



Received: 15-12-2022
Accepted: 25-01-2023

International Journal of Advanced Multidisciplinary Research and Studies

ISSN: 2583-049X

Comparative analysis of some managers at leading logistics and construction enterprises in Vietnam

¹Tran Huu Ai, ²Phan Thi Chieu My, ³Huynh Thi Chau Ai
^{1,2,3} Van Hien University, Vietnam

Corresponding Author: **Tran Huu Ai**

Abstract

In business culture, in some companies, the executive officer may be the Chairman of the Board of Directors and may hold many other senior positions in the company. However, in some countries in the European Union, there are two separate boards of directors, one for day-to-day business and a supervisory board of the company. The aim is to prevent conflicts of interest and avoid concentrating too much power on one individual. Vietnam's construction

industry went through difficult times in the period 2009-2013. However, recent signs of recovery will be an opportunity for businesses in the industry to break through and reach new heights. The article will highlight the differences and similarities of the portraits of some managers at leading logistics and construction companies in Vietnam.

Keywords: Portrait of Managers, Construction Industry, Logistics Industry, Vietnam

1. Introduction to the research problem

In any company, the executive position is still considered the most important position. An operator is understood to be an Operator. Each Executive can participate in running the whole company (CEO), be a Chief Operating Officer (COO), or it can be a part of the company, for example: Business manager; Director of Information Technology; Marketing Manager. Today, the supply chain industry changes at an amazing rate. New technologies, urban planning, product specifications and changing consumer needs. Therefore, service providers must focus more on doing their job better.

The construction industry is an industry with sustainable annual growth and contributes a large proportion and structure to GDP growth of the whole country. According to the General Statistics Office, in 2016 the construction industry had a good growth rate of 10.1% and contributed 0.6 percentage points to the economic growth of the country.

With the position of an industry that has always grown in recent years and has the third largest growth rate in Asia in 2015 (according to statistics of Vietnam's construction industry) and continues to grow in the year, In 2016, Vietnam's construction industry has great development prospects in the coming years. Below we will analyze and compare the portraits of some of the top managers in the logistics and construction industry in Vietnam.

2. Rationale

Small distributors will import goods directly from the manufacturer's website. Goods will be delivered to them on the same day or the next day.

- Deliveries are fully digitized. Managers can track each item at any time, whether it's in the middle of the night or during the day when they are on their way to delivery.
- Delivery is optimized using apps like vRoute. Optimizing delivery routes is a hot topic and the subject of hundreds of doctoral theses.

This is not a problem that technology can solve overnight. The optimization will reduce from 20% to 40% of logistics costs and make the most of the delivery workforce.

Automated warehouse optimization is the next step, which we will discuss more deeply in the next article.

- To make the optimization process more efficient, drones and driverless cars will fill the gaps caused by humans in retail distribution in 2020. Distribution infrastructure in the world, since 2000 hitherto? Development is uneven across the world, from the US and Europe to Southeast Asia. The US is still a famous car market with a modern road system connecting all cities. In contrast, in Europe, the countries are linked by a convenient public transport system. Cities are built on centuries-old infrastructure. What about Southeast Asian countries? There is a huge development gap between countries. For small but

efficiently organized societies like Singapore, we can easily find our way using Google Maps and travel by car. However, for developing countries like Vietnam, the Philippines or Indonesia, many problems remain. The first is the presence of a large number of motorbikes that make them the most efficient and flexible means of delivery. The reason is because the motorcycle lane is very close to the sidewalk and the riders can reach there to get out of the congested traffic.

The second problem lies in the house numbering system that is too confusing, such as the number 35 right next to number 57 on Lang Ha Street, or the effort it takes to find the address 1806/127/2/6/ 15/48/2A Zone 6 Nha Be which is actually lane 1806 of Zone 6.

Today's businesses in general and business logistics in particular, most of them have business administrators to coordinate work as well as make plans to develop the company in the best direction. Business managers play a huge role in the business, who can coordinate the company's resources and services. In addition, about the leading construction industry in Vietnam today, managers are also indispensable. So how are those managers, how to manage in the business. On that basis, we can learn, research and compare the portraits of some leading business logistics and construction industry managers in Vietnam. To be able to learn comparative analysis, we must find the right research method and be able to find the most accurate information.

3. Research methods

We can identify many different research methods to be able to find definite information.

General discussion method: In the research process, applying basic knowledge about management logistics to be able to analyze and get appropriate research results

3.2 Data collection approach

Secondary data: international books and documents on logistics, specialized journals' theories on management logistics in enterprises. Primary data: secondary data sources can only provide partial information for the problem to be researched, so to get full information and authentic information it is necessary to collect information from primary data sources. Primary data is collected through direct interview method through questionnaires with interviewees who are officials directly in charge of logistics activities. The purpose of the interviews was to find out the issues related to the company's central management logistics operations that the secondary data did not fully reflect.

Through the interview, the author has a more comprehensive and complete view of the perceptions of the interviewees, as well as the actual operating status of the logistics managers at the company. Some other methods are used in data analysis such as statistics, analysis, synthesis, comparison, percentages to evaluate the operational status of logistics managers.

4. Conclusion

About some managers at logistics enterprises:

The business automation system will be the perfect solution to help businesses operating in the field of logistics can confidently conduct digital transformation. WEONE provides simple and comprehensive business administration and management solutions on one platform, helping businesses optimize management and operation efficiency.

With 4 main modules including: process management, job management, document warehouse management, system administration, logistics businesses can conduct a comprehensive and unified digital transformation right on a system. Depending on the number of employees and business needs during operation, the enterprise will pay the corresponding amount. Thereby solving the financial obstacles that most SMEs operating in the logistics industry often encounter when conducting digital transformation.

