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### Training High-Quality, Advantageous and Disadvantaged Human Resources

<sup>1</sup>Lam Thi Phuong, <sup>2</sup>Nguyen Van Luan

<sup>1,2</sup>University of Labour and Social Affairs, Hanoi, Vietnam

Corresponding Author: **Lam Thi Phuong**

#### Abstract

The article sheds light on the objective of the study. Based on the system of documents on the views and guidelines of the Party and State on high-quality human resource training and outstanding research, the authors have built a theoretical basis and research overview on high-quality human resource training. Based on secondary data, the article also assesses the current situation and favorable conditions in training high-quality human resources in Vietnam. Under the attention of the Party and the State, the high-quality labor market has improved and achieved many achievements. However, some difficulties in training this group of human resources still exist such as: The propaganda and thorough

implementation of high-quality human resource training are not effective; Lack of synchronization and linkage between relevant policies and new policies on education and training; Youth unemployment remains high; Our country's labor market has not yet developed at the pace and requirements of socio-economic development. From these limitations, the authors also proposed some solutions such as: Review legal documents related to high-quality human resource training; Replanning the network of technical and technological professional and higher education institutions; Develop programs to train, attract, and recruit talents.

**Keywords:** Advantages, Disadvantages, High-Quality Human Resources, Training

#### 1. Introduction

Human resource is a term understood in many aspects, and it consists of three elements: Physical strength, mental strength, and competence, qualities. High-quality human resources are a part that crystallizes the best of human resources. Being a labor department with high education and technical expertise or having good labor skills, and creative capacity, must have industrial manners and professional ethics. Human resource training is an important policy of the Party and the State. Regarding the development of high-quality human resources to meet the requirements of industrialization, modernization, and international integration, the XIII Congress advocated: "Promote the development of human resources, especially high-quality human resources, to meet the requirements of the Fourth Industrial Revolution and international integration. Develop a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management and corporate governance human resources; human resources manage society and organize life, take care of people" <sup>[5]</sup>. At the same time, they were prioritizing human resources for leadership, management, and key areas based on enhancing and creating a fundamental, strong, and comprehensive change in the quality of education and training associated with the mechanism of recruitment, employment, and treatment of talents. Under the right policy and drastic guidance from the Government and relevant ministries, Vietnam's labor market has changed in both quality and quantity. A system of documents on leadership, direction, and guidance for implementation in high-quality human resource training activities has been issued. However, despite the successes, the training of high-quality human resources still has some limitations as follows: Some localities have innovated quality human resource training under Resolution No. 29 ineffective and still formal. The report summarizing 10 years of implementation of Resolution 29 also emphasizes that the implementation of documents and activities does not ensure synchronization and lack of connection between relevant policies and new policies on education and training. The youth unemployment rate is still high and the labor market has not developed in line with the pace and requirements of socio-economic development. The objective of this study is to assess the advantages and consider the difficulties and existences in the training of high-quality human resources.

## 2. Theoretical basis and research overview

### 2.1 High-quality human resources and human resources

#### *Human resources*

From the perspective of political economy, human resources imply physical and mental strength. It exists throughout a country's workforce, crystallizing traditions and innovative labor experiences. In economic growth theory, human resources are considered an effective means of ensuring sustainable economic growth or also considered a special source of capital for social development. Researcher Nicolas (2016) said that human resources are human resources from many types of organizations that differ in size, type, and function but are capable of participating in the development process of organizations, contributing to the socio-economic development of the country, region, and world <sup>[1]</sup>. The World Bank (2000) also stated that "Human resources are skilled qualifications, knowledge, capacity of the entire existing human life or potential for socio-economic development in a community" <sup>[2]</sup>. Dung (2006) quoted a human resource expert as saying that "human resources include the abilities and qualities of those subjects. It is not only the quantity and professional ability but also related to the level of culture, attitude at work and constantly learning to improve oneself" <sup>[3]</sup>.

From the concepts of human resources, we see, that human resources can be understood as labor resources serving social production, providing human resources for economic development. At that time, human resources included the entire population counted in a territory with normal physical development. On the other hand, human resources can also be understood as the "labor capacity of society", as "resources for socio-economic development". If understood in this way, human resources only include population groups of working age, capable of participating in labor and social production. In the words of the United Nations agency, human resources are understood as "all human knowledge, skills, and abilities related to the socio-economic development of the country". Therefore, today, human resources are considered a broader concept. It includes quantitative and qualitative aspects, not only of people of working age but also of people outside of working age. More importantly, human resources are indispensable "inputs" of any enterprise, organization or agency. Without the input factor of human resources, "there will be no enterprise, organization or agency". Therefore, the quality of human resources reflects the development and position of the unit in the current and future market.

