



Received: 16-01-2022

Accepted: 26-02-2022

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

High tech entrepreneurship in developing countries: Limitations and challenges

¹Nguyen Minh Ngoc, ²Tien Nguyen Hoang, ³Bogdan Nogalski

¹ Ho Chi Minh City University of Finance - Marketing, Vietnam

^{2,3} WSB University in Gdansk, Poland

Corresponding Author: **Nguyen Minh Ngoc**

Abstract

This study was conducted to analyze the limitations and challenges of high-tech start-up in developing countries. High technology is inherently hot and attracts the attention of so many people. Because, high is integrated from the achievements of modern science and technology, to create products with superior quality, superior features, high added

value and more environment technology friendly. But high-tech career development in developing countries still contains many limitations and challenges. Therefore, it is very important and necessary to consider and find solutions to overcome limitations and challenges.

Keywords: High Technology, Developing Country, Limitations, Challenges

1. Introduction to the research problem

With the trend of globalization, trade between countries and economic regions is increasing day by day. That also leads to an increase in living standards and human needs, along with the need for modern facilities and equipment, and one of them is the need for modern technological equipment. to serve daily life. It is also because of understanding that and to meet their needs, bringing great opportunities for developed countries. So, some people have chosen to start a high-tech startup in developing countries. But these places have a modest standard of living, an underdeveloped industrial base and a low human index (HDI), meager per capita income, and widespread poverty. Because of such things, it can be said that starting a business here is not a simple matter but always contains certain limitations and challenges. Therefore, in order to develop for oneself to avoid failures and to meet the needs of the people here and improve their living standards, to further contribute to the growing national economy. If there is a strong and sustainable development, the only way is to find the limitations and challenges hidden during the start-up process, to learn from experience and find solutions to be able to start a business in a sustainable way and least risky.

2. Theoretical basis of the research problem

Concept of technology

According to Wikipedia, "technology is the development and use of tools, machines, materials, and methods to solve problems for mankind. In these materials and methods to solve problems for humanity. In this human activity, technology preceded science and engineering". Since people know about the appearance of commerce, industry is now understood in a broader sense. Technology at that time can be considered as the synthesis of technical means, skills and methods used to transform resources into some kind of product. Technology consists of 4 basic components:

- Tools, machines, equipment, materials. They are seen as the hardware of the technology.
- Information, methods, know-how.
- Organizing, operating, coordinating and managing.
- Human.

Any production process must ensure the above 4 components, because each component has a certain function. If equipment components are considered as the backbone, the core of the operation process and installed and operated by people. Then the human component is considered the key factor of the factor of production but must operate according to the instructions provided by the information section. In addition, the component that is considered as the basis for guiding workers to operate machinery and make decisions is information. And finally, the organizational component is responsible for linking the above components, motivating employees and improving the efficiency of the production process.

The importance of high technology

There is no clear delineation of a certain type of technology into the high-tech category based on time, so products that were advertised as high-tech in the 1960s could now be considered smart technologies. usually low-tech. The ambiguity in the definition of high-tech leads to businesses, marketers often describing nearly all new products as high-tech.

The development and application of high technology in the production of each country occupies an important position. Many countries have developed strategies for the development of key industries and fields with high technology applications. We can consider the foundation and achievements of technology as a decisive factor to change the economic face of each country, as well as improve the quality of life.

In the current industry 4.0, one of the famous countries with technological achievements that made the economy leap forward is Japan. From a country that suffered a lot from the world war to become a technology powerhouse. And this is a real example of how technological achievements can change the economy of any country and improve the quality of life. Why can it be said that technology affects the economy of each country. By detail, the more advanced technology products are, the smoother and easier the production and economic activities will be. Since then, the price of the products on the market will be reduced and the quality will be increasingly improved. An inevitable consequence is that our quality of life will be enhanced.

We can see that countries around the world are developing rapidly. That development comes with a technology race. By retail, technology is a key field for the development of each country in the current 1.0 industry. If technology lags, it will drag down that country's development.

The revolutionary development of science and technology

In the history of science and technology development, there have been many revolutions in which human intelligence mastered and led the innovation of machines to increase productivity and bring more values to society. festival. Moreover, those revolutions also contribute positively to the development not only physically but also mentally of mankind. In which, four sub-communist revolutions represent the first, second, third and fourth revolutions, respectively. These revolutions bring great changes to people's lives and mark great steps in the history of scientific and technological development of mankind.

If the first industrial revolution (Industries 1.0) was taking place with the trend of mechanization with hydraulic and steam powered machines. Then the trend of the second revolution (Industries 2.0) is electric motors and mass production lines. Next to the trend of "Industries 3.0" is the era of computers and automation. And finally, "Industries 4.0", this is considered the most outstanding revolution with the most changes in people's lives, with the trend of systems linking the real and virtual worlds. Although in the process of development, but this industrial revolution 4.0 promises to bring more positive changes to people's lives in general and to modern technology in particular.

