



Received: 03-03-2024
Accepted: 13-04-2024

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

Applying Ho Chi Minh thought on Development and use of Human Resources at the University of Social Labor Affair

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Abstract

In socio-economic development, education is the main way to preserve, disseminate and develop culture, and is the basic way to form human personality in society. The current cause of comprehensive innovation in our country has been placing new demands on human resources. Because human resources have a particularly important role as the resource of all resources, the decisive factor in the success of the cause of innovation and promoting industrialization and modernization of the country. To have human resources,

especially high-quality human resources, requires a reasonable, scientific construction and development strategy consistent with the development trend of humanity. Ho Chi Minh is always interested in building and developing human resources for the country. According to him, "to build socialism, we first need socialist people". Therefore, he always attaches great importance to developing, using, caring for, fostering and training human resources for the country.

Keywords: Human Resources; High Quality Human Resources, Ho Chi Minh's Ideology on Human Resources

1. Ho Chi Minh's ideology on development and use of human resources

Ho Chi Minh's ideology on discovering, training, fostering and using human resources is the combined product of objective and subjective conditions, national cultural traditions and human cultural quintessence. From the national reality and the times, Ho Chi Minh summarized and transformed it sharply and delicately with a scientific and dialectical method. Therefore, Ho Chi Minh's ideology on discovering, training, fostering and using human resources has become a guideline in all actions for our Party and State to apply in the work of building, mobilizing and using human resources in the current context of promoting industrialization, modernization and international integration.

Ho Chi Minh's ideology on human development and use includes the following basic contents:

First, Ho Chi Minh's ideology on human development and use is one of the basic and important viewpoints in Ho Chi Minh's ideological system.

Second, Ho Chi Minh's ideology on human development and use is the result of inheriting the nation's experiences and the cultural quintessence of the East and the West about people.

Third, the purpose of Ho Chi Minh's ideology on developing and using people to build human resources meets the needs of fighting against foreign invaders and building the country. That ideology is associated with the discovery, training and reasonable use of human resources to build and develop these resources effectively and sustainably.

It can be seen that, with the basic connotation of the above concept, Ho Chi Minh's ideology on the development and use of people has great value for the nation and the era, especially in the context of national innovation. And international integration: In theory, Ho Chi Minh's thoughts on the development and use of people contribute to summarizing and supplementing theories and humanistic and humanitarian thoughts of the Vietnamese people in the process of building and defending the country. Currently, his thoughts have become an important foundation for the Party and State to build policies to build and develop human resources in the context of promoting industrialization and modernization of the country and international integration.

In practice, his thoughts have made important contributions in determining the central position, role and driving force of human resources in building socialism with the goal of improving life in all aspects. Of people, promoting the spirit and intelligence of human resources, successfully realizing the goal: Rich people, strong country, democratic, fair and civilized

society.

The content of Ho Chi Minh's ideology on the development and use of human resources is as follows:

Firstly, human resource development is both a requirement and a goal and driving force of the Vietnamese revolution

Aware of the importance of the position and role of human resources and human resource development, Ho Chi Minh always affirmed that human resources - human resources are the resource of all resources, the most precious capital; Comprehensive care and development of human resources is the highest goal of our regime, the central task, and the driving force of the Vietnamese revolution. The cause of national liberation and building socialism is always associated with the liberation and development of people - human resources. It can be said that the goal of liberating human resources comes from national liberation and building socialism. With that stance, Ho Chi Minh always reminded us to "use all the people's strength, the people's talent, and the people's property to work for the people... benefit the people"; "relying on: The people's force, the people's spirit, to build happiness for the people"; "Socialism is aimed at improving the material and cultural life of the people and is built by the people themselves."

Second, developing and using human resources is to comprehensively develop physical, mental and moral aspects

From the beginning, President Ho Chi Minh paid great attention to people's physical fitness and health. Ho Chi Minh said: Preserving democracy, building the country, building a new life, everything requires good health to succeed. The concept of health is both physical and mental health of a person: "The blood circulates, the spirit is full, that is good health." Ho Chi Minh also clearly pointed out the close relationship between the health of each person and the health of the entire nation, therefore, improving individual health is contributing to increasing the health of the entire society: "Every If one person is weak, the whole country is weak; if each person is healthy, the whole nation is healthy. Therefore, exercising and improving health is the duty of every patriot."

