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SOLUTIONS TO IMPROVE HUMAN RESOURCES TRAINING QUALITY FOR BACHELOR'S DEGREE IN BASKETBALL MAJOR BAC NINH SPORT UNIVERSITY

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ABSTRACT

According to assessing actual situation of the human resources training quality for bachelor's degree in Basketball major at Bac Ninh Sport University through SWOT analysis and interviews with experts and managers, the quality of the bachelor's degree training in Basketball major after graduation has not yet met the requirements of work practice; based on the purpose and objectives of the study, on the basis of the results of the SWOT analysis, we propose 04 solutions to improve the human resources training quality for bachelor's degree in Basketball major at Bac Ninh Sport University in the direction of: meeting social needs.

INTRODUCTION

Stemming from the perspective and requirements of comprehensive educational innovation of the Party and State and from the fact that the training quality for students majoring in Basketball after graduation has not yet met the requirements of working practice, we believe that the main reason for limited effectiveness of training comes from the subjects for the applicable industries and majors that do not keep up with the social needs and are not suitable with the capacity of students. Therefore, innovating the basketball training program in a modern direction, according to the industry and close to practical needs can contribute to improving the training quality of students majoring in basketball in particular and the overall training quality of the school in the current context.

RESEARCH METHODS

The research process uses the following methods: Analysis and synthesis of documents; Pedagogical observation; Interview; SWOT analysis and mathematical statistics.

RESEARCH RESULT AND DISCUSSION

Actual Situation Of The Training Quality For Bachelor Degree In Basketball Major At Bac Ninh Sport University

Through the study, the actual situation of human resources training quality for bachelor degree in Basketball major at Bac Ninh Sport University shows that the current factors affecting the training quality is still limited. To clarify this issue, we conducted a survey of 250 students and alumni majoring in Basketball of University intakes 40 to 55 majoring in physical education and sports training based on 2 factors: entrance quality; quality of framework program distribution (Faculty level). The result is presented in Table 1.

Table 1. Survey of the influence of the factors of entrance quality, quality of the framework program distribution on the training quality for the bachelor degree in Basketball major at Bac Ninh Sport University (n=250)

Period	Entrance exam standard	Percentage of admitted students	Forms of training	Overall assessment result from Basketball teaching (n-12)
University Intakes 40-47 (physical education major)	Professional aptitude (Good)	10-15% reduction compared to the previous 5 years	Academic year-based regime	- Excellent: 22% - Good: 75% - Average good: 3%
University Intakes 48-55 (physical education - sports training)	General aptitude (Good and fairly good)	15 to 25% reduction compared to Intakes 40-47	Academic year and credit-based regime	- Excellent: 15% - Good: 72% - Average good: 12% - Course Repetition: 1%
The development of the number of periods distributed over the module units/ 4 years				- 90 periods - 60 periods + 90 periods - 75 periods

Table 1 shows that: The human resources of Bac Ninh Sport University in the period of University intakes 40 to 48 and University intakes 49 to 51 tended to decrease in terms of quality of admission and number of admitted students, equivalent to 15 to 20% from the Good level of the early years synthesized to the recent intakes down to Good and Average.

The survey result for specialized Basketball subject of 250 students, including 235 physical education students in other majors and 15 students majoring in Basketball Pedagogy, showed that the Excellent rate also tended to gradually decrease from 5 to 10%, students having to repeat their course or dropping out appeared in the period of University intakes 48 to 55. Over 65% of the respondents said that the current changed training program has not been able to meet the requirements for professional qualifications training for bachelor's degree (outcome standards), the number of periods per module often varied from 60 to 90 periods and was currently stable at 75 periods for university intake 55. However, over 90% of respondents said that it was necessary to review the number of hours of theoretical subjects in the training program, it was too much.

Proposal Of Solutions To Improve The Human Resources Training Quality For Bachelor Degree In Basketball Major At Bac Ninh Sport University By 2025, With A Vision To 2030

SWOT Analysis To Choose Solutions

SWOT and SWOT matrix analysis is a strategic technique to analyze strengths, weaknesses, subjective and objective aspects of internal and external factors in order to point out the current inadequacy in human resources training for bachelor of Basketball major of the University. On the basis of analyzing the obtained information, we conducted interviews with 12 experts and lecturers in the field of expertise to choose solutions to improve the training quality for research subjects. The result is presented in Tables 2, 3 and 4.

