

Human Resource Development In Vietnam Currently: Theoretical And Practical Issues

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ABSTRACT

Human resource development in Vietnam today is an urgent issue given the country's trends and needs for innovation and integration. The human resource development process nurtures the capacity, skills and attitudes of employees. This helps increase the organization's value performance. When businesses improve the level of human resources, it will create dynamism for the organization. At the same time, it helps the organization achieve its long-term sustainable development goals, helping to better manage the business. For employees who participate in the process of developing human resources in the enterprise, they have an environment to demonstrate their abilities and personal qualities for their work. Challenging yourself successfully not only helps employees develop their skills but also brings happiness at work. In the long run, the process of self-affirmation brings infinite creativity to workers, helping them become professional and easily adapt to all changes in their current and future jobs. Adapting to competition and integration in the context of globalization, human resource development policies in Vietnam need to ensure the quantity, quality and distribution of human resources, improving employee motivation. labor, focusing on developing professional qualifications and skills. The article was written with the purpose of understanding and analyzing theoretical and practical issues related to human resource development today in Vietnam (focusing on green human resource management; human resources green skills), with contents related to an overview of human resource research orientation, human resources, and green human resource management; Issues that need attention to develop contemporary human resources in Vietnam today. The limitation of this study is that it has not yet stated and analyzed the factors affecting contemporary human resource development in Vietnam today.

Keywords: Development, human resources, human resources, management, Vietnam

Introductions

After 38 years of implementing the reform process, Vietnam has achieved great and very important achievements. Implementing the reform policy, with a general economic model of building a socialist-oriented market economy, Vietnam has escaped the socio-economic crisis, creating the necessary premises to moving into a new period of development in the current context of global competition and integration. In the recent period, on the one hand, along with economic growth, macroeconomic stability was maintained, ensuring political, social, defense and security stability, initially promoting many benefits. the position of Vietnam, each region and each industry; reform economic institutions, gradually improve management policy mechanisms and operating systems; reform and improve the operational efficiency of the financial and monetary system; developing labor resources and quality, science and technology;...On the other hand, Vietnam has effectively resolved the relationship between economic growth and cultural development; realize progress and social justice; Development opportunities are expanded to all economic sectors and all strata of the population, encouraging and promoting the positivity, initiative, and creativity of the people. Throughout and consistently in the Resolutions of the 11th and 12th Congresses of the Communist Party of Vietnam, the strategic breakthrough is determined to be the rapid development of human resources, especially high-quality human resources. The Resolution of the 13th National Congress continued to set requirements and build synchronous

institutions and policies to effectively implement the policy of education and training with science and technology as the top national policy and driving force. key to developing the country, realizing the goal of bringing the country to prosperity and prosperity. To accomplish this task, the requirement to develop human resources in Vietnam in new contexts and conditions is of profound theoretical and practical significance in the current contemporary context in Vietnam.

Theoretical basis

Based on the guidelines, guidelines and policies of the Communist Party of Vietnam and the State of Vietnam on human resource development in the current context.

Practical basis

The process of leadership, direction and implementation of the Communist Party of Vietnam and the Government of Vietnam in the current human resource development work in Vietnam.

Research Methods

The article uses specific methods including: Analysis, synthesis, logic and history.

Research question

Question 1: What contents have researches related to human resource development, high quality human resources, and green human resource management focused on?

Question 2: What aspects does contemporary human resource development in Vietnam need to focus on today?

Research purposes

The purpose of the article is to analyze and clarify theoretical and practical issues related to current human resource development in Vietnam (focusing on green human resource management; skilled human resources green).

Research results and discussion

Overview of research situation

The world is in the process of globalization and international integration, including multipolarization of the political order; diversify economic and cultural development; Digitalization and computerization in social life, increasing interdependence and mutual transformation, complicating cooperation and fighting for interests. The dominance of traditional factors such as land, population, labor, resources or capital... has now really changed, with these factors playing a central role in determining the qualitative change of the economy. Today it is a human issue: human resources. Human resources are one of the resources that play a decisive role in the existence and sustainable development of any organization or country. Strong financial resources, or modern equipment and technical systems, are meaningless without skilled and highly specialized human resources. The important role of human resources has been demonstrated and confirmed through many research projects in many countries and corroborated through socio-economic activities.

