

EDUCATION OF HUMAN RESOURCES DEVELOPMENT IN VIETNAM – VIEWPOINTS AND REALITY¹

EDUCAÇÃO DE DESENVOLVIMENTO DE RECURSOS HUMANOS NO VIETNÃ – PONTOS DE VISTA E REALIDADE

PHAM NGOC TRAM

Thu Dau Mot University, Binh Duong
Province, Vietnam
trampn@tdmu.edu.vn

NGO HONG DIEP

Thu Dau Mot University, Binh Duong
Province, Vietnam
diepnh@tdmu.edu.vn

VO THI NGOC TRAM

Thu Dau Mot University, Binh Duong
Province, Vietnam
tramvtn@tdmu.edu.vn

Abstract: Education of human resources are considered the most important asset of any country and investment in people is always an inevitable thing in the process of socio-economic development. The economic growth of a country can only be realized when the human resource development of that country is concerned and focused. In the current period, the industrial revolution 4.0 taking place strongly around the world has been bringing great opportunities to developing countries, including Vietnam, but also poses many challenges. The challenge is that the existing labor force has not yet met the innovation requirements of the economy. Therefore, the study focuses on the identification and reality of human resources in Vietnam. From there, the study proposes some important contents in Vietnam's national human resource development strategy in the new period.

Keywords: Human resources. Perspective. Education. Solutions. Vietnam.

Resumo: A formação de recursos humanos é considerada o ativo mais importante de qualquer país e o investimento nas pessoas é sempre algo inevitável no processo de desenvolvimento socioeconômico. O crescimento econômico de um país só pode ser realizado quando o desenvolvimento dos recursos humanos desse país está preocupado e focado. No período atual, a revolução industrial 4.0 ocorrendo fortemente em todo o mundo vem trazendo grandes oportunidades para os países em desenvolvimento, inclusive o Vietnã, mas também traz muitos desafios. O desafio é que a força de trabalho existente ainda não atendeu aos requisitos

de inovação da economia. Portanto, o estudo se concentra na identificação e realidade dos recursos humanos no Vietnã. A partir daí, o estudo propõe alguns conteúdos importantes na estratégia nacional de desenvolvimento de recursos humanos do Vietnã no novo período.

Palavras-chave: Recursos humanos. Perspectiva. Educação. Soluções. Vietnã.

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Corresponding author:

trampn@tdmu.edu.vn



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1. Introduction

In the process of movement and development of human history, human is always the decisive factor. Humans are not only the quintessence in the development of the world but also the agents that change the world, make history and perfect themselves. Today, when science and technology develop strongly, the common feature of the world economy is the knowledge economy, and the process of globalization and international integration becomes extensive in all fields of the world. In social life, the human factor is considered the most important resource for competition and development. High-quality human resources are human resources with good knowledge, skills, and abilities, with basic and in-depth training to meet the requirements and tasks of the country's reality and the current labor market. Developing high-quality human resources is considered an important and key factor to ensure economic development, deep integration, sustainability, and stability in the context of the new era of knowledge-based economic development. Over the years, the development of high-quality human resources has achieved positive results, but there are still certain limitations. Therefore, it is necessary to have solutions that are close to reality and accomplish the set goals.

Research Questions:

What is Vietnam's perception of human resource development?

What are the results and limitations of human resource development in Vietnam in recent years?

What is the solution to develop human resources in Vietnam in the coming time?

2. Literature Review

Related to this topic, there are many works and works such as:

In "Improving the Quality of human resources to Meet the Requirements of Industrialization and Modernization of the Country", the authors analyzed the role of human resources and the need to improve the quality of our country's human resources to meet the requirements of industrialization and modernization (Chanh, 1999).

Also related to the issue of people in the cause of industrialization and modernization, the work "Comprehensive human development in the Period of Industrialization and Modernization" analyzed the scientific basis of the development strategy comprehensively Vietnamese people in the period 1996 - 2000, and the same time outlined some strategic orientations and some solutions to build and develop Vietnamese people in terms of morality, intelligence, aesthetics... Especially The book has concretized in a certain category about the

educational and training goals of the school, mainly in the general education system, and built a comprehensive educational strategy to promote economic development, and serve the cause of industrialization and modernization of the country (Hac, 2001).

Related to this topic, there is also the research work "Human Resources in the Process of Industrialization and Modernization of the Country" which presented the role of human resources in the process of industrialization and modernization; the current situation of human resources in Vietnam; Thereby, providing basic solutions to effectively exploit and develop human resources in the period of industrialization and modernization of the country (Khai, 2005).