With the process management module - procedures, all processes related to the process of transporting goods, loading and unloading goods, conducting delivery, keeping import and export records, etc. will all be digitized. right on the WEONE business automation system. When using WEONE, logistics enterprises will experience the digitized process, flexible branching, every step in the process can be set up accurately, in accordance with the actual operation of the business. In each procedure, there are clearly defined duties of each employee or department in charge along with clear processing time to help the process proceed step by step quickly to avoid prolonged delay affecting the delivery. receive goods from customers.

WEONE's task management module will help logistics managers to easily assign work 1:1 to all employees on the system, allowing to create sub-jobs under the usual jobs created. A special feature is that when the assignment is complete, the system will send a notification and update it to the individual's to-do list. Employees between different departments can also conduct assignments when needed, or create extremely flexible work groups suitable to the characteristics of the logistics industry.

WEONE 's document warehouse management module will help logistics businesses connect scanners to push documents directly from the scanner to the system. All documents in logistics enterprises such as goods import records, international payment records, documents related to the transportation of goods, etc. are easily digitized and classified according to each folder, folder. depends on the respective part. Thereby helping the records to be arranged scientifically and neatly, saving working space, optimizing the cost of preserving and storing records as in the traditional method.

In particular, the WEONE business automation system allows setting an additional layer of password to secure folders or information files, extremely flexible decentralization, editing, deleting according to each department, so confidential documents, limiting the number of users. access, edit, all important documents such as import and export contracts, important cooperation documents, etc. Therefore, confidential documents are absolutely safe with WEONE. WEONE is committed to helping businesses feel secure to operate and develop throughout the process of using the product.

Logistics business leaders can safely use WEONE throughout the business development process because of its convenience and flexibility. With WEONE, from anywhere, on a computer or smartphone, managers can conduct detailed monitoring of the freight process, order processing time of each assigned employee, navigate the freight process. In addition, the arising procedures with foreign orders can also be completely resolved through creating a separate process with a team of seasoned staff for timely processing through WEONE.

With many great benefits, WEONE will help logistics enterprises handle goods transportation processes quickly and conveniently. Thanks to the WEONE business automation system, the work efficiency of each employee is improved, delivery time is shortened, and operating costs are maximized. It can be seen that WEONE is the most optimal choice for all logistics businesses on their digital transformation journey to success!

Did you know that in Vietnam, more than 80% of business leaders want to do digital transformation and 65% of businesses are willing to invest heavily in digital transformation, however, 53.7% of businesses have problems with digital transformation. internal working solutions.

Especially, managers through WEONE's task management module can capture and monitor progress in various forms of charts, kanban, table, calendar, gantt, by end date, minimizing the status wait for the report to urge the employee every time he assigns a job. Thanks to the work data of each employee on WEONE's system, business leaders can accurately grasp the performance of each employee, thereby allocating resources in a way that is balanced and consistent with the operation process. movement of each type of goods.

Especially with smart alerts and reminders to help employees minimize delays in delivery, quickly handle work related to internal operations, delivery of goods, thereby optimizing delivery time.

Development solutions of managers at Vietnamese logistics enterprises are identified from two sides:

On the state side:

It is necessary to build a full legal framework to ensure that new logistics business models develop effectively in the current economic context.

Focus on building national logistics infrastructure, in which technology is the core factor.

On the side of logistics enterprises:

- Actively apply the achievements of the 4.0 industrial revolution for digital transformation.
- Need to change thinking about converting the number of words in each unit.
- Enterprises need to share, build a growing logistics industry and be competitive with foreign competitors.
- Hope for information on the status of logistics industry in Vietnam helped you better understand the strengths and weaknesses of the industry. This is a very potential industry in the future, so it needs to focus on development and investment. This is also a career opportunity in the logistics industry for young people in the future!

Some managers in the leading construction industries in Vietnam:

Businesses building digital transformation should come from the desire to overcome their pain instead of following trends and trends, so each organization needs a different digital transformation roadmap, depending on current business situation. Understanding the problems of many organizations, WEONE is currently being trusted and chosen by a large number of customers when implementing a digital business model.

1) Easy management when digitizing all procedures:

The peculiarity of the construction industry is the management of many large and small projects. With the communication method, most businesses are using discrete software such as chat via Zalo, send Email, report via Excel ... making the operation process difficult and lack of connection. Meanwhile, each step, each process and procedure of a construction business needs to have close interaction and connection with each other according to each individual and department.

Procedures such as payment, advance, supply of materials, etc. or even bidding that used to take a long time to review and sign for approval from many departments are no longer a concern of businesses. Just sit in front of the screen, create a registration form, the process will automatically be sent to the authorities and automatically returned if there is an error. Employees can fully actively monitor this route, making the process faster and resolving hot spots without having to spend a lot of effort on manual exploration.

2) Scientific and intelligent work management:

The characteristic of the construction industry is that it has to manage many projects of different sizes at the same time. Due to lack of synchronous management, the leader cannot control the real time of each project, leading to overload, congestion, delay in progress at many stages. Not only that, the assignment of work to employees also faces many difficulties due to limitations in operating, staffs spend more time on reporting, affecting productivity and wasting money. large amount of resources.

Currently, with WEONE's 1:1 individual, process and group work management system, anyone can create jobs for others. Managers can completely control who is doing what, how long, how progress is done. Table system with many formats such as kanban, gantt, table, calendar regularly updated to ensure accuracy and objectivity in assessment and to demonstrate transparency in management.

Now, even when not at the office, leaders can fully monitor the work progress of their employees, read vivid visual reports just through the computer screen, phone.