#### *High-quality human resources*

The document of the Xth Party Congress mentioned the concept of high-quality human resources and affirmed: "Rapid development of high-quality human resources, especially leading experts" <sup>[4]</sup>. The document of the Xth Party Congress pointed out that Vietnam's human resource development strategy has a new point of focusing on developing high-quality human resources, which will be a breakthrough to quickly bring the country out of the underdeveloped situation it did. Quickly create developments that meet the requirements of the international integration process <sup>[4]</sup>. Author Dung (2003) also commented on High high-quality human Resources. Accordingly, he said that "Development of high-quality human resources in the cause of industrialization, modernization of the country

and international economic integration" is: "High-quality human resources is a concept to refer to a person, a specific worker with skilled qualifications (in terms of expertise, engineering) for a specific profession according to certain professional and technical labor classification criteria (above university, college, skilled worker)" <sup>[6]</sup>. When researching the topic "Intellectual resources in the cause of innovation in Vietnam", author Lan (2002) stated that "High-quality human resources are the most quintessential part of human resources. These forces have high education and technical expertise, have good labor skills and can adapt quickly to rapid changes in production technology, have good qualities and can creatively apply the knowledge and skills trained in the production labor process to bring productivity, high quality, efficiency" <sup>[7]</sup>.

From the above observations we see, that "High-quality human resources" is the crystallization of human resources, it includes the most quintessential of human resources. The characteristics of high-quality human resources are workers who are educated, have technical expertise, have creative capacity, ethics, and standard behavior. In addition, high-quality human resources need to be physically fit, ensure suitability, and adapt quickly in the process of performing work. This group of workers can think creatively in the process of applying trained knowledge and experience to the production process to bring maximum production efficiency and productivity. Currently, high-quality human resources are one of the core and important human resource groups for businesses and society. This resource creates momentum for the development of all fields and industries, which is a decisive factor in promoting the application of science and technology. It is a condition to improve the quality of quantity and create momentum for the development and integration of Vietnam's economy.

### 2.2 Human resource training

Human resource training is an activity aimed at improving and maintaining the quality of human resources in society and organizations. To survive in a fiercely competitive environment, organizations and businesses must always strengthen the quality of products and services by improving the quality of human resources. If we want human resources to be able to meet the development of science and technology and adapt to changes in economic structure, human resource training activities must be carried out regularly in an organized and planned manner. Training is organized learning activities that take place at defined intervals to help employees better understand their expertise and skills in their current jobs and supplement their skills. Lack of skills and knowledge to do the current job better. This activity is primarily aimed at "serving the requirements of immediate tasks and should be carried out immediately and of a fundamental nature". Human resource training is "employee training focused on the current job, focusing on employee tasks. The training period is usually short and the main purpose is to fix problems. overcoming the lack of knowledge and skills to perform the current job. Although the business success of a business depends on many factors, human resources are still the decisive factor for that success. Therefore, to fully promote the quality potential of the workforce and serve the goals of enterprises, enterprises need to focus on organizing well the training of human resources".

### 2.3 Purpose and role of human resource training in enterprises

The overall purpose of "human resource training" is to maximize the use of existing human resources to "improve organizational efficiency by helping employees better understand the job and better grasp the profession and perform their functions and duties more voluntarily." with a better attitude, as well as to improve adaptability to future work. According to Trung (2002), "The issue of human resource training mainly serves the following purposes: Directly help employees perform better, especially when the employee's performance is not up to model standards or when employees accept new jobs" [8]. It equips employees with new knowledge and skills and helps them successfully implement technological and technological changes in their organization. Avoid obsolescence: Managers must adopt management methods compatible with changes in technological processes and organizational practices. Solving organizational problems: Human resource development training helps managers resolve conflicts between employees and managers, and effectively establish human resource management policies within the organization. New Employee Guidance: New hires often face many challenges and confusion in their first days on the job. The work orientation of employees helps them quickly get used to the working environment. Prepare your next professional management team and staff. Meet the evolving needs of employees: Equipping employees with the necessary job skills will encourage them to work better and take on more difficult tasks. The role of high-quality human resource training is for the organization and the role of trained personnel. For the organization, training brings tangible benefits including increased output, reduced costs, time savings, and increased quality of products and services. Human resource training helps improve working habits, improve working attitudes and behaviors, create a better working environment, and create conditions for employees to develop. For trained employees, it will help employees be satisfied with their current job, making them feel that their work is more interesting and attractive. Being trained and gaining more knowledge and skills will increase the value of employees to the company. It supports employees to unleash their inner potential. Ensure development meets the requirements of economic development conditions.