High technology is a technology with a high content of scientific research and technological development; integrated from modern scientific and technological achievements; to create products with quality, outstanding

features, high added value and friendly with the environment; play a very important role in the formation of new manufacturing and service industries or in the modernization and industrialization of existing manufacturing and service industries. Science and technology have focused on rational use of natural resources and environmental protection. Advanced research technologies and methods have been applied: remote sensing, geophysics to the investigation and exploration of natural resources. Many environmental research results are highly appreciated: comparative studies and measures to protect biodiversity, ecological balance and treatment of water and air pollution in concentrated industrial zones, urban areas and urban areas. measures to afforest, combat soil degradation, and improve soil.

Science and Technology have paid attention to the development of natural sciences and high technology. Many of our achievements in mathematics, mechanics, and physics are evaluated abroad. Information technology has developed and expanded its application in the banking system, administrative management, production and business. At the same time, the technology of manufacturing new badges, biotechnology, and automation has been gradually paid attention.

3. Research method

To find out the obvious limitations and challenges for start-ups in the field of CNC in developing countries. The research methods that have been carried out are: synthesis and analysis, comparison and contrast, historical method.

Synthesize and analyze: Synthesize information from available sources. Then from the information found, analyze and compare the information with each other to find the most reliable information.

Compare and contrast: Using logic to compare and contrast the problems of the CNC field in the contemporary economy, and thereby point out the limitations and challenges for startups in the CNC field

Historical method: Used to find out the process of formation and development of technology to better understand, find out the nature and laws of technology, but still important is high technology.

4. Research results

Challenges

For businesses that start up in the technology field, facing challenges is inevitable. However, that is the only way to success. Some of the basic challenges that businesses often face when starting a business are:

- Strongly competitive market. Technology will get old over time.
- Products made must closely follow the needs of customers. This is also a prerequisite affecting the success of a business because the product made does not serve the needs of customers, which means it is a "dead" product that does not bring profits to the business...
- Adequate preparation in terms of qualifications, knowledge, initiative and creativity is also a challenge for businesses when starting a business.
- Technology will get old over time, so technology must be renewed continuously. Due to increasing human needs and strong competition in the high-tech field, continuous technological innovation becomes a big

challenge for businesses in this field. A specific example is that virtual reality was a fertile area for tech businesses a few years ago but it is no longer the big breakthrough that is currently dominated by virtual reality. increase.

- Need to survey, market to meet the needs of people need.
- Most of the developing countries do not have enough human resources for CNC, so they need experienced people.
- When starting a business in the technology field, it is necessary for the entrepreneur to know how to evaluate the market.
- It is necessary to properly understand about entrepreneurship and the value of entrepreneurship.

Limitations

- People who start a business with their own strength, their efforts always encounter great difficulties and obstacles and their % of project failure is very high, because they are still inexperienced, how to Operation, leadership is still not good and no confidence in their decisions.
- As far as we know, the biggest difficulty of startups is the problem of capital that their business must have enough to operate and manage. Most of those businesses are always sub-enterprises that have just started entering the market, little known and still weak, so it is very difficult to need capital from other investors, a huge dilemma for startups.
- For some enterprises in developing countries, they still do not have enough knowledge and equipment for high technology. Therefore, the products of these enterprises are often not widely accepted because no one wants to invest in an enterprise that does not have stable quality and productivity to create products that meet the required standards.
- For businesses with a slower starting point than their predecessors, it will take them a lot of time to build a name in the market. This means that they have to work much harder than their predecessors to gain a foothold in the current market.
- As a business is in the start-up stage, building a solid capital and human resource is an extremely essential issue. In addition, businesses should also avoid running after expensive high technologies, determine specific targets to avoid causing debt and unnecessary risks.

Cooperation with developed countries

The development and application of high technology in the production of each country occupies a certain important position, and especially when cooperating with developed countries. There have been many countries with strategies to develop industries and fields. key areas with high-tech applications. India, China and Israel are typical examples for investment strategies to develop high-tech industries. Israel in the next 20 years will become a mighty technology power. The country has become a strong force in the world, fundamentally transforming from an agricultural cooperative country into a modern technology center. Every year, this country has thousands of new technology companies born, attracting a labor force. has high qualifications and quality, has a strong impact on the level of investment and development of the country. But Israel Vietnam is also a

typical country when it boldly invests, participates in activities and activities. international conference on high-tech fields such as: Vietnam-Israel enterprises in the field of hi-tech applied agriculture in Hanoi. High-tech parks have been built to invite many investors to cooperate, and hi-tech cooperatives have been built in many provinces across the country. Similar to many developing countries in the world and Southeast Asia, so far Vietnam has not had complete Agriculture 4.0 models according to the above concept. But in fact, today, there are also IoT technology providers and farms and agricultural enterprises that apply IoT in smart agriculture, these are important infrastructures for Vietnam to carry out agriculture 4.0. With a short time in the future. For suppliers, through research in Vietnam, there are currently about nine official IoT solution providers such as: IoT Technology Services Joint Stock Company - IoT Group, The Company DTT technology, FPT Corporation, Konexy Company, Hachi Company, Rynan Smart Fertilizer Company, Mimosa Technology Co., Ltd., Microsoft Vietnam Company, Agricheck. The application of IoT for agriculture helps farmers increase productivity yield, reduce costs and avoid crop risks and take the initiative in the market; thereby helping to develop clean, safe and sustainable agriculture. However, at present, the initial cost to implement an IoT solution is quite high, because no enterprise has yet produced hardware and equipment suitable for agricultural production in Vietnam, so it mainly has to be imported from abroad. from Israel, Japan, Germany, Thailand and Taiwan (China).