Third, comprehensive development of human resources is the cause of the entire people, the entire political system and all social organizations.

Ho Chi Minh believes that comprehensive human development is not only the development of good individual human values, but more than that, it is also the development of human society, including the entire community - people. For President Ho Chi Minh, it is to ensure that all classes and segments of the population in our entire nation can have a prosperous, free, and happy life; to study, develop intellectual capacity, work, create and enjoy those achievements. Every Vietnamese citizen in their lives must always be aware of their own development as well as their civic responsibilities; know how to harmoniously combine personal interests with community interests; Developing personal freedom is associated with the responsibility of building a good social community, in which relationships between people carry cultural identity and humanity.

2. Current status of applying Ho Chi Minh's ideology on the development and use of human resources at the University of Labor and Social Affairs

*** Characteristics of human resources of the University of Labor and Social Affairs**

The year 2024 marks 62 years of construction and growth of the University of Labor and Social Affairs. Generations of the university's staff and lecturers have overcome many difficulties and challenges to help the university develop into what it is today. In particular, the school has had remarkable development since the Prime Minister signed Decision No. 26/200/QĐ-TTg dated January 31, 2005, allowing it to be upgraded from a College of Labor and Social Affairs to a University of Labor and Social Affairs. The school's scale of operations is increasingly expanding, becoming a multi-level, multi-disciplinary, multi-field school. The school has trained more than 70,000 salary and social protection workers for industry and society. Such development is the result of exploiting and using resources in all areas of the School's activities.

Currently, the school's human resources (lecturers) are trained and matured along with the school's construction and development process. Through research practice, it has been shown that the University's human resources (lecturers) have the following basic characteristics:

Firstly, having the spirit of patriotism, striving for independence and socialism, having the will to strive for success makes an important contribution to the cause of promoting industrialization, modernization and international integration.

Second, have a sense of collectivity, culture, solidarity, gratitude and always strive for the common goals of the school.

Third, have a healthy lifestyle, a civilized lifestyle, be diligent, thrifty, honest, benevolent, respectful, disciplined, disciplined and conscious of protecting the pedagogical environment.

Fourth, work hard with a clear conscience, enthusiasm as a teacher, and have high professional qualifications to meet the requirements of the task of training new socialist people who are both "pink" and "professional".

Fifth, regularly study and improve professional qualifications, pedagogical skills and teaching methods to successfully implement the goal of comprehensive innovation in higher education today.

Along with the trend of integration and development, there is an increasing demand for education in training high-quality human resources for the industry and the country. That reality requires the school's lecturers and staff to equip themselves with specialized and professional skills. Therefore, the school's lecturers constantly improve their professional qualifications, skills, and pedagogical skills.

The postgraduate qualifications of lecturers at the school are constantly growing, many lecturers study at different levels in countries with modern education in the world. Information technology and foreign language skills are constantly improved.

3. Current status of development and use of human resources at the University of Labor and Social Affairs

*** Regarding awareness and understanding of the content of Ho Chi Minh's ideology on the development and use of human resources**

Lecturers and employees of the University of Labor and Social Affairs have had access to the content of Ho Chi Minh's ideology on human resource development during their work. However, the understanding and awareness of this team is still limited. The content of developing and using human resources in Ho Chi Minh's ideological system is directly related to the education and training of the young generation but is rarely understood and researched by lecturers and staff. Some lecturers and staff have never known this content. This is also a problem for the school in organizing and implementing the campaign "Study and follow Ho Chi Minh's ideology and moral example". Most of the lecturers interviewed with many years of experience said they read more in books, newspapers, magazines, and the internet. In recent times, the work of propagandizing and implementing the content of Ho Chi Minh's ideology on the development and use of human resources at the school has been limited and has not been promoted. Although, in fact, every year, the school organizes study sessions on topics about Ho Chi Minh's ideology and moral example, but they only focus on content such as Ho Chi Minh's ideology on ethics; about the Communist Party of Vietnam; about building our Party to be truly pure and strong... There is no topic on studying Ho Chi Minh's moral ideology on human resource development. This is one of the reasons why lecturers and staff are aware of it but only know it simply and have not grasped deeply, completely and systematically the contents of Ho Chi Minh's ideology on human resource development. People.

