

Developing High-Quality Human Resources: A Case Study in Binh Duong Province, Vietnam (1997 - 2022)

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Abstract

Developing high-quality human resources is a decisive factor for success or failure in sustainable socio-economic development in Binh Duong province the "bottlenecks" are hindering the development of Binh Duong province today. That requires a system of synchronous solutions to develop high-quality human resources to meet the development requirements of Binh Duong province, a decisive factor for success in the process of industrialization and modernization, creating competitive advantages for the province today.

Keywords: Human resources, human resource development, situation, solutions, Binh Duong province, Vietnam.

INTRODUCTION

Developing high-quality human resources, in essence, is the development and completion of workers with professional and technical skills, corresponding to a specific profession, according to the labor classification criteria. on certain professional and technical qualifications; have good professional skills and ability to adapt to rapid changes in production and business technology; be of good health and character; have the ability to creatively apply the trained knowledge and skills in the production process to bring high quality and effective labor productivity. Those are people who master modern scientific and technological knowledge, have creative thinking, have good practical skills, have an industrial style, are organized and disciplined, have good health, and make positive contributions to the world actively and effectively in the cause of national construction and defense. Therefore, investment in human resources is an investment in development in the process of international integration, as the Communist Party of Vietnam has affirmed:

"Develop and improve human resources, especially quality human resources. High quality is a strategic breakthrough, a decisive factor promoting the development and application of science and technology, restructuring the economy, transforming the growth model and the most important competitive advantage, ensure rapid, effective and sustainable development" (Communist Party of Vietnam, 2011, p.130).

Binh Duong is a province in the Southeast region, located in the Southern Key Economic Zone. The East borders Dong Nai province, the North borders Binh Phuoc province, the West borders Tay Ninh province and part of Ho Chi Minh City, and the South borders Ho Chi Minh City and part of Dong Nai province. According to the report of the Binh Duong Statistical Office dated December 1, 2020, Binh Duong province has a natural area of 2,694.43 km² (accounting for about 0.83% of the country's area, about 12% of the Southeast region's area); the average population is 2,568,689 people, the GRDP per capita is 151 million VND/year; 09 administrative units at the district level

(including Thu Dau Mot city, Di An city, Thuan An city, Ben Cat town, Tan Uyen town and Bau Bang, Bac Tan Uyen, Dau Tieng and Phu Giao districts) and 91 commune-level administrative units (41 communes, 45 wards, 05 towns) (Binh Duong Statistical Office, n.d.).

In 1997, Binh Duong province was re-established, based on its separation from Song Be province. Starting from a purely agricultural "province", Binh Duong has risen to become one of the leading industrial provinces of the country. Up to now, the whole province has 29 industrial parks with a total area of 12,721 ha, a land rental rate reaching 84.4%, and 12 industrial clusters with a total area of 789.91 ha. The total leased land area of industrial zones is 67.4 hectares, attracting foreign investment and reaching US\$673 million (accounting for 78.8% of the province) (Binh Duong Statistical Office, 2020, p. 44).

Over 25 years of construction and development (1997 - 2022) to effectively implement the process of industrialization and urbanization Binh Duong has implemented many solutions synchronously, including developing high-quality human resources.

The following questions guided the development direction of the present study:

1. What is the current situation in developing high-quality human resources in Binh Duong province?
2. What is the solution to developing high-quality human resources in Binh Duong province?

Literature Review

Reviewing documents related to the topic of the article is an important work to grasp the overall theoretical and practical research on developing high-quality human resources in general, in Binh Duong province private.

Research related to human resource development, and high-quality human resources such as Randall S. Chuler and James W. Walker (1990) study human resource

