

Factors Affecting High-Quality Human Resources in Vietnam Today

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ABSTRACT: High-quality human resources are the key factor determining the sustainable development of a country. In Vietnam, the industrialization and modernization process is progressing very rapidly, the demand for high-quality human resources is increasing. However, to meet this requirement, it is necessary to clearly identify the factors affecting high-quality human resources. This article will analyze in detail the factors affecting high-quality human resources in Vietnam today such as: education and training, working environment and government policies.

KEYWORDS: Vietnam, human resources, high quality, influencing factors.

1. INTRODUCTION

In the context of globalization and rapid technological development, high-quality human resources always play an important role in improving national competitiveness. High-quality human resources not only promote innovation but also are the driving force for sustainable economic development. The 13th National Congress (2021) of the Party has identified "Developing human resources, especially high-quality human resources; prioritizing the development of human resources for leadership, management and key areas on the basis of improving, creating a strong, comprehensive and fundamental change in the quality of education and training associated with the mechanism of recruiting, using, rewarding talents, promoting research, transferring applications and strongly developing science and technology, innovation" (Communist Party of Vietnam, 2021).

Vietnam is in the process of transforming its growth model from labor and resources to skilled labor and high technology. The goal of developing high-quality human resources in Vietnam is to enhance the capacity and competitiveness of the economy, while improving the quality of life of the people. The late General Secretary Nguyen Phu Trong talked about one of the three breakthroughs for the country's socio-economic development as "developing human resources, first of all high-quality human resources" (Nguyen Phu Trong, 2022). High-quality human resources are affected by many different economic, political, cultural, social and technological factors. These factors can directly or indirectly affect the formation and development of high-quality human resources in Vietnam. Therefore, studying the factors affecting high-quality human resources helps to orient human resource development policies more effectively. A high-quality human resource will help Vietnam to approach and compete with other countries in the world, especially in the high-tech and service sectors. Research and understanding of factors affecting high-quality human resources in Vietnam has the potential to develop high-quality human resources and enhance the competitiveness of the economy. The research results will help create a basis for building effective policies and programs to develop high-quality human resources, helping to enhance the capacity and competitiveness of the economy, while improving the quality of life of the people.

2. RESEARCH METHODOLOGY

The article mainly uses the method of collecting documents from reports, articles, research papers, and official news sites, thereby synthesizing, analyzing and synthesizing information sources directly related to the research content. In particular, the author has studied the work: "Some theoretical and practical issues on socialism and the path to socialism in Vietnam" by the late General Secretary Nguyen Phu Trong and materials from Party documents through the periods.

3. RESEARCH RESULTS

3.1. Theoretical basis of high-quality human resources

High-quality human resources play an important role in promoting the rapid and sustainable development of the country, especially in the period of international integration and the 4.0 industrial revolution. The development of high-quality human resources should be prioritized, with the goal of training people with ethics, discipline, life skills, working skills, foreign languages, information technology, creative thinking and international integration. Below is an overview of the theoretical basis of high-quality human resources:

- The importance of high-quality human resources:

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High-quality human resources are a key factor, the main driving force promoting socio-economic development, especially in the context of globalization and digital transformation. This is an important resource to implement national strategic goals, such as sustainable development, enhancing competitiveness and international integration.

- Goals of developing high-quality human resources:

Training comprehensive people with ethics, discipline, life skills, work skills, foreign languages, information technology, and creative thinking. Aiming to build global citizens, capable of adapting and contributing to the development of society in the digital age.

- Factors constituting high-quality human resources:

+ Extensive professional knowledge: Being well-trained, having capacity in key areas such as science and technology, management, leadership.

+ Soft skills and creative thinking: Communication skills, teamwork, problem solving, and innovation.

+ Ethics and social responsibility: Having civic awareness, obeying the law, and actively contributing to the community.

- Methods of developing high-quality human resources:

Comprehensively reforming the education and training system, closely linked to the practical needs of the labor market. Prioritize investment in the fields of science and technology, innovation, and digital transformation. Build a reasonable mechanism for recruiting, using, and rewarding talents, creating a favorable environment to maximize the capacity of workers. In short, the theoretical basis for high-quality human resources emphasizes the need to train, foster, and effectively use human resources to meet the requirements of socio-economic development in the new era. This requires close cooperation and coordination between social components, especially the State, schools, and businesses.