3) Manage document warehouse easily and conveniently:

Not only the process is complicated, but the documents and papers of the construction business are also special. From contracts, documents, payment invoices, etc., all cost businesses at least 30 million VND for more than 10,000 pages of paper. Therefore, to minimize this cost, WEONE has designed a smart document warehouse system. After digitizing all documents on the software, all manual tasks such as searching and looking up by hand will be completely eliminated, replaced by a scientifically arranged text bank. WEONE supports employees to search for records by multiple fields of information from name, date, format, etc., saving time, effort as well as document storage. This will bring big changes to a business.

WEONE will help businesses build and solve problems related to human resources, management and business operations. 4 preeminent functions linked on the same platform, easy to use interface will be suitable for all businesses, especially in the field of construction. WEONE promises to bring businesses an effective working experience with optimal solutions.

With the experience and practical results achieved, the

solutions introduced by FSI received much appreciation and attracted the attention of many attendees with its solutions and technology. FSI hopes that, in the future, FSI's solutions will receive more attention and acceptance, helping the digital transformation of the construction industry in particular and the country in general develop more and more.

5. Discussing the research results

Logistics can be considered as an important service industry in the overall structure of the national economy, playing the role of supporting, connecting and promoting socio-economic development, contributing to capacity building, competition in the country's economy. Logistics Vietnam began to be formed and developed in the 1990s, but in a short time, it has grown strongly and gradually asserted a particularly important role in the economy.

According to a report by the General Statistics Office, Vietnam's logistics market currently has about 3,000 domestic enterprises and 30 enterprises providing transnational services, including large enterprises, such as DHL, FedEx, Maersk. Logistics, APL Logistics, etc. Most of the enterprises are small and medium sized, providing from 2 to 17 different logistics services, focusing on: forwarding, inland transportation, seaport and airport operation., management of goods and international transportation,... In which, transportation is the most important service in the logistics system of Vietnam.

According to the Vietnam Association of Logistics Service Enterprises, in recent years, the growth rate of the logistics industry in Vietnam is relatively high, reaching about 14 - 16%, with a scale of about 4-5% of GDP.

It can be seen that logistics services in Vietnam are constantly changing year by year. From a poor, backward and fragmented system of the 2002s (through the research of Nomura Institute), Vietnam logistics has gradually transformed, gradually meeting the development needs of the country and adapting to the trend. global development.

However, Vietnam's logistics industry still has many problems that have not been systematically approached and studied. For these reasons, it is necessary to have reasonable solutions to overcome these problems in the coming time. Thereby, relevant agencies as well as businesses can pursue the goal of sustainable development of the logistics industry.

6. Conclusions and recommendations

Conclusion: So, the industrial revolution 4.0 requires business leaders to be experts who are both strong in professional knowledge and have the ability to think creatively, innovate, and have analytical skills. and synthesize information, be able to work independently and make decisions on the basis of analysis of evidence and data. In order to create excellence in the working process, modern leaders need to innovate and have a specialized leadership style to create the premise to bring their businesses to integrate into the global trend, drive the business. career to success.

Recommendation: In order to improve the efficiency of information technology application and promote the conversion process in the logistics service industry, VEPR experts believe that logistics enterprises need to have appropriate action plans and strategies, efficient and fast. Some micro-solutions that can be applied to businesses include:

-First, enterprises must have standard operating procedures; the leadership's determination; suitable technology solutions.

-Secondly, there should be a synchronous change and the advice of experts and awareness of the business.

-Thirdly, there is a high consensus in the business leadership, it is necessary to invest in training human resources to meet the requirements of the college and choose a suitable roadmap for the business.

-Fourthly, it is necessary to prepare financial resources for investment according to the planned roadmaps and conduct an impact and efficiency assessment after each stage.

From the perspective of state management, in order to improve the efficiency of trade unions in the logistics service industry, the report also makes some recommendations as follows:

-First, continue to improve policies and laws on logistics and transportation services. Accordingly, amending a number of regulations and supplements on logistics and transportation services in the Commercial Law, creating a favorable legal basis for Logistics activities. Amending and promulgating new policies and laws governing logistics services, multimodal transport, cross-border transport, and last-mile delivery. Comprehensive coverage of logistics services, internalizing international commitments on logistics...

-Secondly, there are preferential mechanisms and policies for businesses to invest in 3PL development in the "smart" direction: access to preferential capital, tax, land rent, and application connection support. Information Technology...

-Third, restructuring the logistics service industry, which promotes the development of logistics types (3PL, 4PL, 5PL...) in the country, considering this as a premise for the development of Vietnam's logistics market. Prominent factors driving the growth of the 5th-party logistics market include increasing global trade and increasingly efficient supply chains. Furthermore, the advent of blockchain and technological advancement is expected to spur the growth of the 5th-party logistics market.

Fourth, integrating information technology in logistics, especially customs procedures and at the border; strengthen organization, promote standardization in operations such as documents, technology standards..., develop logistics portals, EDI, e-logistics...

-Fifth, develop diversified smart distribution centers in big cities and urban areas across the country to serve the retail market, logistics centers near industrial parks for production, processing and export, strengthen the application of information technology and colleges in the operation of these centers.

-Sixth, widely apply supply chain management and logistics management in enterprises of all sectors, encourage logistics outsourcing, and adjust and supplement laws and policies to facilitate the development of logistics service activities. as well as domestic logistics enterprises; deploying EDI systems and paperless transaction systems at customs points, border gates, administrative reform and transparency of public services.

-Saturday, training high-quality human resources to serve the logistics service industry, on the one hand quickly respond to human resource needs through training for the industry, on the other hand, speed up the training program for logistics experts with skills to Apply and implement logistics and supply chain management practices to keep

pace with industrialized countries, meet the trends of globalization and institutionalization.