*** Current status of building ideology, politics, ethics and lifestyle for lecturers, officers and employees**

Ideological and political education is first of all education about Marxism-Leninism, Ho Chi Minh's ideology, the Party's guidelines and policies, the State's legal policies, and education about love of work and love of people. With the organization of practical activities to train the moral qualities, lifestyle, posture, and behavior of lecturers. The School's Party Committee has raised the policy of making social ideology, especially Ho Chi Minh's ideology and moral example, permeate each lecturer and be expressed into concrete, effective actions. Thinking - speaking and doing must be consistent, against the practice of "saying one thing and doing another", party members must exemplary practice following the viewpoint "Party members go first, the country follows". The School Party Committee directs propaganda work and organizes activities to celebrate major holidays of the year. During the term, the School directed active participation and achieved achievements in sports and cultural activities.

The school pays attention to and regularly directs units and organizations to well carry out political and ideological education for party members, lecturers, and staff, equipping them with Party-oriented information, of the State, of the Block, of the Industry; proactively propagate and educate lecturers who show signs of reduced fighting spirit and fading ideals.

During the term, the Board of Directors developed Guidelines on "Implementing ethical standards according to

Ho Chi Minh's ideology, ethics, and style" for managers, lecturers, staff, and students of Ho Chi Minh City. School. In particular, the basic contents of implementing ethical standards according to Ho Chi Minh's ideology, ethics, and style in terms of ideals, political bravery, and moral qualities are set out; about job responsibilities; on building internal solidarity and attitudes towards people.

*** Regarding training and professional development for lecturers**

In recent years, the University of Labor and Social Affairs has continuously paid attention to developing its teaching staff. The number of lecturers with doctorate and master's degrees is constantly increasing: In 2015, the school had 62 lecturers with doctorate degrees, by 2024 it will increase to 153 people. In 2015, there were 442 lecturers with Master's degrees, by 2024 it will decrease to 351 people. The number of lecturers with university degrees in 2015 was 87 people, and by 2024 it will decrease to 0 people. This shows that the number of lecturers in recent years has made many efforts to improve their qualifications. The number of PhDs has increased sharply, the number of master's degree students is increasing, and the number of lecturers with university degrees is no longer there. Especially in 2024, the University of Labor and Social Affairs will have 3 more associate professors, opening advanced and intermediate political theory classes, increasing the number of lecturers with advanced theoretical qualifications to 23 people and the number of lecturers. With intermediate theoretical level increased to 71 people. Thanks to that, the quality of work, teaching, and scientific research continuously increases. The school has successfully researched 2 state-level topics, 27 ministerial-level topics, 320 school-level topics, more than 100 department-level topics, and annually has hundreds of articles published in domestic and foreign magazines, hundreds of textbooks and lectures have been completed. Scientific works have actively contributed to improving the school's training quality.

In order to promote the quality of training, fostering and improving the qualifications of teaching staff, the school has paid special attention to domestic and international training cooperation. During the period 2015 - 2020, the school welcomed hundreds of international visitors to exchange, study and work at the school. Especially in 2019, the School welcomed 20 Department and Division-level officials from the Lao Ministry of Labor and Social Welfare to train on labor management and labor dispute resolution. The school has granted scholarships to more than 20 Lao students to study at university and master's degrees. The school has signed 15 cooperation projects with international organizations and universities such as: SAMHSA Office, University of California in Los Angeles, Mainlien organization (Netherlands), International ATTC International Network, Ministry of Health US Health and Public Services (HHS)....