3.1. Current status of factors affecting high-quality human resources in Vietnam today

3.1.1. Regarding education and training

The quality of human resources in Vietnam has improved significantly in recent years. The proportion of workers with cultural and technical qualifications has increased, especially for college and university degrees, from 8.7% in 2016 to 10.9% in 2020. By 2021, the proportion of trained workers reached 26.1%, contributing to improving labor productivity, estimated at 171.3 million VND/worker. As of the second quarter of 2024, the proportion of workers with degrees and certificates reached 28.1% (General Statistics Office, 2024), showing the current focus on vocational skills training in our country. In the context of rapid economic development and industrialization, investment in education and training is more necessary than ever. Policies to improve the quality of education have expanded learning opportunities for workers, as well as created conditions for sustainable development. At the same time, the average monthly income of workers reached 7.5 million VND in the second quarter of 2024, an increase of 490 thousand VND compared to the same period last year (General Statistics Office, 2024), clearly demonstrating the effectiveness of education and training on people's income. Data on income growth of Vietnamese workers have provided some important implications for the country's education and training outcomes, including high-quality human resources, namely:

First, the demand for highly skilled workers: Significant income growth in sectors such as finance, banking, insurance, electricity and gas production and distribution, as well as mining shows an increasing demand for highly skilled and professional workers. This requires the education and training system to meet quality requirements and train human resources suitable to the needs of the labor market.

Second, the importance of specialized education: Sectors with high income growth often require in-depth specialized knowledge and high practical skills. This emphasizes the importance of specialized education and vocational training in increasing income and career opportunities for workers.

Third, encourage lifelong learning: The growth in income by sector shows that investing in education and continuing education can bring significant economic benefits. This encourages workers to participate in additional training and skills upgrading to increase their chances of promotion and improve their income. *Fourth*, improve the education and training system: There is a need to improve the education and training system in our country to ensure that workers are fully equipped with the knowledge and skills needed to participate in a modern and competitive economy. This includes developing curricula that are relevant to market needs, improving the quality of teaching, and strengthening cooperation between educational institutions and businesses.

3.1.2. On the working environment

- Signing labor contracts:

The labor contract signing rate reached 99.4%, with 81.9% (General Statistics Office, 2024) being indefinite-term contracts, showing progress in protecting the rights and stability of workers. Indefinite-term contracts provide peace of mind, but many contracts lack important provisions such as job descriptions and working conditions, causing a lack of transparency and fairness. Some businesses use other types of contracts to avoid social insurance obligations, leading to reduced protection for workers, especially in the event of accidents or occupational diseases. Not signing new contracts when old contracts expire also creates instability, affecting the lives and incomes of workers.

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High-quality human resources are an important factor for economic development and growth. If workers' rights are not properly protected, this can reduce their motivation and work efficiency, affecting labor productivity and sustainable economic development.

- Working hours:

In Vietnam, workers work an average of 45-46 hours/week, much higher than in many other countries. Long working hours combined with high work pressure lead to fatigue and poor health, negatively affecting high-quality human resources. They often encounter health problems such as stress and cardiovascular disease, reducing work efficiency.

Work pressure and long hours reduce job satisfaction, making them less committed to the business. High-quality workers are looking for a better working environment with a balance between work and life, which can lead to them leaving the company for better opportunities.

Businesses with long working hours may have difficulty attracting and retaining talent, leading to a shortage of high-quality human resources. At the same time, some businesses also have difficulties in production, causing workers to not have enough working hours according to regulations. This not only affects their income but also increases pressure and fatigue, creating a vicious cycle that is not good for the health and economy of workers.

- Improve working conditions but increase pressure:

Investing in machinery and automation has the effect of improving working conditions, reducing heavy and dangerous work for workers, thereby increasing satisfaction and safety. However, the rate of labor replacement is still low, only about 10%, so most jobs still require human participation.

In the context of economic difficulties, many businesses have to cut labor, forcing the remaining employees to take on more work. This creates great work pressure, negatively affecting their health and life. Increased pressure can lead to stress, fatigue and reduced work performance, especially in high-quality workers.

Although modern technology helps improve the working environment, if work pressure increases, workers are likely to feel dissatisfied and tired. This situation can reduce their commitment and loyalty to the business, especially for highly skilled workers who have many other career options.

When work pressure and dissatisfaction reach their peak, the risk of workers leaving the company also increases. This leads to a shortage of human resources, affecting the operation and development of the business. Recruiting and training new human resources is not only costly but also affects work efficiency in the short term, when workers cannot maintain the best productivity under overloaded work pressure and lack of support.

Contract issues, working hours, and work pressure are negatively affecting the quality of human resources in Vietnam. To retain and attract talent, businesses need to ensure transparency and completeness of contract terms, adjust working hours reasonably, and reduce work pressure. At the same time, investing in health, welfare, and a positive working environment are also important factors to retain talent and maintain high labor productivity.

3.1.3. State policy

Human resources include all people of working age who are able to participate in the labor market. For Vietnam, the development of human resources, especially high-quality human resources, is very important in the context of the Fourth Industrial Revolution and international integration. Human resource development policies have a great influence on the formation of high-quality human resources.