Table 2. SWOT analysis to assess actual situation of training solutions for bachelor in Basketball major at Bac Ninh Sport University

S (Strength)	W (Weakness)
<p>S1. For more than 62 years of establishment and development, the Basketball Department has had a history associated with the development of Bac Ninh Sport University, a leading school in training and supplying high quality human resources for the whole country</p> <p>S2. The objectives and training program of the Basketball major always hold an important position in the general training system of the school</p> <p>S3. Young officers inherit good traditional values, are enthusiastic, eager to learn, demand for progression, have good ethics and are</p>	<p>W1. Material facilities, training tools, yards for teaching and learning of specialized subjects are still lacking, fail to meet the requirements of training program development in the new period</p> <p>W2. The contents of the training program are regularly renewed but still fail to timely meet the development of society</p> <p>W3. The teaching staff is young, inexperienced, limited in number, the ratio of men and women is unbalanced, professional, theory and scientific research qualifications are not equal.</p> <p>W4. The annual number of students majoring in Basketball is low,</p>

<p>politically firm</p> <p>S4. Students majoring in Basketball are the center of the training process, have a solid outcome standard in terms skills, good in theory, rich in knowledge, dynamic and creative in activities, always given the best conditions, are career consulted and oriented right from the beginning, opening opportunities and foundation for a bright future</p> <p>S5. Play a central role in organizing events, carrying out major political tasks of the school, sports industry and the country.</p> <p>S6. Have close relationships with socio-political organizations, associations, federations, organizations, collectives, individuals and enterprises inside and outside the university.</p>	<p>unable to meet the great needs of society, causing the demand to exceed supply at a high level. W5. The professional qualifications of students in 8 semesters have not been able to promote their advantages in the training of specialized subjects. Motor capacity, skills to handle situations arising in real life are still limited, and the result of assessment of specialized subjects is also uneven</p> <p>W6. The main source of financial income for officers is salary, which has not yet met the needs of daily life, serving themselves, their families and society. W7. The source of learning materials for specialized training is still lacking, and the speed of digital transformation is still slow</p> <p>W8. The capacity to associate and expand training services has not yet met the needs of social development. The speed of implementing the mission of socializing financial resources towards the goal of autonomy still has many shortcomings</p>
<p>O (Opportunity)</p>	<p>T (Threat)</p>
<p>O1. The policy of the Party, the State, the Ministry of Culture, Sports and Tourism, the Ministry of Education and Training (Project No. 641/QD-TTg; QĐ1070/QD-TTg; Circular 32/2018/TT BGDĐT...) has expressed determination to fundamentally and comprehensively reform the education</p> <p>O2. The special attention and facilitation of the whole political system, ministerial-level agencies and local authorities, with great belief in the tradition and development of Bac Ninh Sport University.</p> <p>O3. The determination of the leadership of Bac Ninh Sport University, the consensus of functional units and the leadership and direction of the Basketball</p>	<p>T1. There have been no trainings to improve the professional qualifications of experts and units inside and outside the university, which makes the lecturers at the unit become uneven in terms of professional qualifications, the implementation of training program faces many difficulties</p> <p>T2. Economic pressure to take care of the family, earn more income for themselves makes investment in study and research in professional work, academic exchange fails to take place regularly.</p> <p>T3. Budget for investment in reference learning materials and textbooks is no longer a priority, so the number of written books is increasingly less, unable to meet</p>