development strategy as an urgent requirement before the changes in the business environment. According to the authors, the human resource strategy that leading companies have deployed is to adjust the human resource development strategy. This work is carried out from the stages of planning, changing the concept of human resources, managing the diversity of the workforce, managing to improve competitiveness, and building human resource strategies... Deok -Seob Shim (2001) points out that during the past two decades, OECD governments have actively initiated reforms in the management of public employees; in which, Human Resources Management (HRM) is an important area of these reforms. İsmail Bircan & Funda Gençler (2015) clarifies the topic of innovation-based human resource analysis for sustainable development. The author analyzes human resources based on innovation used by Western and Far East Asian countries, assessing the topic from the perspective of Turkey; the linear relationship between sustainable development and innovation-based human resources is investigated; Innovation-based human resource analysis will be treated specially in developing countries. Edward Lawler and John W. Boudreau (2020) report findings from the Center for Effective Organizations' (CEOs) fifth study on the human resource function in large corporations; identify best practices and organizational design that will help develop human resources as a high-value strategic partner. Nguyen Van Hiep (2021) focuses on clarifying the quality of high-quality human resources in Vietnam today as a basis for proposing directions and solutions to improve quality. According to the author, human resources, especially high-quality human resources, play an important role in the development of the economy and society. In the context of globalization with the strong development of "Industry 4.0", the Government of Vietnam is focusing on building highly qualified human resources to meet the needs of development and globalization; in which, focusing human resources on industries with high technology content and added value, improving training quality to meet domestic and foreign labor market requirements.

Tran Thi Thuy Van (2020) believes that the requirement to build a knowledge economy requires the initiative and active training of high-quality human resources through basic solutions such as linking training with the use of human resources high-quality force, actively changing training and training methods to meet social needs, closely combining training with production, theory with practice. Pham Thi Khanh (2021) studies the development of high-quality human resources in Vietnam to meet the requirements of the Industrial Revolution 4.0. The author considers this to be the "golden key" for a country to develop quickly and sustainably. Tran Thi Dung (2021) studies the role of human resources, the practice of human resource development, and especially high-quality human resources in Vietnam. Thereby, the author studies the issue of human resource development and cadre work in the spirit of the Resolution of the XIII Congress of the Communist Party of Vietnam from the perspective of solving problems posed in real-time. Nguyen Thi Quynh Anh (2021) studies the requirements of the fourth industrial revolution, the law of social mobility of high-quality human resources in the field of science and technology to imply solutions to build a key framework. Books attract valuable human resources to work in universities.

Research on developing high-quality human resources of Binh Duong province, some valuable reference works include: Nguyen Chi Hai and Ha Thieu Dao (2011) clarifying the characteristics of human resources in Binh Duong province, objectives and solutions to develop and effectively use the province's human resources to serve the process of industrialization and modernization. Bui Thi My Hanh (2015) based on the general theory of developing high-quality human resources, has focused on analyzing the overall development of high-quality human resources in Binh Duong province in general up to the time of the study. . Phan Tuan Anh (2015) based on presenting an overview of the current situation of human resources in industrial parks in Binh Duong province, has clearly shown the advantages of a young labor structure, able to adapt quickly and meet the requirements of customers. Work.

However, a major limitation is that unskilled labor accounts for more than 80% of the workforce. The main reason pointed out by the author is that enterprises in labor-intensive industries account for a relatively high proportion of industrial parks in Binh Duong province. From there, the author proposes some solutions to develop human resources in Binh Duong province. Phan Manh Thang and Huynh Van Van (2018) research and develop high-quality human resources through the guidelines and policies of the Party Committee of Binh Duong province on attracting FDI in the period 2005-2015. In particular, focus on researching the policy of promulgating preferential policies and improving the quality of human resources to create a favorable environment, able to compete with provinces and cities in the Southern key economic region and the whole country to attract foreign investors, train, and improve the quality of human resources over time. Nguyen Van Hiep and Le Tuan Anh (2020) study the issues of developing high-quality human resources in Binh Duong province in the context of the fourth industrial revolution. The authors propose solutions to suggest the policy of developing high-quality human resources for Binh Duong province.

Material and Method

The article is made based on the Marxist worldview and methodology, the views of scientists, organizations in the world, and Vietnam on the development of high-quality human resources in general, in Binh Duong province. Historical and logical methods are used to summarize fundamental issues, movement trends of the development of high-quality human resources in Binh Duong province, and issues that need to be resolved throughout.

The systematic approach is used to analyze the overall quality of high-quality human resources of Binh Duong province, development guidelines, and policies in all fields to propose systematic solutions, embrace. At the same time, the article also uses a combination of specific research methods such as comparative,

analytical, synthesis, inductive and deductive methods, data synthesis, etc. to serve in research and presentation articles.

The situation of developing high-quality human resources in Binh Duong province

Result

Starting from a "pure agricultural" province with a low level of economic development, to develop industrial zones and clusters - according to the central policy of industrialization and modernization - in addition to "spreading the red carpet" to invite Calling investors, the Party Committee and authorities of Binh Duong province have conducted many programs and plans to develop human resources.

