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The Role of Human Resources in International Economic Integration in Vietnam

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Abstract

Human resources play a very important role for organizations and society in international economic integration. But the Politburo assessed: "The quality of human resources and infrastructure has been slowly improved. The capacity of cadres, civil servants, and businessmen has not met the integration requirements". Vietnam is the third most populous country in Southeast Asia, but the population is shifting towards increasing the proportion of elderly people and decreasing the proportion of young people. Vietnam is currently in the period of golden population structure and also in the process of population aging. In addition, the country still has 38.0 million untrained workers. Meanwhile, labor productivity - a decisive factor in improving the capacity and competitiveness of the economy. Our country has set a

specific target for the Program that the average labor productivity growth rate is over 6.5% / year, but the growth rate of labor productivity in 2021 and 2022 is 4.6% and 4.8%, respectively, lower than the set target of 5.5%, in 2023 it is estimated to increase by 3.77 - 4.76%. Therefore, developing and implementing an overall strategy on international integration, in the short term to 2020, focusing on institutional renewal, human resource development, infrastructure modernization, meeting international integration requirements, and promoting bilateral and multilateral cultural cooperation, society, science-technology, education - training, focusing on human resource development, especially high-quality human resources are key factors of Vietnam in the coming time.

Keywords: Role, Human Resources, Integration, International Economy

1. Introduction

International integration brings Vietnam many opportunities to develop human resources. The job market is not only the domestic market but also the wider market of the ASEAN region, giving learners many opportunities to study, access advanced training programs abroad, and find jobs after studying. Diplomas and certificates after the training process of learners are also recognized in countries in this region, creating conditions for easy recognition in other countries around the world. Vietnam has an abundant workforce and a young workforce structure. Therefore, it is a destination for international investment flows, promoting breakthrough technologies and large-scale investment projects that help reduce labor productivity gaps, increase foreign direct investment, improve management skills, and develop human resources. Many new talents. Jobs for workers. Vietnam's labor productivity will increase, helping to narrow the gap with economies in the region and around the world. Politburo Resolution No. 22-NQ/TW on International Integration assessed that "The quality of human resources and infrastructure has been slowly improved. The capacity of cadres, civil servants, and businessmen has not met the integration requirements." [5]. Therefore, in the guiding view of this Resolution, the Central Committee (2013) emphasized "international integration on the basis of maximizing internal resources; closely associate with and promote the process of institutional improvement, improving the quality of human resources, modernizing infrastructure, improving synergy and national competitiveness; closely associated with strengthening the level of connectivity between regions, regions and regions in the country." [5]. One of the orientations of the resolution on Human Resources is to "Develop and implement an overall strategy on international integration, with an immediate focus on institutional renewal, human resource development, infrastructure modernization, meeting the requirements of international integration."; "Promote bilateral and multilateral cooperation in culture, society, science and technology, education and training, first of all, building the ASEAN socio-cultural community, focusing on human resource development, especially high-quality human resources. Take advantage of international

cooperation and support, acquire knowledge, especially knowledge of management and science and technology, and absorb the cultural quintessence of humanity. Promote the image of the country and people of Vietnam to international friends." According to author Thai (2023), after 10 years of implementing Resolution No. 22-NQ/TW dated April 10, 2013, of the Politburo on international integration, we can affirm: "Resolution 22 is a correct and timely strategic orientation of our Party and State. The implementation of the Resolution has achieved many important results, notably 03 major changes. In terms of awareness, international integration has become the cause of the whole people and the whole political system, becoming a major strategic orientation of the Party to successfully carry out the task of building and defending the Fatherland. In terms of action, Resolution 22 marks an important shift in the thinking of international integration of our Party and State, from international economic integration to proactive, proactive, and effective international integration in all fields. The changes in thinking and action have contributed to a new change in both quality and quantity, enhancing the position, prestige, and potential of the country, bringing the country to achieve great achievements and historical significance".^[6] However, in the process of implementing the Resolution, there are still many shortcomings and limitations: "The activeness, initiative and creativity in integration implementation are still not high; the role of the State in encouraging and creating a favorable environment for individuals, organizations and enterprises to participate in integration is still passive and embarrassing, Vietnam's national synergy has increased, but our national competitiveness and growth quality have not improved much; the quality of human resources, the level of connectivity between the FDI and domestic economic sectors (both public and private), and the connection between domestic regions and regions have not met expectations.