### 2.4 Research overview

The authors Danvila-del-Valle *et al.* (2019) conducted a general study of all articles related to human resource training. According to this group of authors, the research topic of Human Resource Training has been carried out and published by many researchers in the past few decades. The authors have done so by examining the documents, erecting different framework bases, and identifying references by topic, by author, and by relevant journals. The team aimed to use a dataset of more than 900 papers published between 1975 and 2016 to derive breakthroughs in human resource training studies. Through this dataset, they have seen 3 important stages, shaping the development of human resources in the field of Human Resource Training research. Accordingly, there are many different ways of considering human resource training activities such as how to consider human capital, performance, or how to provide human resources. From these evaluation directions, the author formulates hypotheses for articles with the research

objective of "evaluating studies on Human Resource Training" and "The study does this using bibliographic measurement techniques by examining materials published in leading journals". Based on the Analysis of Articles and Citations used by researchers in their papers, the authors identified relationships and impacts from articles and authors on shaping human resource training platforms. The results of the study have identified important articles and the author has built an influential theoretical basis and perspective orientation for human resource training activities. It is also an overview study and serves the purpose of guiding practical research [9].

Research by Gascó *et al.* (2004) on the influence of Information Technology on human resource training. The study was conducted in a European country. The authors focus on "the characteristics of the training model designed by this business to face the new environment, the technology used, the most impactful actions, the disadvantages, and the success factors that have been discovered when trying to grow a company." The author has identified a group of factors that affect training activities in the same direction: "flexibility in training time management; active participation of faculty; establish control mechanisms that ensure that training takes place; the creation of quality content; promote elements of interaction between faculty, among students, and with each other; the use of standardized and developed technologies as well as the step-by-step implementation of these experiences." The results of the study have shown that businesses and organizations need to "maintain progress in using E-learning as a way to adapt the training process to the new e-business culture" [10].

Research by Basterretxea & Albizu (2011) discusses the value of attracting and developing high-quality human resources brought about by training policies. "This study aims to determine the extent to which training policies developed through corporate training centers are recognized as sources of competitive advantage to attract, develop, and retain valuable employees." The author developed the survey and interviewed "Human Resources (HR) managers from 66 cooperatives of the Spanish cooperative group Mondragon". Analysis of empirical test survey data conducted confirms that "Mondragon's training policy, supported by the company's training centers, is seen by HR managers as an advantageous tool to attract, develop and retain valuable human resources." The authors point out, "The results of this study could be useful for more and more companies choosing to establish and consolidate corporate training centers. The link between training policies and the ability to attract and retain valuable employees shown in this case could also be helpful for other companies, like Mondragon, that face wage policy constraints." The author's research objective was completed with the result being to "contribute to further literature on Mondragon's educational structure and additional empirical evidence that updates and incorporates the perspectives of HR managers of the group's cooperatives". "Concerning the contribution of this chapter to the theoretical basis of training policy, the findings of this chapter, especially those concerning the impact of training on worker attraction and retention, add empirical evidence to several studies on the topic" [11].

Diem's study (2014) on "High-quality human resource training in Can Tho city: Current situation and solutions". The objective of the study is to build a theoretical basis for human resource training, and the role and objectives of

high-quality human resource training in Can Tho, Vietnam. The author pointed out that "Training high-quality human resources has become a fundamental factor in the implementation of the economic tasks of the transition period and a decisive factor for the success of the process of industrialization and modernization of the country". "In line with that trend, in recent years, Can Tho City has been very interested in the process of industrialization and modernization. Therefore, the issue of training high-quality human resources for this process needs to be paid more attention, contributing to Can Tho soon becoming an industrial city before 2020" [12].