Next is the topic "Promoting Human Resources for Industrialization and Modernization: international experience and Vietnamese Practice". The book focuses on issues such as intelligence and intellectual resources, the role of intellectual resources, and the main conditions for promoting intellectual resources in the development of society in general. At the same time, the book also presents the characteristics, actuality of promotion and development trends of Vietnam's intellectual resources in recent years; thereby proposing the main directions and solutions for promoting Vietnam's intellectual resources in the process of renovation and building the country in the direction of socialism (The, 2005).

In the research works on human resources in the current period, there is the work "From educational development strategy to human resource development policy". The book focuses on issues such as intelligence and intellectual resources, the role of intellectual resources, and the main conditions for promoting intellectual resources in the development of society in general. At the same time, the book also presents the characteristics, actuality of promotion and development trends of Vietnam's intellectual resources in recent years; thereby proposing the main directions and solutions for promoting Vietnam's intellectual resources in the renovation and building of the country in the direction of socialism (Education Development Institute, 2022).

In addition, there are several works written on the use of human resources such as the work "Effective use of human resources in Vietnam", the author has analyzed several theoretical and practical issues related to the development of human resources develop, allocate, and the use of human resources, and at the same time propose policies and solutions to develop, rationally distribute and use human resources effectively in the development of a market-oriented economy socialist (Dung, 2003).

Articles “Developing High-Quality Human Resources to Fulfill the Aspirations of Building a Prosperous and Happy Country: Problems and Solutions” said: “high-quality human resources in Vietnam are posing challenges in terms of physical strength, professional qualifications, behavior, labor discipline, and competitiveness” (Tri & Thanh, 2022).

From different angles, the above works have given the concept of human resources, human resource development; on the role of human resources in economic and social development. The above works are valuable resources for us to complete the research

3. Research methods

The research is carried out based on the worldview and methodology of dialectical materialism and historical materialism, Ho Chi Minh's thought, and the viewpoint of the Communist Party of Vietnam on the human resource development force. The study uses a combination of research methods, such as historical and logical methods, comparison and comparison, analysis and synthesis, induction and deduction, and statistical methods from reference sources serve in research.

4. Results and Discussion

Awareness of Vietnam's human resources

The term "human resource development" was formed and developed as a scientific concept in the 70s of the twentieth century. Up to now, depending on the purpose of analysis, people have different definitions of human resource development. According to the United Nations Educational, Scientific and Cultural Organization (UNESCO), human resource development is to make the entire skilled population of the population always consistent with the development of the country. This understanding is to associate human resource development with product development and is limited to developing labor skills and meeting job requirements. The International Labor Organization (ILO) believes that human resource development includes not only the acquisition of skills but besides capacity development, it is to make people need to use that capacity to lead to productive employment as well as career and personal satisfaction (Cuong & Tien, 2004, p.15). This understanding, in addition to the economic aspect, also emphasizes the social aspect of human resource development. This approach is quite close to the theory of human development.

Based on the view that "people are capital - human capital", Yoshihara Kunio - a Japanese economist - said: "Human resource development is investment activities to create human resources with quantity and quality meet the needs of socio-economic development of the country, and at the same time ensure the development of each individual" (Kunio, 1992, p.95).

In Vietnam, many concepts and definitions of "human resource development" have been proposed. In the work "Human issues in the cause of industrialization and modernization", an understanding is proposed that: "Human resource development is understood as basically adding value to people, in all aspects such as morality, intelligence, skills, soul, and physical strength... make people become workers with new and high capabilities and qualities, meeting the great requirements of socio-economic development, industrialization, and modernization of the country" (Hac, 2001, p.4).

Similarly, in the work "Philosophical Thematics" of Nguyen The Nghia, the concept: "Human resource development is the process of creating growth changes in the quantity and quality of human resources, and at the same time improve the efficiency of their use to better meet the country's sustainable development" (Nghia, 2007, p.632). This concept considers human resource development as the growth transformation of factors in people that can be mobilized, used, and promoted in the process of socio-economic development to promote the sustainable development of human resources country.

From the above analysis, we believe: Human resource development is to improve the value of human resources, mainly in terms of physical strength, intelligence, morality, capacity, skills, and aesthetics... to achieve maximum efficiency in activities, especially creative activities that create material and spiritual values.