International cooperation in science and technology (S&T) has become an important factor in our country's external economic and socio-economic development in the current period. It is a great resource, a bridge, an indispensable channel for business activities.

In recent years, our country's science and technology has achieved many remarkable achievements, an important part is thanks to the open-door policy of the Party and State of other countries, and has enlisted the support and help of friends. and partners around the world have cooperative relations in science and technology with developed countries, territories and international organizations. Not only the scale of cooperation has been expanded, but the form and content of cooperation has also become more diverse and practical with the needs of the country's S&T and socio-economic development.

Among the approved tasks, a number of projects have scientific significance and practical application value, such as the production technology of carbon composite materials, precision casting by self-immolation; technology for producing neutral anolt for shrimp farming facilities, assessment of environmental damage caused by shrimp farming activities in some coastal areas; application of remote sensing technologies and geographic information systems to create thematic maps for environmental planning for sustainable development in coastal areas; research to identify bacteria causing disease for shrimp in coastal areas; to study and breed carp with recombinant growth hormone gene with fast growth rate; strengthen the tolerance and improve the quality of rice varieties by plant biotechnology; treatment of brackish water for daily life of coastal residents; model of using solar energy for remote areas, producing microbial products.

In general, international cooperation in science and technology has been implemented more actively in taking

advantage of international partners in knowledge, experience, scientific information, technological know-how, human resource training, and equipment support, contributing to speeding up the domestic research process. With the diversification of "channels" of cooperation, international cooperation in science and technology has also been expanded and enhanced to many degrees, ranging from cooperation with S&T management agencies of countries, to S&T research funds, research institutes, universities, NGOs and other social organizations. The contents of cooperation have also been actively linked to the needs of S&T development in the country, in which focusing on the needs of international cooperation of the locality.

In addition, it also helps startups in developing countries find opportunities for themselves to overcome certain limitations and challenges so that they can start a business in a sustainable way and with the least risk. All of the above cooperation with developed countries has greatly helped developed countries to develop their national economy and also to improve the quality of life, to meet people's needs in a timely manner and most complete way.

5. Discussing the research problem

About the opportunity

The integration of globalization into Vietnam has created opportunities for our country to gradually integrate and exchange with the world's science and technology, creating favorable conditions for Vietnam to learn from experience and absorb scientific achievements, world technology to serve the socio-economic development of the country. The transfer of the world's advanced scientific and technological lines into each specific industry and field in Vietnam such as: Automobile manufacturing technology (Truong Hai Auto Factory received the transfer line of Hyundai for automobile manufacturing), technology for manufacturing handheld mobile devices, chips and telecommunications products (Samsung Vietnam), technologies applied in high-tech agriculture (Small irrigation technology) drops according to Israeli standards), road construction technology and especially information technology in the banking and financial services industries have contributed to bringing these industries step by step to approach and reach the world level. However, globalization creates favorable conditions to attract foreign investment in the field of science and technology, especially the investment of advanced countries with highly developed science and technology such as the US, Japan, Korea, Singapore. We can see that the participation in joint ventures and associations in science and technology activities with foreign partners helps Vietnamese scientists and technology scientists have the opportunity to access science and technology that through the that step by step narrowing the gap in knowledge, research and development skills as well as improving the scientific and technological creative capacity of individuals and the domestic science and technology background. Cooperation programs in training highly qualified science and technology human resources, capable of receiving, transferring and applying advanced scientific and technological achievements of the world will contribute to improving the capacity and presentation of human resources, the level of the existing team of scientists and develop the team of young scientists and technologists to continue the cause of developing a more and more modern national science and technology.