The issue of human resource development became popular and played a special role after growth theory and human capital theory were supported by Schultz (1961) and Becker (1964). Annual publications on the topic of human resources by international organizations such as the United Nations Development Program (UNDP), with full reports on the situation of human resource development, fully updated indicators HDI (human development index) in countries has shown factors affecting human resource development, which are: (i) education and training; (ii) work and human emancipation (iii) health and nutrition; (iv) environment; and concluded that education and training are always the leading factors in the process of developing human resources. In addition, other international organizations such as the World Health Organization (WHO) and the International Labor Organization (ILO) are also very interested in researching and issuing specific reports related to development. human resources globally. In addition, the World Bank has also conducted a survey on the impact of human resources on socio-economic development in countries around the world, in addition to typical publications such as: Meeting human resources needs or Human resources for health policies: A critical component in health policies health) by author Gilles Dussault... analyze the role of human resources in socio-economic development from different aspects.

Vietnam has joined the group of developing countries and strives to join the group of developed countries by 2045. However, human resource development in Vietnam is still a matter of great concern because there is a long gap from training to practical application, although this is a factor that needs attention throughout the development process. Socio-Economy of every country in the world. When discussing human resources, high quality human resources, human resource development and its role in the development process, other domestic authors have put forward theories on human resources, typically such as : Tran Mai Uoc (2011) and colleagues, with the topic: High-quality human resources for the cause of industrialization and modernization of the country have analyzed and clarified human resources, quality human resources high quality for the cause of industrialization and modernization of the country in Vietnam. The article also offers basic solutions to develop high-quality human resources for the cause of industrialization and modernization in Vietnam. Next, author Tran Mai Uoc (2015) and colleagues, with the topic: Basic perspectives on human resource development in Can Tho City in the current period also emphasized the cause of Industrialization and Modernization.

modernization in the city. Can Tho must always have human resources with educational qualifications and knowledge to meet the requirements of production in the industrial period and the age of knowledge economy. The Party and State of Vietnam have determined that developing human resources, especially high-quality human resources, is a breakthrough to successfully implement the cause of Industrialization and Modernization of the country according to socialist orientation. means. To propose policies and solutions for human resource development in the city. Can Tho is suitable and effective, in the upcoming period, the human resource development perspectives that the article proposes and analyzes are: Firstly, human resource development must be considered a special priority direction to creating high-quality human resources to serve the cause of Industrialization and Modernization in the City. Can Tho; Second, human resource development must be associated with the city's socio-economic development needs. Can Tho; Third, develop the city's human resources. Can Tho is the responsibility of the Party Committee, government, all levels, branches and all people in the city; Fourth, human resource development must respect the objective laws of the market economy, and at the same time must take into account the factor of international integration on the basis of inheriting and maintaining the quintessence of national culture; Fifth, education and training play a decisive role in the human resource development strategy. When discussing and analyzing digital human resources, author Tran Mai Uoc (2021) in the article titled: Digital human resources: Basic resources ensuring the development of Vietnam's digital economy also emphasized Strengthen the national digital transformation program to 2025, with a vision to 2030, clearly defining the basic goals to be achieved by 2025, in order to achieve the dual goal of developing the digital government and the economy. digital, digital society, has just formed Vietnamese digital technology enterprises with the capacity to go global. To accomplish that goal, the decisive factor is preparing digital human resources. Digital human resources are human resources in the digital economy, the main force to deploy and realize the digital economy, and determine the existence of the digital economy. This is the total labor force in society, and this force has the capacity to master digital technology devices, operate it in the production and business process and other activities of the economy. When discussing human resources and human resource development in Vietnam's socio-economic development process, Duong Vinh Suong (2012) analyzed the limitations and positive aspects of human resource development in our country. from now on to propose solutions to build human resources in the future to quickly complete the process of industrialization and modernization.

According to scopus, there are 781 research articles on green human resource management from 1989-2024 written in English in the fields of Business, Management and Accounting. The first research article was published in 1989. Among the research articles, author Jabbour, C.J.C. and author Yusliza, M.Y. has the most contributions to this research, 19 articles per author; Author Chiappetta Jabbour, C.J. there are 11 songs; Author Renwick, D.W.S. there are 10 articles; Author Paillé, P. has 9 articles; Pham, N.T., Ren, S., Yong, J.Y. Each author contributed 8 articles; Authors Ramayah, T. and Tang, G. each author has 7 articles. The remaining authors have a smaller number of publications. The most published articles are University of Malaysia Terengganu with 33 articles, and University of Sains Malaysia with 22 articles. The number of countries with the most publications is China with 123 articles, Malaysia has 94 articles, third place is India with 91 articles, England has 82 articles, America has 80 articles, Pakistan has 78 articles, Australia has 53 articles, France has 47 articles, Brazil has 37 articles, Indonesia has 33 articles, Italy has 31 articles, Saudi Arabia has 27 articles, Canada - Spain - Turkey - United Arab Emirates together have 22 articles, the remaining Other countries have a negligible number of publications, including Vietnam.