2. Overview

Research by the authors Tien and Thanh (2020) on high-quality human resources at FDI enterprises in Vietnam, solutions to attract and retain. This is an outstanding study on the situation of human resources in general and human resources in FDI enterprises in Vietnam in particular. The authors have identified that "high-quality human resources are one of the important factors to help businesses attract FDI capital from abroad into Vietnam". Under the competition of technology and corporate innovation, the author argues that there is ample evidence of the contribution of human resources. The creativity of employees is one of the factors affecting the development or failure of the business. For this reason, the authors argue that "attracting and retaining human resources is one of the prerequisites to improve the quality of human resources of labor resources and ensure the sustainability of economic processes". In addition, the article also presents the theoretical basis of high-quality human resources and the relationship between attracting foreign investment capital and attracting and maintaining high-quality human resources. Based on the analysis, the research team also proposed solutions to help FDI enterprises in Vietnam maintain high-quality human resources^[1].

Research by Nguyen (2011) on experiences in human resource development in the process of international

economic integration of Asian countries and lessons for Vietnam. In this study, the author evaluated the human resource development methods of countries such as Taiwan, China, Singapore, and Thailand and realized that these countries are focusing on training to bring the quality of human resources to a new level. Vietnam is a country in a period of development, but brain drain, also known as highly qualified and technical personnel, often work in developed countries. The author said that Vietnam should have appropriate policies on education, attraction, investment, and talent use to be able to compete with Asian economies and developed countries in the world. The solutions proposed by the author are to focus on types of labor market policies. Proactively applying this policy will overcome and create conditions for each locality and business at each time. Second, focuses on developing the small and medium-sized enterprise sector because she thinks this model has done very well. It makes Taiwan's economy grow more dynamically and labor productivity and income higher. Third, the author believes that it is necessary to attract experienced talents to serve the research and application and support the development of human resources, welcoming the period of international economic integration^[2].

Research by Tien *et al.* (2021) on high-quality human resources in Vietnam and development solutions. The author said: "Foreign direct investment is very important for Vietnam's economy in the context of deep and comprehensive integration". Results of successful negotiation and signing of free trade agreements and new-generation trade agreements such as the free trade agreement with Korea; Japan-Vietnam Economic Partnership Agreement; Vietnam-Chile Free Trade Agreement; ASEAN Comprehensive Investment Agreement (ACIA); The Comprehensive and Progressive Agreement for Trans-Pacific Partnership (CPTPP) is a testament to Vietnam's ability and prestige in the international market. The study has shown: "The trend of international and regional integration is changing and more urgent than ever. Countries race towards Industry 4.0 to catch up with technology trends, regional and international integration opportunities still lie in talent." "The pace of technological change is accelerating, requiring and appreciating each employee's ability to constantly adapt, learn new skills and do new things in a variety of situations." When automated machines replace humans, unskilled workers will be greatly affected by the 4.0 revolution and will most likely be eliminated. Therefore, the research team said that the problem to be solved is how to "leverage and develop excellent human resources in companies investing directly in Vietnam". From the basis of the analysis of high-quality human resources of Vietnamese FDI enterprises in this article, the authors propose some solutions to use, develop, and improve the quality of human resources in the new period^[3].

Tracey's Handbook of Human Resource Research and Development (1994) is also one of the most influential research contents in resource assessment and development. This work provides both theoretical foundations and practical guidance in human resource management and development. The contents of this book focus on managing people through each section. In part 1, it provided about the formation process, development history, and trends of management and development of human resources. Part 2,

the author gave the functions of planning in personnel organization management. Part 3 focuses on various methods to improve the process of management and development of human resources. The rest of the author focuses mainly on the requirements of enterprises and facilities to serve in the management and development of human resources. In general, this is a work that fully brings together theory and practice in the process of recruitment, training, and retention development for businesses^[4].

Thus, research and evaluation on human resources and the market providing human resources are of interest to many authors. These topics mainly focus on assessing the high-quality labor market, human resource training activities, and human resource management processes. Our article is a gap that has not been of interest to many authors. Therefore, we focus on assessing the current situation of Vietnam's labor market, the role of human resources in international economic integration, identifying outstanding issues, and providing policy implications for regulatory agencies.