Difficulties and challenges

In addition to the benefits and opportunities that the development of globalization brings as above. However, there are still many difficulties and challenges associated with it, such as: Globalization makes foreign scientific and technological products, especially those of advanced countries such as the United States, Japan and European countries. Europe's strong penetration into the domestic market has made Vietnam's science and technology industry fiercely competitive. In particular, it gives rise to new disputes related to intellectual property, copyright, trademarks, geographical indications, industrial designs - areas where our country is at a very advanced stage of development, low compared to them. The disparity in the level of S&T development is so large in a playing field with fierce competition that the losses and weaknesses are always on the side of Vietnamese S&T scientists. For example, the dominance of Chinese hybrid rice varieties in the domestic rice seed market is the clearest proof of the challenges facing Vietnam's S&T industry, even though the rice varieties created by Vietnamese scientists are not inferior to those of Vietnam, about quality. This is a huge challenge of not only science and technology. Currently, Vietnam's scientific and technological products, although much improved and renewed, still use old and outdated technologies for the most part. Technological innovation compared to the common ground is still slow. In the context of economic difficulties, investment in research and technological innovation is limited, causing scientific and technological products to lag behind the world, reducing competitiveness in this field. On the other hand, technological innovation is not simply replacing old machines with new ones, but also renewing a management system as well as accompanying high-quality human resources, which are still lacking and weak. Vietnam's S&T development strategy to 2020 has set a requirement that the technology innovation rate must reach 15-20% per year, which means that after about 5 years, Vietnamese enterprises must innovate a generation of technology. In fact, this number is too high, but on the other hand, it is also considered too low for Vietnamese science and technology. The legal framework, the improvement of institutions, the system of policies to ensure that the Law on Science and Technology is widely implemented into daily life, creates momentum for socio-economic development, and makes science and technology a real productive force. Important output for economic development still has many shortcomings. The promulgation of sub-law documents such as Decrees and Circulars is slow, making the implementation of the Law on Science and Technology difficult. Although investment in science and science development has undergone many changes and is focused, it only accounts for 2% of the total state budget expenditure - a figure too low compared to the needs of scientific and technological activities. Advanced countries' investment in science and technology development, especially research into applied scientific products, always accounts for 3-5% of the budget. Obviously, the difference in investment capital for S&T has also been a big challenge for Vietnam's S&T industry. The scientific staff, especially leading scientists, is still lacking and weak, and there is a lack of large scientific centers; The efficiency of the use of national key laboratories and the operating results of high-tech parks is still low. The lack of a scientific management mechanism,

especially the mechanism of autonomy, self-responsibility, respect and treatment of talents, is still limited. Improving the quantity and quality of scientific staff cannot be done in a short time, but requires a lot of time and effort, which are also significant challenges for the development of the country's science and technology.

6. Research results and recommendations

6.1 Research results

First of the start-up process, it is necessary to be more active in building the foundation for ourselves so that the chances of high-tech startups in developing countries have a higher percentage of success. Therefore, CNC needs to be invested heavily, build more CNC zones and overcome limitations from those who have started their businesses before to learn lessons for themselves to develop in a more sustainable way, especially in the coming years. Recently, modern high-tech equipment is always developing and constantly innovating. From here we see the importance and impact of high technology on our lives. Therefore, to start a high-tech startup in developed countries, we need to be equipped and carefully calculate, update and understand the needs of each country, so we should choose a country with potential for development.

6.2 Solution

From the information collected above and on the basis of theoretical and practical research results, we propose some solutions to improve the policy of high-tech start-ups in developing countries to be able to support significant for startups to gain advantages and avoid certain difficulties, in order to improve the success rate for startups, specifically:

Regarding the policy of developing a national start-up strategy: Depending on its own strengths, each country and locality chooses suitable priority areas, then the State will support start-up businesses to operate effectively. The state needs to study carefully to be able to come up with a national strategy to actively support start-ups, in line with other national and international policies, while still focusing on key areas. start-up target industry.

Regarding the policy of optimizing the legal environment: The State can implement tax reduction measures, change the way VAT is calculated. Specifically, the State needs to reduce or no tax for 1-5 years from the time of business establishment, lower corporate and private sector taxes, and tax incentives. State procedures should be simplified, eliminating bureaucracy. Specifically, the State needs to reorganize the administrative system, manage finances related to public funds, and simplify the procedures for establishing/closing businesses. A new legal framework is also needed for startups. Promote business opportunities to restart after bankruptcy, promote bankruptcy prevention system. The State also needs to uphold transparency factors in start-up support activities such as: eliminating corruption, data published by the government, sharing information early.

Regarding policies to strengthen entrepreneurship education and skills development: The State should pay attention to policies to promote education such as sponsoring start-up training programs, providing free training in the industry. Business plan, graduate training in

entrepreneurship, Master's degree. In addition, it is necessary to change the education system, educational measures, change the organization of universities and the entire high school system, improve entrepreneurship knowledge.

Regarding policies to facilitate technology exchange and innovation: In order to have a high-tech startup ecosystem, the State needs to improve the online and offline infrastructure such as creating mechanisms to enhance cooperation between startups, building a platform for finding partners, networking platform and events, virtual portal. Besides, it is also necessary to build a database of the requesting party, create quality business incubators, invest in hi-tech parks, public spaces for networking and teamwork; knowledge exchange and sharing should be enhanced by strengthening cooperation between educational institutions and start-ups, research institutes and industrial parks, technology transfer and innovation in the business environment, sharing and cooperation with foreign start-ups.