- Eighth, state management agencies should focus on developing digital infrastructure and information technology human resources, enhancing EDI capabilities between platforms, strengthening management and investment in safety and security. cybersecurity, supporting businesses in digitalization with a high degree of determination (financial support, technology, other resources...), with initiatives such as the Support Center - where experts gather leading the industry to stand side by side with businesses in the community college. Thus, the new trade union campaign was deployed strongly and effectively on a large scale and really became a lever for Vietnam's logistics service industry.

7. References

1. <https://huongnghiep.com.vn>
2. <https://logistics4vn.com>
3. <https://weone.vn/giai-phap-chuyen-doi-so-nganh-xay-dung/>
4. <https://weone.vn/chuyen-doi-so-trong-nganh-logistics/>
5. <https://tuyensinhdonga.edu.vn/thuc-trang-logistics-o-viet-nam/>
6. <https://clibme.com/phat-trien-dich-vu-logistics-viet-nam-king-te-so-2022/>
7. <https://tapchicongthuong.vn/>
8. <https://tailieu.vn/>
9. <http://vjst.vn/vn/>
10. <https://hiu.vn/tin-tuc-logistics>
11. To Huynh Thu. The Impact of Financial Structure on Financial Performance of Logistic Service Providers Listed at Ho Chi Minh City Stock Exchange. *Journal of Archeology of Egypt/Egyptology*. 2021; 18(2):688-719.
12. Nguyen Hoang Tien. The impact of Covid-19 pandemic on brand value of transport and logistics industry in Vietnam. *International Journal of All Multidisciplinary Research Studies*. 2022; 1(2).
13. Tran Huy Cuong. Application of ICT in Logistics and Supply Chain in post-Covid-19 economy in Vietnam. *International Journal of Multidisciplinary Research and Growth Evaluation*. 2022; 3(1):493-451.
14. Cezary Suszynski. Cost optimization for R-logistics operations at foreign supermarkets in Vietnam: Case of AEON and Lotte. *International Journal of Multidisciplinary Research and Growth Evaluation*. 2022; 3(1):210-216.
15. Krzysztof Santarek. Factors impacting effectiveness of R-logistics activities at supermarkets in Vietnam. *International Journal of Multidisciplinary Research and Growth Evaluation*. 2022; 3(1):217-223.
16. Boleslaw Rafal Kuc, Bogdan Nogalski. The role of R-logistics in customer satisfaction improvement in Vietnam's retail industry. *Himalayan Journal of Journal of Humanities and Cultural Studies*. 2021; 2(6):14-22.
17. Boleslaw Rafal Kuc. Comparative analysis of R-Logistics activities at Coopmart and Big C in Vietnam. *Himalayan Journal of Education and Literature*. 2021; 2(6):23-31.
18. Leo Paul Dana, Rewel Jiminez Santural Jose. Situation of Training Logistics Human Resources in Vietnam and Development Solutions. *International Journal of Advanced Education and Research*. 2020; 5(3):99-104.
19. Do Thi Y Nhi. Logistics Service Management in Vietnam's Enterprises and Foreign Corporations. *International Journal of Multidisciplinary Research and Development*. 2019; 6(10):16-21.
20. Nguyen Hoang Tien, Nguyen Minh Ngoc. The Role of R-Logistics in Improving Customer Satisfaction in Vietnam's Retail Industry in the Context of International Integration. *Proceedings of the International Scientific Conference on: "Trade and International Economic Impacts on Vietnamese Firms - TEIF"*, Hanoi National Economics University, 2021, 866-878.
21. Tran Duy Thuc. *Global supply chain and logistics management*. Academic Publications, Delhi, 2020.
22. Dinh Ba Hung Anh. *Global strategic marketing management*. Ementon Publisher, Warsaw, 2017.
23. Tran Duy Thuc. *Global supply chain and logistics management*. Academic Publications, Delhi, 2020.
24. Jianhua Ye, Ahmad Al-Fadly. The Nexus among Green Financial Development and Renewable Energy: Investment in the wake of the Covid-19 pandemic. *Economic Research*, 2022.
25. Ye Feng, Rabia Akram. The Impact of Corporate Social Responsibility on the Sustainable Financial Performance of Italian Firms: Mediating Role of Firm Reputation. *Economic Research*, 2022.
26. Feng Sheng Chien, Ching Chi Hsu. The Role of Technology Innovation and Cleaner Energy towards Sustainable Environment in ASEAN Countries: Proposing Policies for Sustainable Development Goals. *Economic Research*, 2022.
27. Dinh Ba Hung Anh, Nguyen Minh Ngoc. Corporate Financial Performance due to Sustainable Development in Vietnam. *Corporate Social Responsibility and Environmental Management*. 2020; 27(2):694-705.
28. Dinh Ba Hung Anh. Gaining competitive advantage from CSR policy change: Case of foreign corporations in Vietnam. *Polish Journal of Management Studies*. 2018; 18(1):403-417.
29. Anh DBH, Dung HT, On PV, Tam BQ. Factors impacting customer satisfaction at Vietcombank in Vietnam. *Himalayan Journal of Economics Business and Management*. 2021; 2(4):98 -107.
30. Anh DBH, Vu NT, Bien BX, Anh VT, Dat NV. Factors impacting customer satisfaction at BIDV Bank in Vietnam. *Himalayan Journal of Economics Business and Management*. 2021; 2(4):89-97.
31. Anh DBH, Vu NT, On PV, Duc PM, Hung NT, Vang VT. Customer service culture at VPBank in Vietnam. *Himalayan Journal of Economics Business and Management*. 2021; 2(4):78-88.
32. Anh DBH, Diem PT, Duc PM, Vu NT, Dung HT, Dat NV. Customer service culture at VIB bank in Vietnam. *Himalayan Journal of Economics Business and Management*. 2021; 2(4):70-77.
33. Anh DBH, Diem PT, Vu NT, Dung HT, Bien BX, Anh VT, On PV. Customer service culture at TechComBank in Vietnam. *Himalayan Journal of Economics Business and Management*. 2021; 2(4):61-69.
34. Anh DBH. Japanese Innovation Policy and Development of High-Quality Human Resource: Experiences for Vietnam. *Proceedings of International Scientific Conference in Economics and Business (ICYREB) on: "National Entrepreneurship and Innovation"*, Hanoi, 30 October 2018, Academy of