Nguyet's research (2020) on training high-quality human resources for ethnic minorities and mountainous areas in the current period. The author said that "Training high-quality human resources is considered a decisive factor for socio-economic development, hunger eradication and sustainable poverty reduction in ethnic minority and mountainous areas". The author has "analyzed the concept of high-quality human resource training; Some bases for training high-quality human resources; current situation of ethnic minority human resource qualifications; propose basic solutions for training high-quality human resources in ethnic minority and mountainous areas to meet the requirements of educational innovation". From the direction of the Government, training high-quality human resources is one of the main objectives set out in the Socio-Economic Development Strategy 2011-2020. The strategy has identified one of three breakthrough stages as "Rapid development of human resources, especially high-quality human resources, focusing on fundamental and comprehensive reform of national education". The author asks the question "How can we train high-quality human resources in ethnic minority and mountainous areas in the context that the level of knowledge in the whole region in general is still low? Education and training to develop human resources in ethnic minority and mountainous areas are still limited, which are major barriers to the development process of the country in general and ethnic minority areas in particular in the current period". Therefore, the author said that "developing high-quality human resources in ethnic minority areas is an urgent task, contributing to shortening the development gap between ethnic groups, regions and regions in all fields. Education and training are a breakthrough stage to develop human resources, meet the development needs of each employee, family, and community as well as develop socio-economic development for ethnic minority areas" [13].

### 3. Methods

The documentary research method is applied by the authors to review and evaluate outstanding studies in the field of human resource training and development. From the document system that ensures the condition that there is no dispute and is widely published and searched mainly on the Internet, the authors have found research gaps and built a theoretical basis for the article.

To assess the current situation of human resources and training high-quality human resources in Vietnam, the research team collected actual data from the General Statistics Office published "The situation of Vietnam's labor market in 2023"; Report on 10 years of implementation of Resolution 29: Education makes important contributions to national development; Information about high-quality human resources at business websites, magazines.

From the theoretical basis developed through the synthesis of documents on human resources (Documents of the X Party Congress, XIII Party Congress, Resolution No. 29 on comprehensive fundamental reform of education and training) and secondary data collected by the research team, synthesize and conduct analysis to obtain the results: Advantages, limitations, and existence in high-quality human resource training activities in Vietnam.

## 4. Results

### 4.1 Advantages

Currently, training human resources and high-quality human resources in Vietnam has many advantages. Specifically, training high-quality human resources and human resources is considered an important goal in the Party's Document on socio-economic development and international integration. Second, high-quality human resources are a key factor in helping enterprises develop and receive science and technology in production. Third, high-quality human resources are a leading group in the fields of research and creation, so this group is a condition to enhance Vietnam's position on the world technology map. Let's explore each favorable factor in training high-quality human resources.

First, in terms of Party and Government policy

Human resources are identified as an important factor in promoting economic growth, promoting the application of science and technology, and creating momentum for the development of social security. In recent years, the Party and Government of Vietnam have always paid attention to developing human resources, especially high-quality human resources, to meet the requirements of promoting industrialization, modernization of the country, and international integration. There are many Party documents on human resource development, but it was not until 2006 that the document of the X Party Congress officially mentioned the concept of high-quality human resources. The content of the document affirms "Rapid development of high-quality human resources, especially leading experts" [4]. Next, high-quality human resources were once again emphasized in the Document of the XIII Party Congress. The Party adopts the policy of "considering people as the center, subject, most important resource and goal of development; taking Vietnamese cultural and human values as the foundation and important endogenous strength to ensure sustainable development" [5] and specifying "Building Vietnamese people to develop comprehensively, with health, capacity, qualifications, awareness and high responsibility for themselves, family, society and the Fatherland. Promote the development of human resources, especially high-quality human resources" [5]; implement the motto: "Train people in the direction of morality, discipline, discipline, a sense of civic and social responsibility; have life skills, working skills, foreign languages, information technology, digital technology, creative thinking, and international integration" [5]. In the training of high-quality human resources, 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. Develop a team of leading experts and scientists; focus on technical human resources, digital human resources, technology management human resources, management and corporate governance human resources; human resources manage society and organize life, take care of people" [5]. At the

same time, the Party aims to "prioritize human resources for leadership, management and key areas based on elevating, creating a fundamental, strong and comprehensive change in the quality of education and training associated with the mechanism of recruitment, employment and treatment of talents" [5].

Second, the Party, Government, and related agencies such as the Ministry of Education and Training are gradually synchronously implementing mechanisms and policies and attaching importance to education and science so that people have conditions for comprehensive development. Through the policy of attaching importance to education and training to develop people to meet the new requirements of the revolutionary cause, the XIIIth Congress stated "Paying more attention to moral education, personality, creative capacity, and core values. Linking education in knowledge, ethics, aesthetics and life skills with physical education, raising the stature of Vietnamese people" [5]. From the Party's policy, Resolution No. 29-NQ/TW, dated 04/11/2013 of the XI Party Central Committee "On fundamental and comprehensive reform of education and training, meeting the requirements of industrialization and modernization in the conditions of socialist-oriented market economy and international integration" [14]. Resolution No. 29 has a particularly important role. It has promoted the transformation of Vietnam's education system and improved the quality of training.