6.3 Recommendation

In the process of starting a business, it is necessary to be more active in building the foundation for ourselves so that the chances of high-tech startups in developing countries have a higher percentage of success. Therefore, CNC needs to be invested heavily, build more CNC zones and overcome limitations from people

Recommendations to the government: On the basis of an overview of some results of law enforcement monitoring related to supporting start-ups in developing countries, group 6 makes a number of proposals and recommendations to improve The quality and effectiveness of support activities for start-ups are set out as follows:

- Firstly, it is necessary to review, synthesize and propose the amendment, replacement or construction of new legal documents to both ensure consistency and synchronization in the system and effectively support businesses. starting a business.
- Second, Simplify and publicize administrative processes and procedures related to the organization and operation of enterprises at agencies and units as well as on the electronic portals of ministries, agencies and localities. promote the application of information technology in receiving and processing applications for startups.
- Thirdly, Detect and replicate effective support models for start-ups, strengthen dialogue between startups and representatives of leading agencies. Thereby, the two sides listen together, exchange and solve difficulties and problems.
- Fourth, Enhance the role of business associations and industry associations, promote the role of bridge between State management agencies and enterprises. Performing well its role is an important channel for policy criticism on businesses, allowing the business community to monitor and evaluate the activities of government agencies as a basis for improving service quality. Timely and proactively receive and process information about reflecting on specific cases and "hot" issues in real-life social life in order to propose solutions and effective policy responses and respond to

them. requirements for State management and protection of legitimate interests of enterprises.

- Fifth, there is a connection and coordination between State agencies, representative organizations of enterprises and bar associations and bar unions to provide legal support in specific situations. Promote legal support for start-ups in many forms such as in writing, online, and by phone. In addition, it is necessary to propagate and disseminate the State's policies on supporting start-ups through conferences, seminars, and seminars on legal topics for start-ups to create favorable conditions. for businesses to access policies and legal information and raise awareness and sense of compliance with the law.
- Sixth, For start-up businesses, it is necessary to prepare the necessary elements when starting a business. Actively research and update information on policies and laws to promptly catch, receive and take advantage of opportunities and incentives from policies and the State and minimize risks in the process of starting a business. Karma. In addition, strengthening linkages and cooperation between businesses, especially large domestic and foreign enterprises, to make the most of capital, human resources, as well as technology or markets.

Recommendations to businesses: A country in the group of developing countries like Vietnam, the phrase "High-Tech Startup" is gradually becoming familiar. And of course, the challenges that come with starting a business. In developing countries, most of the high-tech startups are in the agricultural sector, and Vietnam is no exception. "Government Resolution 35 on business support and development, HCMC. Ho Chi Minh City strives to have 500,000 enterprises by 2020; in which, at least 1,500 enterprises are agricultural. The limitation when starting a business is usually capital, individuals and organizations who want to start a business often use personal or family assets as collateral. Choosing a field with little competition and high feasibility is also a problem that needs the creativity of the entrepreneur in the time when many startup projects are formed. The challenge for larger businesses when the startup playground is joined by foreign businesses, the overlap of startup ideas can also be seen here. In order to support start-up projects, the state and the government need to issue resolutions to facilitate startup projects.

Recommendations to the social community: High-tech startups have been developing the most, especially in the field of agriculture, as we all know agriculture plays a very important role in life, the transition from backward farming to farming in the future. Greenhouses help ensure and control the quality of agricultural products. The convenience brought by high-tech startups has contributed in no small part to gradually forming the habits of users to use products from high-tech agriculture. Consumers are increasingly inclined to use products available at convenience stores rather than products sold at markets. Quality-tested products will be better than un-quality-tested products. With a large demand for product quality increasing day by day to meet and satisfy the needs of consumers, The ideas need to be better. Society is gradually opening its arms to receive more startup ideas because of the benefits it brings. The more successful start-up projects, the more society or country

develops, bringing a better life through the services or products of the startup projects. Thereby showing the impact of the projects. Entrepreneurship directly affects the economy, whether large or small, from the local to the provinces.

7. References

1. An Pham. The current state of start-up support policies and solutions, 2017. <http://tapchicongthuong.vn/bai-viet/chinh-sach-ho-tro-doanh-nghiep-khoi-nghiep-48131.htm> [Accessed: 29-10-2019]
2. Anh DBH. Comparative analysis of the process of economic integration of EU and ASEAN, International Journal of Commerce and Management Research. 2019; 5(3):96-99.
3. Anh DBH. The Risk of ASEAN split due to the Territorial Disputes with China in the South China Sea. International Journal of Multidisciplinary Research and Development. 2019; 6(8):77-79.
4. Anh DBH. Is Democratic People's Republic of Laos an Eternal Friend of Vietnam Facing Rising China and Its Regional Influence? International Journal of Multidisciplinary Research and Development. 2019; 6(8):72-76.
5. Bien BX, Vu NT, Hung NT. Brexit and Risks for the World Economy. International Journal of Research in Finance and Management. 2019; 2(2):99-104.
6. Dat NV, Chi DTP. Product Policy in International Marketing. Comparative Analysis between Samsung and Apple. International Journal of Research in Marketing Management and Sales. 2019; 1(2):129-133.
7. Do PC, Thuong PV, Phong VT, Dung HV. Factors Affecting Access to Finance by Small and Medium Enterprises in Vietnam. American International Journal of Business Management. 2019; 1(10):69-79.
8. Do PC, Phong VT, Thuong PV, Dung HV. AIIB as Challenger for IMF and WB. American International Journal of Business Management. 2019; 2(10):62-68.
9. Duc LDM, Vinh PT, Thuc TD, Anh DBH, Hung NT, Long NVT. Strategic Dimension of Social Entrepreneurship in Vietnam. International Journal of Trade Economics and Finance. 2019; 11(1):16-21.
10. Dinh Ba Hung Anh, Nguyen Minh Ngoc, Do Thi Y Nhi. Sustainable Social Entrepreneurship in Vietnam. International Journal of Entrepreneurship. 2019; 23(3):1-12.
11. Dinh Ba Hung Anh, Le Doan Minh Duc, Nguyen Thanh Hung, Nguyen Thi Hoang Yen. Sustainable Development of Social Entrepreneurship. Evidence from Vietnam. International Journal of Entrepreneurship and Small Business. Inderscience Publisher. 2019; 45(1):62-76.
12. Dinh Ba Hung Anh. Agrotourism as Factor of Entrepreneurship in the Countryside Development. International Journal of Research in Finance and Management. 2019; 2(1):53-55.
13. Duc PM, Tuan NT, Vinh PT, Long NVT. Tuyen Quang and Binh Phuoc – Comparative Analysis of Potential for Tourism Industry Development. International Journal of Research in Marketing Management and Sales. 2019; 2(1):138-141.
14. Duc LDM, Vinh PT, Thuc TD, Anh DBH, Hung NT, Long NVT. ASEAN and China as Mutual Economic