- Finance in partnership with IPAG Business Institute (France), York University (Canada) and Waikato University (New Zealand), 2018, 108-114.
35. Anh DBH. Global Strategic Marketing Management. Ementon Publisher, Warsaw, 2017.
 36. 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.
 37. Anh DBH, Ngoc NM, Nhi DTY. Sustainable Social Entrepreneurship in Vietnam. International Journal of Entrepreneurship. 2019; 23(3):1-12.
 38. Anh DBH, Thuc TD. Global Supply Chain and Logistics Management, Academic Publications, Delhi, India, 2019.
 39. Anh DBH. Trade Freedom and Protectionism of Leading Economies in Global Trade System, International Journal of Commerce and Management Research. 2019; 5(3):100-103.
 40. Anh DBH, Ngoc NM. Corporate Financial Performance due to Sustainable Development in Vietnam. Corporate Social Responsibility and Environmental Management. 2019; 27(2):1-12.
 41. Anh DBH. Gaining competitive advantage from CSR policy change: Case of foreign corporations in Vietnam, Polish Journal of Management Studies. 2018; 18(1):403-417.
 42. Anh DBH, Duc LDM, Ngoc PB. Subjective Well-Being in Tourism Research. Psychology and Education. 2021; 58(5):3317-3325.
 43. Bien BX, Tien NV. Solutions enhancing competitiveness of made-in Vietnam brands in Vietnamese market, International Journal of Research in Marketing Management and Sales. 2019; 1(2):93-99.
 44. Diem PT, Vu NT, Nhan VK, Vang VT. The Strategy of CRM System Development at Mega Market Vietnam. International Journal Multidisciplinary Research and Growth Evaluation. 2021; 2(4):802-806.
 45. Diem PT, Vu NT, Dung HT, Dat NV. The Process of CRM System Implementation at Dien May Xanh in Vietnam. International Journal Multidisciplinary Research and Growth Evaluation. 2021; 2(4):761-768.
 46. Diem PT, Vu NT, Dung HT, Bien BX, Duc PM. Customer Care and Customer Relation ship Maintenance at Ministop, Family Mart and CoopSmile in Vietnam. International Journal Multidisciplinary Research and Growth Evaluation. 2021; 2(4):744-751.
 47. Diem DL, Trang TTT, Ngoc PB. Development of Tourism in South Central Coastal Provinces of Vietnam. Journal of Archeology of Egypt/ Egyptology. 2021; 18(8):1408-1427.
 48. Diep, Vu LH, Hai DT, Thuan TTH. China and USA in Vietnam's International Relations in the Region. Journal of Archeology of Egypt/Egyptology. 2021; 18(8):2681-2710.
 49. Duc LDM, Thuy Cooperative, Yen NTH. Corporate Social Responsibility and Corporate Financial Performance Case of Listed Vietnamese Companies, Zeszyty Naukowe Politechniki Czestochowskiej. Zarzadzanie. 2018; 32:251-265.
 50. Duc LDM, Mai NP. Enhancing Sustainability in the Contemporary Model of CSR: A Case of Fast Fashion Industry in Developing Countries. Social Responsibility Journal, 2020.
 51. Dung HT, Tien NV. Branding building for Vietnam tourism industry reality and solutions, International Journal of Research in Marketing Management and Sales. 2019; 1(2):63-68.
 52. Dung NTH, Trang TT, Hien VT, Editor Phuong. Factor Affecting Tourists' Return Intention: A Case of Binh Quoi Village in Ho Chi Minh City. Journal of Archeology of Egypt/Egyptology. 2021; 18(9):493-507.
 53. Dung NTH, Trang TT, Ngoc PB. Assessing Customer Satisfaction for Can Gio Tourist Destination in Ho Chi Minh City. Journal of Archeology of Egypt/Egyptology. 2021; 18(14):249-268.
 54. Giao NQ, Trang TTT, Mai NP. Sustainability Issues in the Development of Higher Education Industry. Hong Kong Journal of Social Sciences. 2021; 57:79-90.
 55. Hung NT, Vu NT, Bien BX. Risks of Vietnamese Enterprises in Trade Relations with China. International Journal of Research in Finance and Management. 2020; 3(1):1-6.
 56. Mai NP. Green Entrepreneurship Understanding in Vietnam. International Journal of Entrepreneurship. 2020; 24(2).
 57. Minh HTT, Dan PV. Branding building for Vietnam higher education industry: Reality and solutions, International Journal of Research in Marketing Management and Sales. 2019; 1(2):118-123.
 58. Minh, Diep NH, Vu LH, Hai DT, Thuan TTH. ASEAN and China in Vietnam's International Relations in the Region. Journal of Archeology of Egypt/ Egyptology. 2021; 18(8):2661-2680.
 59. Ngoc PB, Trang TTT. Current Path to Community Based Sustainable Tourism Development of Khanh Hoa Province in Vietnam. Journal of Archeology of Egypt/ Egyptology. 2021; 18(9):508-525.
 60. Ngoc NM, Nhan VK. Family business in Vietnam and in Poland: Review of characteristics and trend of development, Journal of Southwest Jiaotong University. 2020; 54(6):1-19.
 61. Ngoc NM. Branding Strategy for Gamuda Land Real Estate Developer in Ho Chi Minh City Vietnam. Celadon City Project. Psychology and Education. 2021; 58(5):3308-3316.
 62. Ngoc NM, Thu TH. The Impact of Financial Structure on Financial Performance of Logistic Service Providers Listed at Ho Chi Minh City Stock Exchange. Journal of Archeology of Egypt/Egyptology. 2021; 18(2):688-719.
 63. Ngoc NM, Chau PB, Khuyen TL. The Impact of Financial Structure on Business Performance of Real Estate Enterprises Listed at Ho Chi Minh City Stock Exchange. Journal of Archeology of Egypt/Egyptology. 2021; 18(8):92-119.
 64. Ngoc, Trang TT, Minh HTT. Brand Building and Development for the Group of Asian International Education in Vietnam. Psychology and Education. 2021; 58(5):3297-3307.
 65. Ngoc NM. Comparative Analysis of Advantages and disadvantages of the Modes of Entering the International Market, International Journal of Advanced Research in Engineering and Management. 2019; 5(7):29-36.
 66. Ngoc NM. Related and Non-related Diversification Strategy of Domestic Business Groups in Vietnam, International Journal of Advanced Research in Engineering and Management. 2019; 5(7):12-17.