What aspects does contemporary human resource development in Vietnam need to focus on today?

Firstly, green human resource management: the most important factor of sustainability

Human resource management is one of the important tasks of organizational management. In fact, being perceived as environmentally friendly is important in attracting high-quality talent, especially since such companies and organizations often receive qualified and motivated candidates. better work motivation. The term green HRM is mainly used to refer to the contribution of HRM policies and practices to the environmental agenda. It is about using every employee to support sustainable activities and increasing employee awareness and commitment to sustainability issues. Green human resource management (GHRM) is a collection of activities to create, stimulate and develop green behavior of human resources to create an environmentally friendly workplace, contributing to improving human resource management. improve the business performance of the enterprise.

Vietnam is aiming for green growth with the participation of many industries, creating a great demand for "green jobs" and "green skills" in the labor market...In recent years Recently, Vietnam has hundreds more wind power projects deployed in many localities. Along with that, the need for human resources for transportation, construction, turbine installation, inspection, and maintenance of factories... is very high. However, currently, most human resources must be hired from abroad because the human resource supply in this field is still very limited. The implementation of green human resource management in Vietnamese enterprises also has many limitations, most of them are not interested in implementing green human resource management; There is no clear and complete green human resources recruitment process; "Green job design, online interviews to minimize any environmental impact related to travel" have not been chosen by businesses. In most businesses,

green human resource training activities have not been chosen. Pay attention, especially to the implementation of training on energy saving methods, waste reduction, and recycling. The use of green criteria as criteria for evaluating green human resources in enterprises has hardly been implemented. Remuneration of green human resources in businesses is still unclear, and there has not really been adequate investment in green working environment solutions. In the current context of innovation and integration in Vietnam, development Human resource development in Vietnam needs to pay more attention and focus on green human resource management (GHRM). This will be effective in:

- Implement corporate social responsibility, improve awareness and green behavior of employees, contributing to achieving sustainable development goals. Researchers, policymakers and business administrators have paid attention to GHRM over the past 10 years and considered it an initiative to explore the green economic aspects of business. Currently, green HR initiatives are considered a strategy to promote sustainable business operations. Green HRM promotes the implementation of environmentally friendly HR initiatives that lead to greater efficiency, lower costs and increased employee engagement. Through GHRM, businesses can not only improve the level of environmental protection in terms of business output, such as: saving costs, reducing pollution, minimizing harm and job security, thereby not only helps improve the corporate environmental performance index (EP), but also has great significance for the natural environment.

- Contribute to improving the competitiveness of the enterprise, contributing to the enterprise's operating results (Organization performance - OP), thereby helping to develop the enterprise's production and business activities. Green human resource management is of prime importance in achieving broader goals such as: (i) developing a green way of living and creating a new friendly, cost-effective environment due to greater efficiency in energy, water and raw material use; (ii) acquire and manage talent, help retain employees and reduce labor turnover, stimulate employee innovation, and help employees achieve satisfaction to improve productivity; (iii) build brand image and reputation, create positive public relations, increase sales, gain an advantage over competitors and bring competitive advantage to businesses; (iv) increase business opportunities for businesses as some government agencies, commercial enterprises and non-profit organizations require that only businesses that meet specific green standards can bid on contracts their copper. Currently, a number of challenges have emerged in implementing green human resource management such as: Difficulty changing employee performance and activities in a short time; To develop the culture and tradition of green human resource management throughout the entire organization is a heavy and long process; Recruiting and sourcing green employees with excellent talents is a challenging job; Employees are not motivated to contribute to promoting green human resource management practices; It is difficult to measure the effectiveness of green HR practices on employee behavior; Green initiatives need a lot of support and dedication not only from the management of an organization but also from governments; Requires high investment and relatively slow rate of return; Using green materials can result in more expensive raw materials for manufacturers and therefore more expensive products for consumers.