- and Geo-Political Counterbalance in the Region. *International Journal of Trade Economics and Finance*. 2019; 10(6):171-176.
15. Dung HT, Vu NT, Duc LDM. Brexit and Risks for the EU Economy. *International Journal of Research in Finance and Management*. 2019; 2(2):92-98.
 16. Grzeszczyk TA, Nguyen HT. Zarządzanie zmianami w systemach klasy ERP, *Ekonomika i Organizacja Przedsiębiorstwa*, 2006, 61-69.
 17. Grzeszczyk TA. Change Management in ERP Systems. *Economics and Organization of Enterprise*. 2006; 2(673):61-69.
 18. Hau TH, Thai TM, Vinh PT, Long NVT. Solutions for Attracting FDI into Tuyen Quang and Binh Phuoc Tourism Industry. Comparative Analysis. *International Journal of Research in Marketing Management and Sales*. 2019; 2(1):113-119.
 19. Ho Thien Thong Minh, Le Doan Minh Duc, Nguyen Phuong Mai, Tran Duy Thuc. Social Entrepreneurship and Corporate Sustainable Development. Evidence from Vietnam. *COGENT Business and Management*, Taylor and Francis Publisher. 2019; 7(1):1-17.
 20. Ho Thien Thong Minh. Entrepreneurship and Innovation Investment in Vietnam: Co-working Space for Saigon International University. *Viet-Nam Integration – Journal of Science*. 2019-2020; 163:74-85.
 21. Ho Thien Thong Minh. Entrepreneurship and Innovation Investment in Vietnam: An Example of Saigon International University Shared Working Space. *Proceedings of University Conference on: “New Trends in Global Trade and Practical Reality in Vietnam”*, 25 February 2020, Saigon International University in Ho Chi Minh City, 2019, p13.
 22. Hoang Tien N, Kuc BR. Teorie zmian w swietle modelu zarzadzania zmianami van de Vena i Poole'a, *Organizacja i Kierowanie*, 2006, 3-15.
 23. Huong ND, Ngoc MN, Anh DBH, Huong NTT, Phuong TNM. Sustainable development of tourism industry in post Covid-19 period in Vietnam. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 1(5):88-94.
 24. Hung NT. Comparative Analysis of Business Environment in Binh Duong, Dong Nai and Ba Ria Vung Tau of Vietnam Using EFE Matrix. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(4):769-778.
 25. Jose RJS, Duc NM, Ngoc NM. Internal Instability as Security Challenge for Vietnam. *Journal of Southwest Jiaotong University*. 2019; 55(4):1-17.
 26. Kuc BR. The Systemic Character of Change of the ERP Implementation Processes, studies and works. 2007; 2(74):93-102.
 27. Kuc BR, Tien NH. South-East Asia in the Process of Developing Knowledge Based Economy. *Economics And Organization of Enterprise*. 2007; 7(690):78-87.
 28. Long NT, Chi DTP. Price Policy in International Marketing. Comparative Analysis between Samsung and Apple. *International Journal of Research in Marketing Management and Sales*. 2019; 1(2):144-147.
 29. Le Doan Minh Duc, Phung The Vinh, Tran Duy Thuc, Dinh Ba Hung Anh, Nguyen Thanh Hung, Nguyen Vuong Thanh Long. Strategic Dimension of Social Entrepreneurship in Vietnam. *International Journal of Trade Economics and Finance*. 2019; 11(1):16-21.
 30. Le Minh Nhut. Current State of Entrepreneurship and Business Development in Vietnam and in the World. *Proceedings of University Conference on: “Barriers to Entrepreneurship”*. November 2019, Ho Chi Minh City Institute for Research and Development, Banking University in Ho Chi Minh City. Financial Publisher, 2019. ISBN: 978-604-79-2283-3.
 31. Manh NH, Anh DBH. Solutions to Enhance Working Motivation in International High School Education in Vietnam. *Journal of Critical Reviews*. 2021; 8(2):167-176.
 32. Nam TT, Viet PQ. Training and Development, Hutech University, 2021.
 33. Ngoc NM, Anh DBH. Current situation of high quality human resources in FDI enterprises in Vietnam – solutions to attract and maintain. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(1):31-38.
 34. Ngoc NM, Anh DBH. Opportunities and challenges for real estate brokers in post Covid-19 period. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 1(5):81-87.
 35. Ngoc NM, Anh DBH. The situation of high-quality human resource in FDI enterprises in Vietnam – Exploitation and development solutions. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(1):46-52.
 36. Ngoc NM. Analysis of Korea’s International Trade and Investment Activities in Vietnam. *International Journal of Advanced Research in Engineering and Management*. 2019; 5(7):7-11.
 37. Nhi DTY. Comparative Analysis of Knowledge Management Software Application at E&Y and Unilever Vietnam. *International Journal of Multidisciplinary Research and Development*. 2019; 6(10):22-27.
 38. Nguyen Hoang Tien. Sustainable Entrepreneurship as Current Trend in Developed Countries. *Proceedings of University Conference on: “Barriers to Entrepreneurship”*. November 2019, Ho Chi Minh City Institute for Research and Development, Banking University in Ho Chi Minh City. Financial Publisher, 2019. ISBN: 978-604-79-2283-3.
 39. Nguyen Ba Hoang. Entrepreneurship and Innovation Investment in Vietnam. *Proceedings of University Conference on: “Barriers to Entrepreneurship”*. November 2019, Ho Chi Minh City Institute for Research and Development, Banking University in Ho Chi Minh City. Financial Publisher, 2019. ISBN: 978-604-79-2283-3.
 40. Nguyen Hoang Tien. Conditions for the Development of Vietnamese Business and Entrepreneurship in Poland. *Scientific Technology Development Journal: Economics, Law & Management*. 2019; 3(1):37-45.
 41. Nguyen Hoang Tien. Entrepreneurship of EU Universities Graduates and Proposals for Students in 2nd Tier ASEAN Countries. *Proceedings of International Scientific Conference on: “Students’ Entrepreneurship in Colleges and Universities in Ho Chi Minh City”*. Saigon University, Ho Chi Minh City, 18-19 December 2018, 2018.
 42. Nguyen Hoang Tien. Improving Quality of Study Programs toward Students’ Entrepreneurship Capacity Enhancement. *Proceedings of International Scientific*