67. Nhi DTY, Chi DTP. CRM Application in Agricultural Management in the Mekong Delta. *International Journal of Multidisciplinary Research and Development*. 2019; 6(10):123-126.
68. Phu PP, Chi DTP. The role of international marketing in international business strategy, *International Journal of Research in Marketing Management and Sales*. 2019; 1(2):134-138.
69. Tam BQ, Diem PT, Duc PM, Dung HT, Dat NV, Nhan VK. The Strategic Customer Relationship Management at CoopMart in Vietnam. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(4):794-801.
70. Tam BQ, Diem PT, On PV, Anh VT, Dat NV. The History of Development of CRM System at AEON Vietnam. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(4):737-743.
71. Tam BQ, Diem PT, On PV, Anh VT, Hung NT. The Formation and Development of CRM System at Thien Hoa Electronics Supermarket in Vietnam. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(4):752-760.
72. Thai TM, Hau TH, Vinh PT, Long NVT. Solutions for Tuyen Quang and Binh Phuoc Tourism Industry Sustainable Development. *Comparative Analysis. International Journal of Research in Marketing Management and Sales*. 2020; 2(1):101-107.
73. Thao VTT, Hung Anh DB. Sustainability issues in social model of corporate social responsibility: Theoretical analysis and practical implications, *Journal of Advanced Research in Management*. 2019; 19(1).
74. Tan NH. *International Economics, Business and Management Strategy*, Academic Publications, Delhi, India, 2019.
75. Tan NH. *Principles of Management*. Financial Publisher. Ho Chi Minh City, 2020.
76. Tan NH. *Leadership in Social Responsible Enterprises*. Ementon Publisher, Warsaw, 2015.
77. Tan NH. *Change Management in a Modern Economy. Modeling Approach*. PTM Publisher, Warsaw, 2012.
78. Tan NH. *Competitiveness of Enterprises in a Knowledge Based Economy*. PTM Publisher, Warsaw, 2012.
79. Tan NH. *Competitiveness of Vietnam's Economy. Modeling Analysis*. PTM Publisher, Warsaw, 2013.
80. Tan NH. Develop Leadership Competencies and Qualities in Socially Responsible Businesses: Reality in Vietnam, *International Journal of Research in Management*. 2019; 1(1):1-4.
81. Tan NH. Challenges and opportunities for enterprises in the world of the 4th industrial revolution, *Proceedings of National Scientific Conference on "Accounting, Auditing and Vietnam Economy in the Face of 4.0 Industrial Revolution"*, November 2017, Quy Nhon University, Quy Nhon, Binh Dinh province, 2017, 441-445.
82. Tan NH. Develop Leadership Competencies and Qualities in Socially Responsible Businesses: Reality in Vietnam. *International Journal of Research in Management*. 2019; 1(1):1-4.
83. Tan NH. Solutions for Sustainable Development of Binh Duong Tourism. *Proceedings of University Science Conference on: "Binh Duong Tourism, Enhancing Competitiveness towards Sustainable Development"*, Binh Duong Department of Culture, Sport and Tourism. December 2018, 2018, 55-67.
84. Tan NH. Hanoi Culture of Cuisine as Factor Attracting Tourists to Vietnam. *Proceedings of University Scientific Conference on: "Values of Gastronomic Culture in Tourist Activities"*, Faculty of Social Science and Humanities, Department of Culture and Tourism. May 21, 2018, Tien Giang University, 2018, 101-105.
85. Tan NH. Sustainable Development of Higher Education: A Case of Business Universities in Vietnam. *Journal of Hunan University Natural Sciences*. 2020; 47(12):41-56.
86. Tan NH. Solutions for Tuyen Quang and Binh Phuoc International Tourism Products and Services Development: Comparative Analysis. *International Journal of Research in Marketing Management and Sales*. 2019; 2(1):131-137.
87. Thien NH. Trade Freedom and Protectionism of Leading Economies in Global Trade System. *International Journal of Commerce and Management Research*. 2019; 5(3):100-103.
88. Thien NH. Comparative Analysis of Advantages and disadvantages of the Modes of Entering the International Market. *International Journal of Advanced Research in Engineering and Management*. 2019; 5(7):29-36.
89. Thien NH. Related and Non-related Diversification Strategy of Domestic Business Groups in Vietnam. *International Journal of Advanced Research in Engineering and Management*. 2019; 5(7):12-17.
90. Thien NH. Social Entrepreneurship and Corporate Sustainable Development: Evidence from Vietnam. *Cogent Business and Management*, Taylor and Francis Publisher. 2020; 7(1):1-17.
91. Thien NH. Staff Motivation Policy of Foreign Companies in Vietnam. *International Journal of Financial Management and Economics*. 2020; 3(1):1-4.
92. Thien NH. Working Environment and Labor Efficiency of State-Owned Enterprises and Foreign Corporations in Vietnam. *International Journal of Financial Management and Economics*. 2019; 2(2):64-67.
93. Thien NH. International Distribution Policy: Comparative Case Study of Samsung and Apple. *International Journal of Research in Marketing Management and Sales*. 2019; 1(2):24-27.
94. Thien NH. Sustainability of Coastal Tourism Development: Comparative Analysis of Vietnam's Northern and Southern Provinces. *Journal of Southwest Jiaotong University*. 2021; 55(6):1-19.
95. Thien NH. Knowledge Management in the Context of Industrial Revolution 4.0. *International Journal of Commerce and Economics*. 2020; 2(1):39-44.
96. Than NH. Knowledge Management in Strategic Alliances and Foreign Joint Ventures. *Proceedings of University Scientific Conference of: "Young Lecturers and MBA Students"*, Faculties of Economics, TDM University. Binh Duong 15 June 2018, 2018, 141-149.
97. Than NH. Application of CRM in Agricultural Management. *Proceedings of National Scientific Conference on: "Development of High-tech Agriculture in the Highlands in the Context of Regional Linkage and International Integration"*, April 2019, Institute of Social Science in Central Region, Vietnam Academy of Social Science, 2019, 216-223.
98. Than NH. CRM Application in Managing Hotel,