Third, under the pressure of scientific and technological development from the 4.0 technology revolution, many enterprises, especially foreign-invested enterprises, are looking for ways to recruit high-quality personnel and provide technical expertise training for their personnel. The demand from businesses also directly affects the training trend of educational institutions and the learning needs of young Vietnamese generations.

#### **4.2 Points achieved**

From the above three favorable factors, Vietnam's labor market has changed in both quality and quantity. Specifically, the labor force aged 15 and above in 2023 will reach 52.4 million people, of which the proportion of trained workers with degrees and certificates in 2023 is 27.0%, up 0.6 percentage points compared to the previous year [15]. The system of documents on leadership, direction, and guidance for the implementation of high-quality human resource training activities has been issued relatively comprehensively and comprehensively. Training and teaching activities have shifted from heavy on knowledge transfer to comprehensively developing students' qualities and capabilities. The quality of vocational education has improved, and vocational training for workers and rural workers has been a concern. "Renovation of higher education associated with increased autonomy has created new momentum, contributing to improving the quality of human resource training; scientific research, especially international scientific publications, increased sharply; several higher education institutions are ranked among the best universities in Asia and the world" [14]. "The political, ideological, moral, lifestyle, life skills and physical education for pupils and students are becoming more and more orderly, substantive and effective" [14]. Currently, "the quality of human resources in Vietnam has also improved significantly. According to the World Bank, Vietnam's human capital index (HCI) has increased from 0.66 to 0.69

in the 10 years 2010-2020. Vietnam is one of the countries in the East Asia-Pacific region with the highest score in the human capital index [16].

#### **4.3 Limitations**

The propaganda and thorough implementation of Resolution 29 have not been effective, many places implementing the resolution are still formal. The process of issuing Circulars, Decrees and plans or strategies under Resolution No. 29 is still long, making the implementation "lack of synchronization and linkage between relevant policies and new policies on education and training; lack of priority mechanisms and policies for education and training" [14].

The youth unemployment rate remains high (7.63% in 2023,) [15]. The quality of vocational education and higher education has been raised but has not yet met the requirements for the quality of human resources, especially high-quality human resources. Training has not been closely and regularly linked with employer requirements and social needs. The forecast of human resource needs, especially human resource needs for new professions, is limited [14].

Our country's labor market has not yet developed at the pace and requirements of socio-economic development. "As of the end of 2023, the country still has 38.0 million untrained workers from primary and above" [15]. Meanwhile, Vietnam is nearing the end of its population golden period (expected to end in 2041).

#### **4.4 Solution**

Continue to review documents and codes and review legal documents to "pave the way for socialization in education", and autonomy in education and pave the way for other innovations. Complete strategies on education, training, and development of national human resources following the requirements of industrialization and modernization.

They are replanning the network of technical and technological professionals and higher education institutions. Implement training activities on knowledge and skills in science, technology, and innovation in secondary education institutions. The study and improvement of the HCI index will contribute to Vietnam's success in the process of industrialization and modernization. Focus on improving training and qualifications for agricultural workers. Increase the number of technical experts. Development of agricultural research and specialized human resources. They are facilitating the development of open online teaching and learning platforms and new models of higher education adapted to digital transformation.

Develop programs to train, attract, and recruit talent – a highly skilled and highly skilled workforce – at national and local levels as well as across industries and regions. To train quality talent, all levels, sectors, and localities must promote their strengths and adopt appropriate policies to develop, attract and use talent. Avoid "brain drain". Develop and implement training programs for a contingent of experts, highly qualified personnel, and technical experts in basic, priority, and advanced industries.

#### **5. Conclusions**

Therefore, although the digital transformation is an inevitable trend in Vietnam and many countries around the world, Vietnam needs to overcome many challenges, including human resources to develop the digital economy. The Party's XIII Congress views on human resources and

human resources, especially the fostering of high-quality human resources, is a comprehensive, up-to-date system that meets human resource needs in the new situation. The trend of globalization and international integration is deepening. Our Party affirms that people are both a goal and a driving force for economic and social development. Therefore, the focus is to implement the strategy of education, human resource training, and comprehensive development of high-quality human resources, including physical, mental, and spiritual strength. The task of education and training is to make Vietnamese people achieve values consistent with their new cultural characteristics and requirements to successfully realize their construction and development goals. The country is pursuing a socialist path.

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