To comprehensively develop human resources, it needs to be conducted with three basic contents: Human resource development in terms of quantity, which is regulated by population size (number of people, population density, population growth rate), and labor force (age structure, gender, distribution of labor by territory and industry; Development of quality human resources, including characteristics of the state of physical, intellectual, moral and quality. Therefore, developing the quality of human resources is to improve physical, intellectual, and moral qualities... that is, to raise the value of human resources effective use of human resources is a constitutive element of the human resource development process and one of the main criteria to evaluate the development of human resources in the process of industrialization and modernization and international integration.

At the 11th Party Congress, stemming from the requirement to realize the general goal of: By 2020 turn our country into a modern industrialized country, the Party has identified three strategic breakthroughs: completely improving the institution of a socialist-oriented market economy; building and completing synchronous infrastructure; and rapid development of human resources, especially human resource development, in which developing and improving the quality of human resource development is identified as "a decisive factor in promoting the development and application of science and technology economic restructuring, growth model transformation and is the most important competitive advantage, ensuring fast, efficient and sustainable development" (Communist Party of Vietnam, 2011, p.130). This breakthrough is an important turning point to focus on improving the endogenous strength: knowledge - the wisdom of the Vietnamese people to adapt and develop breakthroughs in the dynamic world, of the scientific age and technology developed like a hurricane; and only in this way can our economy achieve fast, efficient, quality, and sustainable growth; Only then can we escape the danger of falling into the existing middle-income trap and soon turn our country into a modern industrialized country.

The 12th National Congress (2016), affirmed that focusing on human resource development continues to be one of the strategic breakthroughs. The Party emphasized: "It is necessary to synchronously implement mechanisms, policies, and solutions to develop human resources, especially high-quality human resources, to meet the requirements of socio-economic development" (Communist Party of Vietnam (Nam, 2016, p. 295 - 296.)

The XIII Party Congress continued to affirm that people are the center of development and steadfastly develop comprehensive Vietnamese people: 'Considering people as the center, the subject, the most important resource and the goal of the development of the Vietnamese people develop; Taking cultural values and Vietnamese people as the foundation and important endogenous strength to ensure sustainable development. At the same time affirming: "promoting the human factor, taking the people as the center; promoting the role of culture - the spiritual foundation of society, the goal and driving force of development" (Communist Party of Vietnam, 2021, p. 215). The XIII Congress advocated: "Promoting the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Developing a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management human resources, corporate governance; human resources to

manage society and organize life and take care of people” (Communist Party of Vietnam, 2021, p. 216).

Thus, through the congresses, the Party's views on human resource development, especially high-quality human resources, have been transparent, comprehensive, and up-to-date, meeting the requirements of human resource development in the new context of globalization and international integration. As a result, the quantity and quality of high-quality human resources over the past time have achieved some positive results.

Results and limitations for human resource development in Vietnam today

According to statistics, our country's population is more than 98 million people, of which the labor force participation rate accounts for about 68.7%. This is an extremely favorable advantage for us to exploit and use for socio-economic development, serving the cause of national construction and construction. The proportion of trained workers accounts for about 64.5% (I/2021); Vietnam's labor productivity has improved markedly, increasing by 5.8%/year on average in the 2016-2020 period, higher than the 2011-2015 period (4.3%) and exceeding the set target (5%/year).). The average contribution of total factor productivity (TFP) in 5 years is about 45.2% (the set target is 30 - 35%) (Communist Party of Vietnam, 2006, p. 213)

In the press release on the labor and employment situation in the first quarter of 2021 the General Statistics Office said that out of a total of 49.9 million employed workers, workers in the service sector accounted for the largest proportion. 39.5%, equivalent to 19.7 million people, followed by industrial and construction workers, accounting for 32.3%, equivalent to 16.1 million people. Labor in agriculture, forestry, and fishery accounted for the lowest proportion, 28.2%, equivalent to 14.1 million people. Compared to the fourth quarter of 2020 and the first quarter of 2021, the proportion of workers in the agriculture, forestry, and fishery sectors increased. In contrast, the proportion of workers in the industrial and construction sectors in the first quarter showed signs of decreasing, compared to both the previous quarter and the same period last year (the proportion of employees in the agricultural sector increased by 0.8, respectively. percentage points and 0.2 percentage points; the proportion of labor in industry and construction decreased by 1.3 percentage points and 0.7 percentage points, respectively). The rate of trained workers has improved, estimated at 64.5% in 2020, of which degrees and certificates will reach 24.5%, up from 2015 (19.9%) (Vietnamese Communist Party) Male, 2011, p. 130)

The above figures have proved that human resource development plays a particularly important role in the implementation of targets and content on economic and social

development in each agency, unit, and locality. Human resource development here is the contribution of each person in different fields and activities, under the influence of these mechanisms, policies, and human resources have been awakened, are, and will be awakened to arouse potentials, and strengths that are asleep, or have not been used at the right time, in the right place most effectively and reasonably.