Since 1997, Binh Duong's population has been 679 thousand people, population density is 252 people/km². To ensure human resources for industrial development, the Provincial Party Committee and People's Committee of Binh Duong Province have issued and implemented many mechanisms and policies to attract human resources from other provinces and cities to settle and work in industrial zones industry. The highlight of Binh Duong's policy to attract human resources is to always create opportunities for employees to access social security services such as health care, education, insurance, etc., without discrimination between employees residents in the province with household registration and immigrants without household registration. That attraction has attracted 80-90% of workers from outside the province to work in industrial parks of Binh Duong province; at the same time, making Binh Duong's population increase rapidly.

<i>Year</i>	<i>Population (People)</i>	<i>Density (person/km²)</i>	<i>Growth</i>
1997	679.000	252	(1997 - 2010): 63%
2000	742.800	275	
2005	1.030.700	382	
2010	1.619.930	601	

The population of working age increased rapidly in both quantity and proportion, in 2010 it was 1,237,455 people, accounting for 76.4% of the population. The total number of employees working in economic sectors accounts for a relatively high proportion, 83.2% in 2000 and 84% in 2010 (Binh Duong Statistical Office, 2011).

In addition to social security policies, since 2000, Binh Buong province has also promoted fostering and training of human resources, consolidating training institutions in the area. By 2010, the province had 369 application positions (8 universities, 6 colleges, 12 intermediate schools, and 30 vocational training institutions). As a result, in 2008 the province's trained labor rate accounted for 50.5%; the rate of trained workers accounts for 35.5%. In 2010, Binh Duong province created jobs for 57,000 workers, reaching 126% of the year plan (People's Committee of Binh Duong Province, 2011). The province's health system has been consolidated, taking care of health, and improving the quality of the province's human resources. By the end of 2010, 90% of communes, wards, and townships will meet medical standards (People's Committee of Binh Duong Province, 2011).

In addition, Binh Duong also has many measures to attract unskilled workers such as building houses for workers for free, supporting housing for workers, selling or renting houses for low-income workers, sending Open letters to provinces and cities to recruit workers, and encouraging socialization in the field of vocational training.

In terms of attracting and using high-quality human resources in the years (1997 - 2010), the province has formed a team of diverse ministries of science and management, from many domestic and foreign sources, to undertake various tasks weak in production management, and social management. The province also organizes study tours at home and abroad, and research on advanced and scientific management methods in developed countries. More than 100 enterprises have built a quality management system of international standards.

Since 2011, Binh Duong Provincial Party Committee has issued the program "Improving the quality of human resources for the period 2011 - 2015" to meet the needs of society, contribute to transforming the economic development model, and increase profits and the competitive position of the province.

Implementing the program "Improving the quality of human resources for the period 2011 - 2015", vocational training for employees is promoted. Every year, the number of graduates from vocational training institutions provides for the labor market on average more than 30,000 people, contributing to raising the rate of trained workers in the province to more than 70% (Trinh Binh, 2018).

By the end of 2017, there were 8 universities in Binh Duong province and a network of vocational training institutions was developed throughout the districts, towns, and cities with 76 vocational education institutions. Every year, vocational training institutions enroll about 30,000 students, basically meeting the needs of training human resources for the locality. In 2017 alone, the province created additional jobs for 45,500 employees, of which the rate of trained workers reached 76%.

In the labor component, the labor structure in the agriculture, forestry, and fishery sectors tends to decrease; in industry and construction and services tend to increase according to the requirements of industrialization, modernization, and development orientation of Binh Duong province. Specifically, labor engaged in agriculture, forestry, and fishery production from 11.07% in 2011 decreased to 6.90% in 2015 and 5.20% of the total number of employees working in these industries. the economy in 2020; respectively, the proportion of industrial and construction workers from 65.36% in 2011 increased to 68.70% in 2015 and increased to 70.60% of the total number of employees working in all economic sectors in 2020; the proportion of employees in the service sector from accounting for 23.57% in 2011 increased to 24.20% of the total number of employees working in all economic sectors in 2020. A proportion of employees aged 15 years and older are working trained with

degrees and certificates as of April 1, 2019, reached 23.23% (the national rate is 23.1%). Compared with April 1, 2009, the proportion of employees aged 15 years and over who are working with training degrees and certificates increased by 11.48%; the rate of workers without degrees and certificates decreased by 11.48%. The rate of workers with elementary qualifications reached from 4.27% as of April 1, 2009, to 13.4% as of April 1, 2019, similar to the two periods above, the labor rate for those with college degrees increased from 1.17% to 2.14%, the percentage of workers with university degrees or higher from 2.74% increased to 5.66% (Binh Duong Statistical Office, n.d.)... Phan Tuan Anh (2015) stated that one of the limitations of the quality of human resources in Binh Duong