The results of training and fostering the staff and lecturers of the University of Labor and Social Affairs in recent years have shown the following outstanding points:

Firstly, training and fostering focuses mainly on lecturers and part-time lecturers to improve the level of political theory and professional expertise for lecturers, while improving the quality of their activities. The University's activities aim to well implement the goals and tasks assigned by the Ministry of Labor, War Invalids and Social Affairs.

Second, training and fostering focuses on three basic contents: Equipping political theoretical knowledge, professional knowledge and state management knowledge.

Third, the school has focused on training and fostering the building of a team of leadership and management staff at the department level. This is a good change, demonstrating the serious implementation of the Party's policy of standardizing officials. And the State, and at the same time to improve the qualifications and capacity of the staff of leaders at all levels.

Fourth, the school is interested in training and fostering foreign languages and information technology to help lecturers have enough skills to complete professional work, enough knowledge to learn more information from foreign documents, and at the same time. Qualified enough to take entrance exams for master's and doctoral programs.

*** Regarding training facilities for staff and lecturers**

In recent years, the School has always proactively balanced funding sources to increase working rooms and equipment, ensuring that the research, teaching and learning of teachers and students are of increasingly high quality. Thanks to that, the working and teaching environment of lecturers, the learning environment and the practice of practical skills of students have been significantly improved. Along with improving working conditions, the school is always interested in protecting the legitimate rights and interests of lecturers and staff. The area of classrooms, computer practice rooms, foreign language classrooms, practice workshops, document warehouses, and reading rooms to serve users ensures ventilation, hygiene, enough light, fans, and air conditioning. Temperature and air conditioning system. The school builds classrooms according to professional characteristics, the modules are combined in large rooms, there are modules for each separate class, and the quality of the rooms is good. Equipped with equipment that basically meets the teaching and learning requirements of each major; Quality of equipment ensures teaching and learning; Effective use of classrooms (2 shifts/room). The school has an annual maintenance plan; Design and build classrooms and practice rooms according to approved standards; the upgraded LAN network with the support of a team of technicians from the Equipment Management Department has created conditions for lecturers to use information technology to exploit documents, partially meeting the needs of staff. Lecturer in school. In particular, in 2020, due to the corona virus epidemic, the school has strengthened its fight against the epidemic and used Zoom software for teaching to ensure teaching progress for students. The school has invested in renovating the entire school's spacious facilities, and next year will invest in a modern computer room to meet the opening of the information technology industry.

*** Regarding building a life care regime for lecturers and staff**

Over the past 5 years, the School has gradually restructured its staff, civil servants, and public employees, improving the quality and effectively using the teaching staff. In December 2015, the total number of officials and lecturers of the School was 792 people; Currently, the total number of staff and lecturers is 710 people, so compared to 2015, the total number of staff and lecturers at the School has decreased by 82 people (down 10.3%).

During the period 2015 - 2020, the school has continuously improved the income of school staff and lecturers. Annually, balance and adjust the total salary fund, ranks, and additional income for lecturers and staff, increasing the average monthly income per capita from 7,851,528 VND in 2015 to 11,750,456 VND. 2020.

The school has researched, flexibly applied and organized the correct and timely implementation of policies and regimes for lecturers, specifically: Promotion exams, rank transfer, and transfer of old salaries to new salaries, implementation of social insurance regimes, resistance incentives; medal; Emulation and Reward; Implement internal spending regulations, support lecturers to go to graduate school, graduate students, etc., ensuring democracy, publicity and consensus of the majority of lecturers in the school; Regularly inspect and supervise, ensuring the correct, complete, timely and fair implementation of regimes and policies on salaries, bonuses, sickness benefits, insurance regimes, and classroom allowances. Increased income is implemented more and more closely, in accordance with the effectiveness of each person's contribution according to each position. Determining that the school's main mission is to teach and serve teaching, in recent years, the school has always encouraged its teaching staff to actively innovate methods, increase responsibility before each lesson, and exploit public knowledge. Information technology is incorporated into lectures effectively and practically to meet training needs in the current period. Along with that, the school is also interested in creating favorable conditions in terms of mechanism, time and funding for lecturers and staff to participate in training and fostering to improve their political, professional and professional qualifications. Activities to care for the material life of lecturers and staff are also implemented by the school in many forms suitable to the actual conditions of the school such as: Organizing gift giving on holidays, New Year, visits, etc. Timely support when lecturers or relatives encounter difficulties in life, creating confidence and peace of mind in their work and attachment to the school.