However, the proportion of untrained workers in Vietnam is still quite large, the quality of training is low, and the structure of occupations is not reasonable. Currently, our country is lacking workers with high labor skills, good leaders, managers, scientists, and experts in many fields, but there is a surplus of manual labor without training create. Meanwhile, international competition with unskilled, cheap labor shows that it does not bring high efficiency. The shortage of high-quality human resources is becoming a major obstacle to the process of industrialization and modernization of the country and international integration. According to the General Statistics Office's forecast, the golden population period will last for about 34 years and end in 2041. Thus, we have spent more than 10 years in the golden population structure period, but the reality is Economic results show that the surplus value and economic efficiency are not commensurate with the number of existing employees in the whole country. This is evident in the comparison of Vietnam's labor productivity which is much lower than that of some countries in the region. Vietnam's labor productivity in 2020, as estimated by the International Labor Organization (ILO), is 7 times lower than that of Malaysia; 4 times that of China; 3 times that of Thailand; 2 times that of the Philippines, and 26 times that of Singapore. The 2020 report of the Asian Productivity Organization (APO) also shows that Vietnam's labor productivity lags behind Japan by 60 years, Malaysia by 40 years and Thailand by 10 years.

The low quality of human resources is one of the great challenges of Vietnam in the context of the fourth industrial revolution. According to the results of a recent study, “in the next 2 decades, about 56% of workers in 5 Southeast Asian countries, including Vietnam, are at risk of losing their jobs because of robots, especially in the garment industry. In addition, the development of the digital economy will lose a large number of jobs, replace up to one-third of the labor force in agricultural product processing, and replace 26% of the labor force in the logistics industry in Vietnam (Nam, 2021, p.32).

In the coming years, digital transformation is an inevitable trend in Vietnam and many countries around the world, but to develop a digital economy, Vietnam must overcome several challenges, including the challenge of resources human. The development of the digital economy requires digital human resources to deploy, organize and operate the economy effectively. The

development of the digital economy will lead to drastic changes in labor, the digital transformation process will both lose jobs but also create new jobs. According to the forecast of experts of the World Economic Forum (WEF), by 2025 machines and humans will have the same working time, and machines will replace human positions, causing 85 million jobs do can be lost. However, there are also new jobs created in industries that need the reciprocal complementarity of modern technology and skilled labor. The digital economy will make a big change in the labor structure and the labor market. The development of science and technology will cause labor market instability, increasing the fear of job loss due to automation, and Vietnam and other countries in the region may lose their comparative advantage based on cost low labor costs. The digital economy offers great development opportunities, but workers need to be prepared with the right skills and competencies for future job demands.

Specialized legal documents have been promulgated many times, but there is no consensus among documents, there are even contradictions, overlaps, and inadequacies leading to difficulties for human resource development in general shared. Specifically, the legal provisions on state management of human resource development are specified in many of the above documents, however, the actual application of the law and the assignment and administration of the Government to the agencies are not limited to related is not clear, specific, or inconsistent, so the effectiveness is not high.

Solutions to develop human resources in Vietnam shortly

Firstly, increasing awareness of the role, position, and importance of high-quality human resources. It is necessary to realize that human resource development is the most valuable resource, the driving force, ensuring the rapid and sustainable development of the country. This is the most important and meaningful content to ensure that human resource development takes place regularly, with focus and focus to achieve the set goals and requirements. It is necessary to renew thinking in recruiting, evaluating, and rewarding human resources based on capacity and work efficiency. This is the motivation for each individual to constantly learn, improve their professional qualifications, skills, and productivity, and work efficiency to affirm their "high quality". Avoiding the status of being labeled bachelor, doctor... is of course considered high quality, enjoying regimes for high-quality human resources while expertise is weak, productivity, quality, and work efficiency short. Currently, the Central Organizing Committee has been implementing a project on building job positions, which defines the capacity framework, job

description, quantity, and specific products of each position... These are considered to be the right initial steps in changing the perception of staff evaluation. The above fact proves that the construction and planning have not yet followed and met the practical needs. There is still a situation where ministries, sectors, and localities have planning, but the connectivity, connection, and coordination are not effective, and not close to reality, the planning is still formal, so human resource development is still a problem force and is still spontaneous. Due to the lack of information, lack of connection and connection, the family keeps sending their children to school, the education sector keeps training, and agencies, organizations, and businesses still use it in their way. To overcome this situation, each ministry, branch, locality, agency, organization, and enterprise must develop a master plan for human resource development by the requirements of reality, social needs, and strategy socio-economic development of the unit and the country.