3. Method

The article uses two scientific research methods, namely the method of studying documents and statistical and analytical methods. Through the literature research method, the author has explored the literature and research topics on Human Resources and Human Resource Management. From the right data, the author has synthesized and built the theoretical basis of human resources, human resources, and the role of human resources in organizations and society. The analysis method is applied to data taken from the publication of the General Statistics Office of Vietnam. Based on the actual data and situation, the author has analyzed and clarified the current situation of the labor force in Vietnam by number, ratio of labor force to population, unemployment rate, underemployed human resources group, and limitations of Vietnam's labor market.

4. The role of human resources in international economic integration

4.1 Current situation of human resources

According to data from the General Statistics Office (2023), "The average population of Vietnam in 2023 will reach 100.3 million people, of which the proportion of male and female population is quite balanced (men account for 49.9%, women 50.1%). The average population of the urban area is 38.2 million, accounting for 38.1%; the rural area is 62.1 million people, accounting for 61.9%"^[7]. The General Statistics Office also compared with updated data from the data.un.org website, in 2023 the population of Indonesia is 278.8 million; The Philippines is 112.9 million, "Vietnam is the third most populous country in Southeast Asia (after Indonesia and the Philippines) and the 15th largest in the world."^[7]. The General Statistics Office also gave the reason "Due to the slight downward trend in fertility, the population growth rate has gradually decreased in recent years and is forecast to continue decreasing in the following years (the average population growth rate in 2022 is 0.98%, in 2023 it is 0.84%)."^[7]. Preliminary results of the Population Change and Family Planning Survey as of April 1, 2023, show that "Vietnam's population structure is shifting towards increasing the proportion of elderly people and decreasing the proportion of the young population.

Vietnam is currently in the period of golden population structure and also in the process of population aging. The proportion of the young population aged 0-14 years will decrease from 24.3% in 2019 to about 23.9% in 2023; while the population aged 60 and above grew rapidly, from 11.9% in 2019 to 13.9% in 2023. The population between the ages of 15-59 years accounted for 63.8% in 2019, decreasing to 62.2% in 2023"^[7].

Also, according to data from the General Statistics Office (2023), "The labor force aged 15 and above in the fourth quarter of 2023 is 52.5 million, an increase of more than 113.5 thousand people compared to the previous quarter and 401.9 thousand people compared to the same period last year. Compared to the previous quarter, this figure in urban areas, rural areas, men and women all increased (up 46.4 thousand people; 67.2 thousand people; 77.5 thousand people, and 36.0 thousand people, respectively). Overall, in 2023, the labor force aged 15 and above reached 52.4 million, an increase of 666.5 thousand people compared to the previous year. The labor force in urban areas is 19.5 million, accounting for 37.3%; the female labor force reached 24.5 million, accounting for 46.7% of the country's labor force.

The proportion of trained workers with degrees and certificates in the fourth quarter of 2023 is 27.6%, up 0.3 percentage points from the previous quarter and up 1.2 percentage points from the same period last year. Thus, by the end of 2023, the country still has 38.0 million untrained workers. This figure shows a significant challenge in improving the technical qualifications of workers. Therefore, the development of specific policies and training programs is a very urgent requirement in the coming time."^[7]

Labor productivity - a decisive factor in improving the capacity and competitiveness of the economy, it is time to be considered one of the "bottlenecks" of socio-economic development. Chairman of the National Assembly Vuong Dinh Hue emphasized: "Human resources are the core endogenous driving force of the economy" when speaking at the Vietnam Socio-Economic Forum 2023.

According to Hang (2023), the specific goal of the Program is an average labor productivity growth rate of over 6.5%/year, of which; the growth rate of labor productivity in the processing and manufacturing industry reaches 6.5-7.0%/year; the average labor productivity growth rate of agriculture, forestry and fishery reaches 7.0-7.5%/year; the average labor productivity growth rate in the region services reached 7.0 - 7.5% per year^[8]. However, Giang (2023) has just released the results showing that "The growth rate of labor productivity for 3 consecutive years is "short of breath because according to the latest report of the Government to the Standing Committee of the National Assembly on the morning of October 16, in 05/15 targets expected not to reach the set targets in 2023, the target of the growth rate of social labor productivity in the third year successively "short of breath". If the growth rate of labor productivity in 2021 and 2022 is 4.6% and 4.8%, respectively, lower than the set target of 5.5%, in 2023 it is estimated to increase by 3.77 - 4.76%. Thus, the average of 3 years 2021-2023 will increase by 4.36 - 4.69%, lower than the average of 3 years 2016-2018 (6.26%)^[9].