- Restaurant and Tourism Services in Vietnam. *International Journal of Research in Management*. 2019; 1(1):14-17.
99. Than NH. CRM Application in Customer Service Management at Big4 Banks in Vietnam. *International Journal of Research in Management*. 2019; 1(1):9-13.
100. Than NH. *Human Resource Management*. VHU Publisher, Ho Chi Minh City, Vietnam, 2020.
101. Than NH. *Strategic International Human Resource Management*. Ementon Publisher, Warsaw, Poland, 2017.
102. Than NH. *Responsible and Sustainable Business*. Eliva Press, Chisinau, Moldova, 2020.
103. Vang VT, 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.
104. Viet PQ, Duc NM, Tam VT. Sustainability of Tourism Development in Vietnam's Coastal Provinces. *World Review of Entrepreneurship Management and Sustainable Development*, 2020.
105. Vu NT, Dung HT, Duc LDM. Determinants of real estate bubble in Vietnam. *International Journal of Research Finance and Management*. 2019; 2(2):75-80.
106. Vu NT, Tien NV. The role of brand and brand management in creating business value case of Coca-Cola Vietnam. *International Journal of Research in Marketing Management and Sales*. 2019; 1(2):57-62.
107. Vu NT, Bien BX, Anh VT. The Development Process of CRM System at VinMart in Vietnam. *International Journal Multidisciplinary Research and Growth Evaluation*. 2021; 2(4):728-736.
108. Then NH, Ngoc NM, Mai NP, Duc LDM, Trang TTT. Sustainable Development of Higher Education Institutions in Developing Countries: Comparative Analysis of Poland and Vietnam. *Contemporary Economics* (forthcoming), 2022.
109. Then NH, Anh DBH, Ngoc PB, Trang TTT, Minh HTT. Brand Building and Development for the Group of Asian International Education in Vietnam. *Psychology and Education*. 2021; 58(5):3297-3307.
110. Then NH, Anh DT, Luong MV, Ngoc NM, Dat N, Duc LDM. Sustainable Development of Higher Education. A Case of Business Universities in Vietnam. *Journal of Hunan University Natural Sciences*. 2020; 47(12):41-56.
111. Then NH, Jose RJS, Mai NP, Long NT, Hai TV. Current State of Human Resource in International Universities in Vietnam. *International Journal of Multidisciplinary Research and development*. 2020a; 7(7):22-27.
112. Then NH, Dana LP, Jose RJS, Vu NT, Hung NT. Human Resource Development Strategy of Ton Duc Thang University to Improve its Position on International Rankings. *International Journal of Advanced Education and Research*. 2020b; 5(3):105-110.
113. Then NH, Minh HTT, Dan PV. Branding Building for Vietnam Higher Education Industry: Reality and Solutions. *International Journal of Research in Marketing Management and Sales*. 2019; 1(2):118-123.
114. Then NH, Anh DBH. Attracting FDI in Higher Education Industry in Vietnam. *International Journal of Advanced Education and Research*. 2019; 4(3):24-27.
115. Ngoc NM. Higher Doctorate in Poland and Implications for Polish Higher Education and Scientific Development. *Journal of Southwest Jiaotong University*. 2020; 56(1):188-201.
116. Ngoc NM, Giao NQ, Trang TTT, Mai NP. Sustainability Issues in the Development of Higher Education Industry. *Hong Kong Journal of Social Sciences*. 2021; 57.
117. Anh DBH. CSR Policy Change: Case of International Corporations in Vietnam. *Polish Journal of Management Studies*. 2018; 18(1):403-417.
118. Trang TTT. Sustainable Development of Higher Education Institutions in Developing Countries: Comparative Analysis of Poland and Vietnam. *Contemporary Economics*. 2022; 16(2):195-210.
119. Zheng WL. Impact of Energy Efficiency, Technology Innovation, Institutional Quality and Trade Openness on Greenhouse Gas Emissions in Ten Asian Economies. *Environmental Science and Pollution Research*, 2022.
120. Ahmad AF. The Nexus among Green Financial Development and Renewable Energy: Investment in the wake of the Covid-19 pandemic. *Economic Research*. 2022; 35(1):5650-5675.
121. Ye F. The Impact of Corporate Social Responsibility on the Sustainable Financial Performance of Italian Firms: Mediating Role of Firm Reputation. *Economic Research*. 2022; 35(1):4740-4758.
122. Feng SC. The Role of Technology Innovation and Cleaner Energy towards Sustainable Environment in ASEAN Countries: Proposing Policies for Sustainable Development Goals. *Economic Research*. 2022; 35(1):4677-4692.
123. Duc LDM. Enhancing Auditor Independence in Auditing Enterprises in Vietnam. *Cogent Economics and Finance*. 2019; 7(1):1-16.
124. Mai NP. Social Entrepreneurship and Corporate Sustainable Development. Evidence from Vietnam. *Cogent Business and Management*. 2020; 7(1):1-17.
125. Thuong TM. Enhancing Independence of Local Auditing Services by Profiting from International Experiences of the Big4 Group (KPMG, Deloitte, PWC E&Y) Operating in Vietnam Market. *Cogent Business & Management*. 2019; 6(1):1-14.
126. Tien NH. Corporate Financial Performance due to Sustainable Development in Vietnam. *Corporate Social Responsibility and Environmental Management*. 2019; 27(2):694-705.
127. Tien NH. Natural resources volatility and financial development during Covid-19: Implications for economic recovery. *Resources Policy*, 2019.
128. Ka YC. Exploration of Green Energy and Consumption Impact on Sustainability of Natural Resources: Empirical Evidence from G7 Countries. *Renewable Energy*. 2022; 196:1241-1249.
129. Ngoc NM. Solutions for Development of High-Quality Human Resource in Binh Duong Industrial Province of Vietnam. *International Journal of Business and Globalisation*, 2023.
130. Huong LTM. Factors Impacting State Tax Revenue in ASEAN Countries. *International Journal of Public Sector Performance Management*, 2023.
131. Ngoc NM. Impact of Accreditation Policy on Quality Assurance Activities of Public and Private Universities