Second, review and finalize strategies on education, training, and human resource development by the requirements of industrialization and modernization. Up to now, our country has also had quite a few regulations and decrees on the development of education and training as well as human resource development compared to the requirements of continuing to promote industrialization and modernization. Nowadays, many regulations are outdated and no longer suitable for the requirements of practice. Therefore, it is necessary to review existing regulations, promptly issue new regulations to create breakthroughs in education and training, and gradually remove bottlenecks in the quality of national human resources.

Third, promote fundamental, comprehensive, and synchronous innovation of education and training. Complete the education system in the direction of openness and integration, promoting stratification and streamlining, encouraging lifelong learning, and building a learning society. Reorganize the education and training network, rearrange the national education system both at the training scale, structure of professions, and training institutions, and re-planning the network of vocational education and higher education associated with socio-economic development planning of the whole country, region, region, and locality. Implement higher education stratification. Renovate curricula, high school textbooks, and frameworks for training programs at university and vocational education levels in the direction of promoting creative thinking, self-study, and self-research capacity, and increasing practice time focusing on the contents and skills that learners, businesses, and society need, ensuring the connection between education levels and levels, between vocational education and higher education. Diversify training methods. There is a mechanism for organizations and individuals to participate in the

development, adjustment, and implementation of training programs and assessment of learners' capacity.

Innovating teaching and learning methods at all levels. Reform the objectives, content, forms of examination, examination, and evaluation of education and training results, and step up the application of information technology. Step by step apply accreditation and assessment according to the outputs of education and training.

Renovating policies for teachers and educational administrators; improving the quality of research and application of science and technology in education and training. Special attention is paid to the reorganization and improvement of mechanisms and policies for pedagogical schools nationwide.

Fourth, proactively integrate internationally to develop Vietnamese human resources. Develop and regularly update the legal system on human resource development in Vietnam in line with Vietnam's development level but not contrary to international practices and laws in this field to which Vietnam participates, signed, and committed to performing. Establish a national qualification framework relevant to the region and the world. Develop educational and training contents, programs, and methods by international standards and Vietnamese characteristics; strengthen the inter-relationships between training programs between Vietnamese and international educational institutions and training disciplines; implement mutual recognition of training programs between education and training institutions of Vietnam and the world; agreement on recognition of training diplomas and certificates between Vietnam and other countries. Participate in international accreditation of training programs. Conduct quality assessment and management according to international standards, link and exchange undergraduate and graduate education and training, and scientific and technological research topics and projects between institutions of higher education in Vietnam and the world. Create a favorable environment and conditions to attract talented and experienced foreign teachers and scientists and overseas Vietnamese to participate in university human resource training and scientific research technology at Vietnamese higher education institutions. Continue to implement support policies from the state budget and mobilize social resources, call for foreign investment to build several universities, colleges, and vocational training of international standards. Attracting international-class universities and vocational schools to Vietnam to operate.

Besides, Vietnam needs to well implement policies on treatment, nurturing, and attracting high-quality human resources. Attracting and fostering talent is just as important as training.

Vietnam needs to develop specialized policies with preferential working regimes for quality human resources trained at home and abroad, attracting international students to return home to work after graduation, and encouraging highly qualified human resources from developed countries in the world to come to Vietnam to work (experts) scientists, and researchers in many fields of natural sciences and social sciences, etc.)

5. Conclusion

Developing quality human resources for socio-economic development in Vietnam, contributing to raising people's intellectual standards, training talents, and creating high-quality human resources, fully qualified, a qualified, and qualified quality that meets the requirements of industrialization, modernization, and international integration, but still needs certain limitations. For the country to develop quickly and sustainably, especially for Vietnam to become a member of the group of high-income countries by 2045, it is imperative and most important to prioritize the development of high-quality human resources. To do so, it is necessary to maximize resources for this field in the future development strategies of the country so that high-quality human resources are a breakthrough in the breakthrough stages.

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