*** Regarding planning, appointment, and use of lecturers**

The planning of lecturers at the University of Labor and Social Affairs plays a guiding role, serving as a basis for training, fostering, arranging and using lecturers, and being more proactive in building The teaching staff is increasingly growing in quantity and gradually improving in quality. From there, gradually overcome the shortage of cadres when rotating, mobilizing, promoting, and appointing, having more options to choose from, contributing to limiting local situations. Staff planning and training and fostering are gradually linked to the placement and use of staff. From that direction, the School attaches importance first and foremost to the good implementation of planning, staff arrangement, and management decentralization according to authority. In the planning, attention has been paid to discovering and fostering the source of leaders and chairmen of departments, faculties, subjects, and units; Closely combine the arrangement of leadership and command staff with the consolidation of party committees; Implement well the motto of building a team of cadres with sufficient quantity according to the payroll and cadre titles, but must take quality as the main priority, ensuring a continuous and solid transition between generations. During the term, the Party

Committee has focused on leading the planning of leadership and management positions at all levels from the Board of Directors to departments, faculties, and subjects for the period 2017-2021 and the period 2021-2026. Strengthening the Board of Directors of Faculty II-TP. Ho Chi Minh and Son Tay Campus.

Implemented the process of appointing and reappointing 117 officials; especially in 2019, the University Party Committee directed the appointment and reappointment of 54 department and faculty level managers. In the past 5 years, the school has implemented the process of appointing 1 member of the Board of Directors and 117 management staff. Perform relatively well the work of mobilizing lecturers, ensuring the placement of the right people, the right jobs, and best promoting the capabilities of each person; Strengthen innovation in methods, work and working practices, reduce unnecessary cumbersome procedures, and well implement the State's administrative reform policy; Strengthen the application of science and technology in management and administration. The school has built a team of lecturers with strong political qualities, good expertise, sufficient in quantity, synchronous in structure, with transition between generations of officials, meeting the requirements of the school. Cadre work in the new era.

4. Results and causes

*** Achievement**

The awareness of the majority of lecturers at the University of Labor and Social Affairs in learning and applying Ho Chi Minh's ideology on the development and use of human resources has basically been improved and enhanced. This is a favorable condition for school leaders to implement team development programs and strategies in the near future. Currently, the school's teaching staff has been improved in quantity and quality is gradually improving, meeting the school's teaching requirements and tasks in the new period. The school has paid attention to the construction, development and use of teaching staff. Basically, the school's teaching staff are professionally trained, methodical, experienced and knowledgeable. In particular, in recent years, the level of staff and lecturers has improved significantly, and learning to improve qualifications has also been emphasized. The need to study and research to improve qualifications and update knowledge has become urgent for many lecturers. The work of fostering, using and appreciating a team of lecturers with associate professor and doctorate degrees. Timely appointment of many important positions in a number of units.

*** Cause of achievement**

Firstly, objectively: The issue of expanding, consolidating and developing the university network and teaching staff in recent years has received special attention from our Party and State.

Second, subjectively: The above significant achievements are thanks to the efforts of the school's staff and lecturers, especially the leadership of the Party Committee and the School Board of Directors. In addition, the teaching staff in the school themselves have a sense of responsibility, a spirit of solidarity, and the will to overcome difficulties to practice, study, and improve their professional qualifications and skills. Pedagogy, moral qualities, maintaining a firm stance, striving to build a strong and effective school.

*** Limit**

Participation in studying, researching, and thoroughly grasping Resolutions at all levels by some staff and lecturers is not serious. Besides lecturers with good stances, political ideologies, and ethical lifestyles, there are still some lecturers who show wavering stances, political indifference, lack of political confidence, and lack of seriousness in their work. Lifestyle, ethics, professional responsibility, lack of attachment to the profession, to students, commercialization of education.