- in Vietnam. *International Journal of Public Sector Performance Management*, 2023.
132. Ngoc NM. Quality of Scientific Research and World Ranking of Public and Private Universities in Vietnam. *International Journal of Public Sector Performance Management*, 2023.
133. Viet PQ. Sustainability of Tourism Development in Vietnam's Coastal Provinces. *World Review of Entrepreneurship Management and Sustainable Development*. 2021; 17(5):579-598.
134. Tien NH. Vietnamese Family Business in Poland and in Vietnam. Comparative Analysis of Trends and Characteristics. *International Journal of Entrepreneurship and Small Business*. 2021; 42(3):282-299.
135. Anh DBH. Sustainable Development of Social Entrepreneurship: Evidence from Vietnam. *International Journal of Entrepreneurship and Small Business*. 2022; 45(1):62-76.
136. Mai NP. Green Entrepreneurship: A Game Changer in Vietnam Business Landscape. *International Journal of Entrepreneurship and Small Business*, 2023.
137. Ngoc NM. Enhancing efficiency of real estate brokerage activities in Vietnam. *International Journal of Business and Globalisation*, 2023.
138. Ngoc NM. Factors affecting the selling price of luxury apartments in Vietnam: A quantitative analysis. *International Journal of Business and Globalisation*, 2023.
139. Mai NP. Enhancing Sustainability in the Contemporary Model of CSR: A Case of Fast Fashion Industry in Developing Countries. *Social Responsibility Journal*. 2021; 17(4):578-591.
140. Ngoc NM. Sustainable Integration in Vietnam's Tourism Industry. *World Review of Entrepreneurship Management and Sustainable Development*, 2023.
141. Ngoc NM. The relevance of factors affecting real estate investment decisions for post pandemic time. *International Journal of Business and Globalisation*, 2023.
142. Massoud M. Impact of non-renewable energy and natural resources on economic recovery: Empirical evidence from selected developing economies. *Resources Policy*. 2023; 80:103221.
143. Hieu VM. Socially Sustainable Entrepreneurship of Chinese Community in Southern Vietnam. *International Journal of Entrepreneurship and Small Business*, 2023.
144. Ngoc NM. Factors affecting the willingness to pay for management services of apartments in Vietnam. *International Journal of Business and Globalisation*, 2023.
145. Toan TT. Opportunities and challenges for quality of human resource in public sector of Vietnam's logistics industry. *International Journal of Public Sector Performance Management*, 2023.
146. Lan TTN. Market development strategy of renewable energy industry in Vietnam. *International Journal of Business and Globalisation*, 2023.
147. Huong LTM. Assessment of green economic growth in the current specific socio-economic context of Vietnam. *International Journal of Business and Globalisation*, 2023.
148. Lan TTN. A global trend of sustainable development of agribusiness in Vietnam. *International Journal of Business and Globalisation*, 2023.
149. Vinh PT. Global performance of Vietnamese small enterprises due to internal and external drivers. *International Journal of Business and Globalisation*, 2023.
150. Tuan LHA. The entrepreneurial pathway of Vietnamese super-rich. The sources of their successful business performance. *International Journal of Entrepreneurship and Small Business*, 2023.
151. Hai DH. The influence of global climate change on economic growth in Vietnam. *International Journal of Business and Globalisation*, 2023.
152. Tien NH. Global product purchasing intention of consumers in Vietnam. *International Journal of Business and Globalisation*, 2023.
153. Duc LDM. The impact of quality of financial accounting information on SMEs' business performance. *International Journal of Business and Globalisation*, 2023.