Second, human resources with green skills

Green growth in the fields and industries as stated in the Strategy will create many green jobs in the corresponding fields and industries. In particular, the issue of how to prepare the workforce with green skills to meet the requirements of green jobs and green growth plays an important role. Research conducted by the World Bank (WB) in collaboration with the General Statistics Office shows that currently green jobs account for only a small portion of total jobs (3.6%) with 39 "green jobs". This rate is equivalent to the green employment rate of the United States, Indonesia and Cambodia. However, there are up to 88 other occupations with the potential to become "green occupations", accounting for 41% of total jobs, demonstrating the great benefits that can be brought from greening the Vietnamese economy. Even industries that have an impact on the environment such as cement, iron and steel, industrial materials... still have opportunities to expand green jobs. "green skills" are an inseparable part when discussing "green jobs". The European Center for the Development of Vocational Training (CEDEFOP) defines "green skills" as the knowledge, abilities, values and attitudes necessary to live, develop, support a sustainable society and use resources effectively. I believe that human resources with the right "green skills" are the key to realizing businesses' sustainable development commitments. One of the keys to promoting sustainable development comes from ensuring enough human resources are available for new roles related to "green skills". In addition, businesses need to build talent planning and management strategies. In particular, incorporating the business's vision of sustainable development and impact on the community into business development, helps increase brand recognition and supports recruitment and retention of talent, especially the workforce. young people, because they are very interested in sustainable values. Besides, workers need to be continuously trained to improve "green skills" in modern trends with applications of new technology. To be effective, workers need to pay attention to improving soft skills, such as the ability to use foreign languages, to communicate with foreign experts about "green skills". Currently, Vietnam's development perspective focuses on the combination of science and technology, innovation and digital transformation, in which digital transformation is considered one of the important factors promoting development. lasting. To make an important contribution to creating green human resources in the future, training methods to develop digital skills for students, specifically guidance on learning methods in a digital environment, and building a digital learning resource repository. The combination of face-

to-face and online teaching, regular and periodic online assessment, as well as software application in teaching at educational institutions is essential. In addition, it is necessary to continue digital transformation in management and training, complete the digital competency framework, and gradually green the training program to build a green vocational education facility. Focus on finding and building partners, linking with businesses and professional organizations to support students in the digital skills training process. In addition, it is necessary to invite experts from businesses to teach, and encourage them to participate in research projects at educational institutions. This puts students in direct contact with people with real-world experience and applies knowledge to real-life projects; Organize the dispatch of trainers on field trips to businesses, help them update the latest information and adjust the training program to ensure that it reflects the needs and standards of the industry.

Conclude

In recent years, Vietnam's human resources have continuously made breakthroughs and improvements in both quality and professional qualifications. However, compared to developed countries in and outside the region, Vietnam's labor productivity still has many gaps. Developing human resources, especially high-quality human resources, is considered an important factor to ensure economic development, deep integration, sustainability and stability in the new knowledge era. Compared to other countries in the region and the world, Vietnam has an abundant labor force. In 2021, the total population in Vietnam is 98.51 million people, the second most populous country in Southeast Asia. Of these, 50.5 million people are of working age, accounting for 67.7% of the population. The proportion of the population participating in the labor force in the age group 25-29 is the highest. The increase in Vietnam's population leads to a strong growth in the number of human resources. This shows that the Vietnamese labor force is always in a state of being able to meet the needs of providing labor for domestic and foreign businesses. Although the number is large, the quality of Vietnam's human resources is at a low level on the international ladder, with not enough specialized and highly skilled workers. The number of professional workers is only 24.1% of million workers, 2021 figures. Workers have been trained and have certificates and degrees at all levels from elementary, intermediate, college to university. University and postgraduate studies account for 20.92%. In the past 10 years, the rate of trained workers has increased significantly but still up to 76.9% of workers have not received professional training. In that context, the need to develop human resources in Vietnam is a topical issue and has its contemporary significance. This study was conducted with the purpose of understanding and analyzing theoretical and practical issues related to current human resource development in Vietnam (focusing on green human resource management; green skills human resources). The article has pointed out and analyzed contents related to the overview of human resource research orientation, human resources, and green human resource management; Issues that need attention to develop contemporary human resources in Vietnam today. The limitation of this study is that it has not stated and analyzed the factors affecting contemporary human resource development in Vietnam today./.

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