Under the leadership of the Party, Vietnam has achieved some positive results in developing high-quality human resources through policies to attract talents and experts. Training and fostering work has also been focused on. However, many challenges still exist, such as a shortage of leading scientists, poor practical skills, and the physical strength of workers that needs to be improved. In recent years, Vietnam has implemented the "Human resource development strategy for the period 2011-2020" and "Human resource development planning for the period 2011-2020" (Prime Minister, 2011) and ministries, branches and localities have implemented this strategy with many solutions to attract, recruit and train high-quality human resources. Although many remarkable results have been achieved, there are still many limitations in developing high-quality human resources, such as lack of appropriate policies, not identifying specific needs and unreasonable labor structure. Specifically, the rate of untrained workers is still high, the quality of training is low, the situation of "too many teachers, not enough workers" is common. In particular, the shortage of highly qualified leaders and experts is becoming a major obstacle to the process of industrialization, modernization and international integration. One of the main reasons is the lack of a strong policy for developing high-quality human resources. Therefore, it is necessary to comprehensively innovate and research to perfect policies to improve high-quality human resources. The 13th National Party Congress pointed out that the quality of human resources has not met development expectations, so it set out a breakthrough orientation for the period 2021 - 2030 as "developing high-quality human resources, attracting and making good use of talents". Thanks to that, in the period 2016 - 2020, despite many difficulties, the average GDP growth rate still

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reached about 6%/year. Growth quality has improved, labor productivity increased from 4.3%/year in the period 2011 - 2015 to about 6%/year in the period 2016 - 2020 (Communist Party of Vietnam, 2021).

3.2. Limitations and causes

In addition to the positive reality of the factors affecting the development of high-quality human resources in Vietnam today, in the past, this issue still has some difficulties and limitations such as:

First, the education system in Vietnam is an important foundation for training high-quality human resources, but still faces many challenges:

- Training quality does not meet market demand: Despite many reforms in education, training quality is still not commensurate with practical requirements. Many businesses complain about the practical skills, problem-solving ability and soft skills of new graduates.

- Lack of connection between schools and businesses: This cooperative relationship is still loose and ineffective, affecting the development of students' skills.

- Continuing education and career development are still limited: The continuing education system does not meet the development needs of human resources, especially high-quality human resources.

These problems are hindering the formation and development of high-quality human resources in Vietnam and solving them is very necessary to improve the quality of human resources, thereby serving the socio-economic development of the country.

Second, the infrastructure and services supporting human resource development are inadequate. One of the limitations of the socio-economic environment is the lack of infrastructure and services supporting human resource development.

- The labor market is not yet developed. The labor market in Vietnam is currently underdeveloped, affecting the formation and development of high-quality human resources.

- The culture and working environment do not really encourage creativity. The culture and working environment in many organizations and enterprises in Vietnam have not created the motivation and conditions for creativity and development of talents. Limitations in infrastructure, labor market, culture and working environment have significantly affected the formation and development of high-quality human resources in Vietnam. To overcome these problems, there is a need for synchronous, inter-sectoral solutions to improve the socio-economic environment, creating favorable conditions for the development of high-quality human resources.

Thirdly, limitations in training and developing public human resources. In addition to the general limitations, the policy of training and developing public human resources in Vietnam also has many shortcomings.

- Policies to attract, treat and develop talents are not effective. In addition to the lack of strategies and planning, Vietnam's policies to attract, treat and develop talents also have many limitations.

- Lack of strategies and planning for human resource development. One of the major limitations in human resource development policy in Vietnam is the absence of a synchronous and long-term national human resource development strategy and planning. The limitations in Vietnam's human resource development policy have significantly affected the formation and maintenance of high-quality human resources. To overcome this problem, there needs to be fundamental innovation in the approach and implementation of policies, ensuring synchronization, effectiveness and suitability with reality.

Causes of limitations:

- Current training programs at universities and colleges do not meet the actual needs of the labor market, with too much theory and lack of application. Traditional teaching methods are dominant, while equipment and facilities are not enough for students to practice professional skills.- In addition, information on human resource needs from businesses is limited, leading to the development of inappropriate training programs. Businesses also have difficulty participating in the human resource training process. Many businesses, especially small and medium-sized businesses, have not yet realized the importance of human resource development.

- The problem of infrastructure for training, such as laboratories and career counseling services, is also limited. Information on labor supply and demand is not transparent, lacking connections between stakeholders. Organizational culture in many businesses also does not encourage creativity and innovation.

- Vietnam lacks a systematic and synchronous national human resource development strategy. Talent attraction policies are less attractive than those of other countries in the region. Policies on training and remuneration for civil servants are also not really effective, hindering the development of human resources capacity.

