education, but encompasses all aspects of life and is based on values, principles and practices to meet current and future challenges. The University is one of the most important educational institutions that contribute to achieving sustainable development through the performance of its functions, through the work of university training. The university is dedicated to the development of human capital by providing educational programs in various disciplines for students in order to prepare them for life so that they are able to adapt to life Practical environment and contribute to the development of their communities. It is necessary to prepare and prepare future generations for action and participation in sustainable development in the advancement and advancement of society in all other areas. We also found that scientific research is a tributary that contributes to the development, development, development and development of knowledge, and finding appropriate solutions to the economic challenges of social and environmental challenges facing the local and global community. Through scientific research, the University works to provide care, build capacity and build excellent capacities for research, studies and scientific experiments to serve the human society and contribute to its progress and prosperity.

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