The age and career structure of the teaching staff is quite different, causing a lack of continuity in the transfer between generations and the preparation of the next team. Many lecturers with high qualifications, good teaching ability, seniority and work experience are truly the backbone of the school and have reached retirement age... Meanwhile, young, dynamic and creative lecturers creative and quick to approach new things, their professional qualifications and pedagogical abilities are still limited.

The qualifications of the teaching staff in the school have been improved, the proportion of lecturers with master's and doctoral degrees has increased significantly but is not equal between subjects. On the other hand, the proportion of highly qualified lecturers is still low compared to requirements, so there is a lack of spearheads in professional activities, especially scientific research activities. Some faculty and subject leaders have not focused on improving training quality. Some lecturers have not seriously implemented teaching regulations, have not fully grasped and well organized the policy of innovating teaching methods and evaluating student learning outcomes.

The majority of lecturers are correctly aware of the policy of innovating teaching methods in schools, some consciously apply innovative methods in preparing lectures, using utensils, equipment and facilities. Modern in teaching, guiding students to study, seminars... However, there are still lecturers who are afraid of change, slow to innovate, and teach in a one-way presentation and copy-writing style; the quality of seminar and practice hours is not effective.

Although scientific research has received more attention and investment from the school, it still shows many limitations. The quality of some topics and reports is not high; the practical applicability of some topics is still limited; the scientific council's evaluation process lacks sharp points so it is sometimes lenient. Some lecturers themselves do not have a thorough and complete awareness of scientific research, and do not consider this research as a reflection of their professional qualifications and professional capacity, so they carry out topics carefully. Perfunctory, lacking seriousness, lacking feasibility. An electronic library has not been built and developed to serve the learning and research of lecturers and students. Construction of facilities for training is still limited and has not kept up with the school's development requirements.

*** Reason**

The school has paid attention to the political, ideological, lifestyle, and moral education of the teaching staff, but it is not very close, complete, and comprehensive. In addition, the negative effects of the changes taking place in life and the market economy also strongly affect the stance, ideology, lifestyle, and ethics of lecturers.

Despite investment, in general, modern teaching facilities and equipment are lacking and cannot meet the needs of

innovation and application of information technology and modern means in teaching. Regimes, policies, motivation and incentive mechanisms for lecturers have not created strong motivation for lecturers to feel secure in their work.

The policy of remuneration and employment of lecturers in general and lecturers after studying to improve their qualifications in particular is not very satisfactory, it can be said that they have not been given proper attention. This leads to a situation where lecturers work part-time and teach outside to earn money, and a "brain drain" of qualified and capable lecturers.

Communication and promotion of the School still has many limitations; the content and images of the School's website are still poor in information; The School's information and activities have not been fully adjusted or updated.

5. Conclude

The world is rapidly transforming with complex changes in all fields of economics, politics, culture, and society. In this context, the trend of global exchange and integration is an objective reality, and one of the big challenges is the endless race between countries for human resources, especially high-quality human resources. Therefore, to overcome this competition not only requires the Party and State to make strategic decisions in developing, using, caring for, fostering and training human resources, but also Every organization, especially educational and training institutions such as the University of Labor and Social Affairs, must have flexible and flexible mechanisms and policies to attract high-quality human resources to meet the target standards. At international level. With certain achievements, it allows each lecturer and employee in the school to have more confidence and step forward in the increasingly fierce race for knowledge.

It can be said that human resources in general and the teaching staff in general are the most important factors determining the success of the university in the process of innovation, integration and enhancing the school's brand. Therefore, research, apply scientifically, have specific plans and actions in applying Ho Chi Minh's ideology to the development and use of teaching staff (especially the team is considered high quality resources) of the school has important theoretical and practical significance. The school needs to carry out synchronous solutions, the most important of which is to create an "environment" for lecturers and staff to devote their talents, intelligence and ethics to the development and sustainability of the school. School.

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