3.3. Proposing some solutions to develop high-quality human resources in Vietnam in the period of industrial development

4.0

First, raising awareness of the role of high-quality human resources

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- Strengthen communication and propaganda about the importance of high-quality human resources for the socio-economic development of the country. Promote activities to honor and reward typical examples in developing high-quality human resources. Build a culture that values knowledge, capacity and creativity in the whole society.
- Strengthen the commitment and coordination of relevant parties. Build a close coordination mechanism between the state, enterprises and schools in building and implementing human resource development policies. Encourage enterprises to actively participate in the process of training and developing high-quality human resources. Encourage organizations and individuals to contribute ideas and experiences in planning and implementing human resource development policies.

Second, strengthen the leadership and direction of the Party and the State

- The Party and the State need to identify the development of high-quality human resources as one of the key and central tasks in the socio-economic development strategy. Strengthen the leadership and direction of the Party and the State in implementing policies and solutions for developing high-quality human resources. Strengthen the inspection and supervision of the implementation of policies and solutions for developing high-quality human resources.
- Clearly assign responsibilities to ministries, branches and localities in implementing policies and solutions for developing high-quality human resources. Strengthen coordination and cooperation between ministries, branches and localities in the process of formulating and implementing human resource development policies. Enhance the role and responsibility of enterprises, schools and social organizations in developing high-quality human resources.
- Ensure financial resources, facilities and other necessary conditions to effectively implement policies and solutions for developing high-quality human resources. Build a flexible and effective operating mechanism to facilitate the implementation of policies and solutions for developing human resources. Regularly review, adjust and perfect policies and solutions for developing high-quality human resources in accordance with the actual situation.

Third, improve the quality of education and training

- It is necessary to update and innovate the curriculum to ensure it is suitable for market requirements. The curriculum should focus on practical skills, problem-solving ability and soft skills. Encourage universities and colleges to build laboratories, workshops and cooperation programs with businesses so that students have the opportunity to practice while still in school.
- Establish cooperation programs between schools and businesses, including internship programs, scholarships and joint research projects. Businesses can contribute to the development of training programs and participate in teaching, helping students grasp the actual needs of the labor market.
- Develop continuous training programs to help workers update new knowledge and skills in the context of Industry 4.0. Create conditions for workers to participate in advanced training courses, develop professional skills and opportunities for career advancement.

Fourth, upgrade infrastructure and services to support human resource development

- Build and upgrade educational facilities, schools, and training centers with modern equipment to serve teaching and learning. Ensure that the internet network and information technology tools are popular and available, supporting online learning and working.
- Establish labor market information portals, providing data on recruitment needs, required skills and job opportunities. Encourage flexible working forms such as remote work and part-time work to facilitate high-quality human resources to participate in the labor market.
- Encourage businesses to build a friendly working environment, supporting creativity and personal development. Build a corporate culture that encourages innovation, creativity and contribution of ideas from all levels of employees.

Fifth, innovate policies to attract, reward and develop public human resources

- Develop a strategy and plan for national human resource development in a synchronous and long-term manner, in line with the development trend of Industry 4.0. Set specific goals for the quantity and quality of human resources, ensuring sustainable development and meeting the needs of the labor market.
- Introduce preferential policies on income, working conditions and career development opportunities to attract and retain talent. Develop programs to recognize and encourage talent, creating conditions for capable people to develop and advance in their work.
- Develop training and development programs for civil servants to improve management and operational capacity. Ensure training and career development opportunities for civil servants, helping them better meet job requirements in the new context.

The synchronous implementation of the above solutions will contribute to promoting the development of high-quality human resources, meeting the requirements of socio-economic development and international integration of Vietnam in the coming time.

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4. CONCLUSION

High-quality human resources are a key factor determining Vietnam's socio-economic development and competitiveness in the context of deep international integration. However, Vietnam is still facing many challenges in forming and developing high-quality human resources. Through analysis, it can be seen that the main factors affecting high-quality human resources in Vietnam include: the education and training system, the socio-economic environment, the employment environment and a number of current state policies on high-quality human resources. These factors all have many limitations and need to be resolved synchronously and effectively.

To improve the quality of human resources in the coming time, Vietnam needs to implement comprehensive solutions, focusing on: Innovating the education and training system, improving training quality and strengthening links with businesses; Perfecting human resource development policies, including strategies and policies to attract and develop talents; Improve the socio-economic environment, especially infrastructure, labor market and working culture; Raise awareness and strengthen the commitment of stakeholders; Strengthen the strong leadership and direction of the Party and State. The Government has just issued Resolution 111/NQ-CP in 2024, which sets the goal of striving for Vietnam to achieve an average GDP growth rate of about 7% per year by 2030 (Government, 2022). Vision to 2050: become a developed country with high income, a fair, democratic and civilized society. Synchronous and modern infrastructure system. Regions develop harmoniously and sustainably, effectively exploiting potentials and strengths (Government, 2024).

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