4.2 The role of human resources in international economic integration

For organizations

In the era of an open economy, human resources are a key factor for businesses to seize development opportunities and improve operational efficiency. Human resources have a strategic component and represent people in an organization. Therefore, human resources clearly show the dynamism and creativity of employees. The intellectual activity of employees helps the company achieve breakthroughs in business operations. Human resources can create real value for a company, such as acquiring more material wealth, creating new products, and fostering corporate culture. Therefore, businesses need to effectively use human resources to achieve greater profits. The key to the growth of a company is human resources, who have worked in various positions in the organization. Thus, they are directly responsible for business and creative activities, giving the company a competitive advantage. Therefore, considering the importance of human resources, human resource management must always be a top priority. The development of organizations depends on various resources, including capital, natural resources, and technological developments. However, these are the only factors that are affected by technological developments. Exploitation and renovation activities start from human resources. In other words, other resources exist only in the form of capabilities. These can only be truly effective if they are managed by humans. For this reason, many experts believe that competition in the 4.0 era is not competition for capital and resources but competition for factors and roles of human resources.

For society

The role of human resources in society can be expressed as follows. Human resources are the driving force behind the economic development of companies and countries. Human resources are capable of participating in labor and production, thereby creating value and promoting economic development. People are the source of creativity and innovation. Human resources with knowledge, technology, and creativity contribute to the development of industry, technology, and society. Human resources can participate in social activities and contribute to improving the quality of life. Education, training, and skills development activities help individuals improve their skills and expand employment opportunities. Human resources are an important part of national security, including the military and law enforcement. Society is increasingly innovative and constantly evolving, companies are growing, and human resources are limitless. Knowing how to rationally use this resource will bring great material wealth to society and thereby help meet the increasing needs of people.

4.3 Difficulties

Competition for quality labor will be fierce at national, regional, and global levels. The movement of labor between countries requires workers to have high professional qualifications and the ability to work in an international environment based on standards and standards set by the labor market, but the development of knowledge and skills is slow. For this reason, Vietnam needs to significantly improve the quality of vocational education, in line with regional and global standards, and improve the ability to recognize diplomas and certificates between Vietnam and

other countries.

Vietnam's labor productivity remains low Due to the high demand for specialized skills and the rapid innovation of goods and services, there is a heterogeneity in the quality of human resources in the country and compared to other countries in the region. Science and technology have not become real driving forces to improve labor productivity, and competitiveness and promote socio-economic development. There are no strong enough solutions to promote businesses and attract private investment in research, innovation, and application of science and technology.

Domestic and global labor markets require workers to achieve professional standards, but the national qualification standards system is currently being developed and will initially be based on regional and global standards.

5. Conclusions

International integration must be a concern of the whole people and the political system. We must strive to create more favorable conditions in terms of mechanisms, policies, and resources to promote the central role of people and businesses. Clarify the relationship between independence, autonomy, and deep, comprehensive, and effective international integration. Maximize internal resources and make use of external resources. Internal resources are strategic, fundamental, important, and long-term; External resources are important and can be game-changing. International integration must be a key driver of innovation and development. Closely adhere to the process of international integration to improve the autonomy, competitiveness, resilience, and adaptability of our country. We must firmly grasp the situation, the international situation, and the need for domestic development, derive from reality, respect reality, and take reality as the norm. In conducting international integration, we must have the spirit of thinking and acting boldly, quickly, proactively, promptly, acting decisively for the benefit of the nation and nation. "Consistency is constant and adapts to any changes." Concentrating resources to achieve substantive and tangible results, clearly defining priorities and implementation roadmaps, and working closely together in other areas must facilitate economic integration and support focus, albeit synchronously. Support and deployment smoothly and synchronously. Economic development. To achieve qualitative change toward international integration, it is necessary to develop high-quality human resources to meet the needs of integration. The Department has the capacity and courage to manage and respond to international trade disputes. At the same time, in the spirit of harmonizing benefits and risk sharing, organizations need to actively improve capacity and develop internal policies to catch up with integration efforts and enhance implementation capacity.

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