To improve the connection between vocational training and the needs of businesses, training institutions have been active, building a team of qualified teachers according to regulations, and investing in training equipment suitable for social needs festivals. The quality of human resources in Binh Duong province is improving day by day, going deep into the fields of specialization, diversifying training programs, and developing along with the prominent trend of promoting international cooperation for the development of quality human resources to meet the requirements of the times.

The quality of high-quality human resources in Binh Duong province is improving day by day, gradually meeting social requirements and development trends. Since 2016, Binh Duong Provincial Party Committee has promulgated the program "Improving the quality of the contingent of leaders, managers, scientific and technical staff and workers, to meet the requirements of the development of the province in the new period". Implementing the program to improve the quality of human resources in the 2016-2020 period, Binh Duong has built human resources with a reasonable number and structure of occupations, suitable for the economic restructuring towards priority develop services - industry associated with the urbanization process of the province, striving to increase the proportion of trained laborers to 80% by 2020. To successfully implement the

Program, the province has implemented many solutions such as raising awareness of the political system, economic sectors, and the whole society about the role of human resources in socio-economic development. festival; formulating and implementing key programs and projects on training and attracting human resources; improving the quality of training and retraining and vocational guidance, the operational capacity of the system of schools, training and retraining institutions; policies to serve the requirements of improving the quality of human resources...

In the direction of Binh Duong to 2030, focus on developing a high-tech, high-value-added industry, using less labor, and being environmentally friendly; focus on attracting industrial parks, and industrial clusters are planned. Focusing on attracting domestic investment in supporting industries, supplying raw materials to large corporations, and participating in the global value chain of multinational corporations. To achieve this goal, in addition to solutions to improve mechanisms and policies to attract investment, focusing on improving essential technical infrastructure, and accelerating administrative procedure reform, Binh Duong province focus on solutions to improve the quality of high-quality human resources. In the two years 2020, and 2021, the province will focus on developing policies to attract professional managers, good experts, and high-tech workers to meet the development requirements of the province in the new period; training human resources with expertise and high professionalism; diversifying and expand forms of cooperation and association in the supply and training of human resources in the direction of linking training and use, facilitating innovation in training content, programs and methods, update professional knowledge and practical skills.

Limitations, real challenges

- The process of developing high-quality human resources for Binh Duong province has not been noticed and is still partly spontaneous.

Binh Duong province does not have a long-term strategy to develop high-quality human resources for Binh Duong province, especially in the period to 2030, with a vision to 2045 closely following the common goal set by the XIII Congress of the Communist Party of Vietnam. proposed Vietnamese products.

- In the years (1997 - 2021), the development of high-quality human resources has achieved achievements, but in general, high-quality human resources to serve the process of development and economic integration of the province are still lacking. ; Although the training professions are diverse in number, they do not meet the needs of the labor market, especially service occupations for industrial zones, human resources in finance - credit, insurance, logistics, and management. enterprises... Besides, labor productivity of workers working in all economic sectors is still low, professionalism is not high; foreign language restrictions; The sense of organization and labor discipline have not been fully complied with. The cause of these limitations is that the training quality of the institutions is not high, and not linked with enterprises in vocational training; at the same time, it is not possible to identify the professions that need training, leading to the structure of professions and fields is not uniform, not suitable for the needs of society. In addition, society's awareness of vocational training is not at the right level; Streamlining and career orientation for students has not been effective; recruitment of vocational schools is still difficult; lack of appropriate and effective policies to socialize vocational training...