- Conference on: "Students' Entrepreneurship in Colleges and Universities in Ho Chi Minh City". Saigon University, Ho Chi Minh City, 18-19 December 2018, 2018.
43. Nguyen Hoang Tien. Entrepreneurship of EU Universities Graduates and Proposals for ASEAN 2nd Tier Countries. Proceedings of University Scientific Conference "Entrepreneurship and Startup of Non-pedagogical Students", October 2018. Ho Chi Minh City University of Education, Vietnam, 2018, 20-26. ISBN: 978-604-958-471-8
 44. Nguyen Hoang Tien. The Role of Postgraduate Study in Response to the Need of Labor Market and Startup Entrepreneurship. Proceedings of University Scientific Conference on: "Entrepreneurship and Startup of Non-pedagogical Students", October 2018. Ho Chi Minh City University of Education, Vietnam, 2018, 224-229. ISBN: 978-604-958-471-8
 45. Nguyen Hoang Tien. MBA as a Pioneering Role in Entrepreneurship Education in the Era of IR 4.0. Proceedings of University Scientific Conference on "Digital Economy in Context of 4th Industrial Revolution", 03 December 2018, University of Economics in Ho Chi Minh City, Ho Chi Minh City, 2018, 317-324.
 46. Nguyen Hoang Tien. Improving Teaching Programs towards Students' Self-studying and Entrepreneurship Capacity Enhancement. Proceedings of University Scientific Conference on "Developing Self-studying Skills for Students in Tien Giang University". 18 August 2018, Faculty of Education, Tien Giang University, Tien Giang, Vietnam, 2018.
 47. Nguyen Hoang Tien. Agrotourism as a Factor of Entrepreneurship Development in Rural Areas. Proceedings of University Scientific Conference on "Sustainable Development and Climate Change", October 2017, TDM University, Faculty of Environment Management and Natural Resources, 2017.
 48. Nguyen HT. Systemy wczesnego ostrzegania jako krytyczny czynnik sukcesu w biznesie, Przegląd Organizacji, 2007, 24-25.
 49. Nguyen Minh Ngoc. Formative Assessment in Business and Entrepreneurship Education in Poland. Journal of Southwest Jiaotong University. 2021; 56(1):176-187.
 50. Nguyen Minh Ngoc, Le Doan Minh Duc. Strategic Dimension of Social Entrepreneurship in Vietnam. Proceedings of 9TH International Scientific Conference on: "Business and Economics Research". 15-17 July 2019, Beijing University of Technology, China, 2019.
 51. Nguyen Minh Ngoc, Mai Van Luong. Ethnic Minority Entrepreneurship in Vietnam. Journal Of Critical Reviews. 2020; 7(8):3629-3635.
 52. Nguyen Van Tien, Nguyen Phuong Mai, Le Doan Minh Duc. Green Entrepreneurship: A Game Changer in Vietnam Business Landscape. International Journal of Entrepreneurship and Small Business, 2019.
 53. Nogalski B. Developing High Quality Human Resource to Benefit from CP-TPP and IR 4.0. International Journal of Research in Management. 2019; 1(2):4-6.
 54. Phuoc Minh Hiep, Nguyen Quang Dai, Nguyen Minh Duc, To Thi Kim Hong. Green Entrepreneurship Understanding in Vietnam. International Journal of Entrepreneurship. 2019; 24(2):1-14.
 55. Phong VMT, Duc LDM. Knowledge Management in Enterprises in the Context of IR 4.0. International Journal of Research in Finance and Management. 2019; 2(2):70-74.
 56. Quoc Anh. High-tech agricultural start-up is a trend but has a movement, 2018.
<https://www.sggp.org.vn/khoi-nghiep-nong-nghiep-cong-nghe-cao-la-xu-the-velvet-co-tinh-phong-trao-544680.html> [Accessed: 29-10-2019]
 57. Quang Chien. The impact of new technologies on production and business activities in industrial enterprises, 2018.
https://www.pace.edu.vn/so-tay-doanh-tri/ChiTiet/1037/nhung-tac-dong-cua-cong-listen-moi-toi-hoat-dong-san-xuat-business-in-court-business-enterprise-construction-nghiep?term_taxonomy_id=31 [Accessed: 30-10-2019]
 58. Son TH, Anh DBH. Factors Affecting Customer Satisfaction on Service Quality at Joint Stock Commercial Banks in Vietnam. Journal of Critical Reviews. 2021; 8(2):605-617.
 59. Thuy NV, Hiep PM, Mai NP, Duc LDM. Family Business in Vietnam. Succession and Sustainable Development. International Journal Of Entrepreneurship. 2019; 24(1):1-12.
 60. Thai TM, Hau TH, Vinh PT, Long NVT. Solutions for Tuyen Quang and Binh Phuoc International Tourism Promotion. Comparative Analysis. International Journal of Research in Marketing Management and Sales. 2019; 2(1):108-112.
 61. Tien NH. Higher Doctorate in Poland and Implications for Polish Higher Education and Scientific Development. Journal of Southwest Jiaotong University. 2020; 56(1):188-201.
 62. Tien NH. The Role of ODA in Developing Highly Qualified Human Resources in Vietnam. International Journal of Foreign Trade and International Business. 2019; 2(1):1-6.
 63. Tien NH. Factors Influencing the Development of Vietnamese Business Community in Poland. Enterprise of the Future. 2017; 1:99-110.
 64. Tien NH. Organizational Changes Problems in the ERP Systems Implementation. Organization and Management. 2007; 4(130):51-64.
 65. Tien NH. The E-government Investment in Vietnam in the Period 2000-2005. Economic Science. 2006; 34:339-350.
 66. Tien NH. The Systemic Character of Change Management Processes in ERP Class Systems Implementation. Economic Science. 2006; 34:329-338.
 67. Tuan NT, Duc PM, Vinh PT, Long NVT. Taking Advantages of the Potential of Tuyen Quang and Binh Phuoc in Developing Tourism Industry. Comparative Analysis. International Journal of Research in Marketing Management and Sales. 2019; 2(1):126-130.
 68. Tuan NT, Duc PM, Vinh PT, Long NVT. Differences and Similarities in Offered Services of Tuyen Quang and Binh Phuoc Tourism Industry. International Journal of Research in Marketing Management and Sales. 2019; 2(1):120-125.
 69. Tien HT. Attracting ODA Investment in Binh Duong Province of Vietnam. Current Situation and Solutions. International Journal of Foreign Trade and International Business. 2019; 2(1):109-114.

70. Tien NH. Characteristics of Vietnam's Economic Integration in the Context of the 4th Industrial Revolution. *International Journal of Financial Management and Economics*. 2019; 2(1):49-54.
71. Trang TTT, Ngoc PB. The Role of Formative Assessment in Business Education in Vietnam. *Journal of Archeology of Egypt/Egyptology*. 2021; 18(6):85-99.
72. Vinh NDT. ERP Application in SMEs in Vietnam - Limitations, Potentials and Development Solutions. *International Journal of Commerce and Management Research*. 2019; 5(5):75-78.
73. Vinh NDT. Analyzing the Prospects and Limitations of the ERP Market in Vietnam. *International Journal of Commerce and Management Research*. 2019; 5(5):46-50.
74. Vinh NDT. Analyzing the Prospects and Limitations of the ERP Market in the World. *International Journal of Commerce and Management Research*. 2019; 5(5):42-45.
75. Vu NT, Dung HT, Duc LDM. China-US Trade War and Risks for Vietnam's Economy. *International Journal of Research in Finance and Management*. 2019; 2(2):86-91.