- The advantage of developing high-quality human resources of Binh Duong province: the comparative advantage has not been brought into play, emphasizing the internal superiority of Binh Duong in comparison with other provinces and cities across the country to attract gray matter, promoting internal resources for the development of the province; lack of long-term strategic vision, standardize the contingent of cadres, civil servants, public employees and employees in the fields to invest and develop according to their professional fields of operation to maximize their capacity;

The problem of learning from experiences of countries, regions, and organizations around the world in promoting high-quality human resources is still limited... Binh Duong province's competitiveness in terms of attracting human resources is still limited with some provinces and cities that excel in some aspects still limited, especially Ho Chi Minh City. The phenomenon of brain drain affecting the quality of human resources in training and education has been and continues to happen.

Some solutions to develop high-quality human resources in Binh Duong province today

Firstly, it is necessary to identify human resources as the most valuable resource in the current period of Binh Duong province. To do so, it is necessary to make people fully and deeply aware of the role and importance of training and using human resources to bring the quality of the province's human resources into a competitive advantage compared to other sources other human resources with regional and international countries. This is the task of the whole society, the responsibility of the collective leadership and management of each educational and training institution, each enterprise, each family as well as the employees themselves.

Binh Duong province needs to do well in formulating and developing education and training development plans, determining the right human resource development strategy, based on well performing the job of forecasting demand and labor market motion together with doing well planning the network of universities, colleges, and vocational schools to train human resources in fields and training levels, suitable to the needs of society, effectively serving the needs of the socio-economic development strategy.

Second, improve the professional qualifications of human resources. This is a key task and a key solution to build and develop human resources in general and high-quality human resources in particular to meet the requirements of growth model innovation and economic integration. It is necessary to focus on measures: innovation of content, programs,

teaching methods at all levels and levels, and methods of quality assessment.

Third, improve the fitness of human resources. Fitness is a condition for mental and spiritual development. This is a matter of long-term strategic significance. Therefore, the improvement of physical strength requires the following basic measures: to further improve the quality of life, to provide medical care for workers and the young generation, and to build a medical network in the suburbs. , ensuring everyone has access to health services; Binh Duong Province should regularly organize surveys on nutritional status, physical activity levels, lifestyle characteristics, vitamin and mineral deficiencies, and health-related risk factors of the population each different age groups such as pregnant women, infants, and schoolchildren. From there, develop nutritional menus, organize nutrition communication, and organize model points to guide the implementation of diets and health care for each separate target group. In particular, Binh Duong province will build application software for mobile devices to assess and monitor nutritional status and dietary intake. In addition, the school milk program is also implemented for kindergarten and primary school students. At the same time increases income for people. When income is guaranteed, people care about their nutritional status as well as medical care and health training. Therefore, it is necessary to clearly define the service subjects to take appropriate handling measures, specifically: for the wage earners, reform the salary system in the direction of calculating salary according to the job position, correct calculation, and calculation enough labor remuneration, encouraging the use and treatment of talents; For other fields, it is necessary to diversify industries, develop commodity production, and apply science and technology to production to increase added value. Building a movement of physical training and sports for the whole people with the motto that all people exercise their bodies following Uncle Ho's example; promote physical training and sports movements for the elderly and people with disabilities; developing physical training and sports work in schools;

Launching and implementing physical training and sports movements in agencies, enterprises, and organizations.

Fourth, it is necessary to have an accurate and timely forecast of the demand for high-quality human resources in the professions in the future. Doing well in forecasting demand for high-quality human resources is a decisive issue in training and allocating human resources for the socio-economic development of Binh Duong province. To be able to make accurate forecasts, it is necessary to conduct regular surveys on human resources and the quality of human resources in all branches, levels, and districts in Binh Duong province; ensure the balance between supply and demand of human resources for socio-economic development of the province in particular and the Southeast region in general.

Conclusion

Binh Duong has an important geostrategic position and is a province in the Southern Key Economic Region, adjacent to Ho Chi Minh City - the economic, financial, industrial, and scientific-technological center of the South. The ministry has advantages and the potential in attracting more and more foreign investment, and access to international markets; the quality of education in the province, especially at the undergraduate and graduate levels, is increasingly approaching international standards...Binh Duong has the potential to develop high-quality human resources to serve the cause of industrialization, and modernize the country in general and Binh Duong province in particular.

Although there are still some limitations, the process of developing high-quality human resources of Binh Duong province (1997 - 2021) has created a connection with the key southern provinces and cities; creating a basis for Binh Duong to improve cooperation capacity, deepen international integration, access to a high level of science and technology. The synchronous implementation of the above solutions contributes to the development of high-quality human resources

for the socio-economic development of the locality.

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