<p>Department</p> <p>O4. The participation and companionship of organizations, individuals and enterprises inside and outside the school in training activities of Basketball Department is strong.</p> <p>O5. The strength, qualifications and enthusiasm of the young leadership team in the Basketball Department is an important lever to improve the quality of human resource training for students majoring in Basketball by 2025, with a vision to 2030.</p> <p>O6. Training bachelor's degree in Basketball major plays an important role in the development of the school, contributing to the supply of high-quality professional human resources to meet the market's needs in the new period.</p> <p>O7. Students majoring in Basketball have a high sense of career orientation, creating an important foundation in building a strong and professional Basketball ecosystem, meeting the real requirements of society.</p>	<p>the needs of professional training development of the unit.</p> <p>T4. There is still a part of students majoring in Basketball who have a low sense of learning, are still under family economic pressure or affected by the crowd effect in determining jobs when working part-time.</p> <p>T5. The development of society, along with a series of positive activities of students dominated and significantly reducing such as information technology and entertainment have made the situation of extracurricular learning no longer become a voluntary and excited movement as before</p> <p>T6. The national education in general and the bachelor's degree program in basketball major by 2025, with a vision to 2030 are facing the great challenge of digital transformation in all stages of the training program.</p>
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From the result in Table 2 and by the method of SWOT analysis, it is possible to show the content of 4 groups of solutions with 20 detailed components for each specific group: Group S - Strength, 6 components from S1 to S6 can be analyzed; Group W – Weakness, 8 elements from W1 to W8 can be analyzed; O – Opportunity, 7 elements from O1 to O8 can be analyzed; T (Threat) – Challenge/Risk, 6 components from T1 to T6 can be analyzed.

Table 3. SWOT matrix proposes solutions to improve the training quality for bachelor in Basketball major at Bac Ninh Sport University

Swot Factor	Internal	Opportunity: O O1-O2-O3-O4-O5-O6-O7	Challenge/risk: T T1-T2-T3-T4-T5-T6
	External		
Strength: S S1-S2-S3-S4- S5-S6		Solution S-O (Promote strengths, take advantage of opportunities)	Solution S-T (Promote strengths, overcome challenges, remove risks)
		S1-O1-O2	S1-S2-S3-T1-T2-T6

	S1-S2-S3-O1-O2-O3	S1-S2-S3-S4-T3-T4-T5-T6
	S2-S3-O4-O5	S5-S6-T1-T2-T5-T6
	S5-O2-O3-O4	S3-S4-T4-T5
	S4-S6-O4-O5-O6-O7	S6-T3-T5-T6
Weakness: W W1-W2-W3-W4-W5-W6- W7-W8	Solution W-O (Take advantage of opportunities, overcome weaknesses)	Solution W-T (Overcome weaknesses, limit risks)
	W1-W2-W3-O1-O2	W1-W6-W7-T1-T3-T6
	W1-W6-O3-O4-O5	W2-W3-W8-T2-T4-T5-T6
	W1-W7- O2-O3-O4-O5-O7	W4-W5-T1-T4-T5-T6
	W2-W6- O3-O4-O7	
	W3-W7-O2-O3-O4	
	W4-W8-O3-O4-O5-O6-O7	
	W8-O1-O2-O3-O4	

Table 3 shows that: Analysis of SWOT matrix obtained 4 groups of solutions with 20 components constituting specific contents, including: group of SO solutions (Promote strengths, take advantage of opportunities): S1-O1- O2; S1-S2-S3-O1-O2-O3; S2-S3-O4-O5; S5-O2-O3-O4; S4-S6-O4-O5-O6-O7. Group of S-T solutions (Promote strengths, overcome challenges and remove risks): S1-S2-S3-T1-T2-T6; S1- S2-S3-S4-T3-T4-T5-T6; S5-S6-T1-T2-T5-T6; S3-S4-T4-T5; S6-T3-T5-T6. Group of W-O solutions (Take advantage of opportunities, overcome weaknesses): W1-W2-W3-O1-O2; W1-W6-O3-O4-O5; W1-W7- O2-O3-O4-O5-O7; W2-W6- O3-O4-O7; W3-W7-O2-O3-O4; W4-W8-O3-O4-O5-O6- O7; W8-O1-O2-O3-O4. Group of W-T solutions (Overcome weaknesses, limit risks): W1-W6-W7-T1-T3-T6; W2-W3-W8-T2-T4-T5-T6; W4-W5-T1-T4-T5-T6.

Table 4 shows that: After the SWOT analysis, the topic proposed solutions to consult with experts and specialists,, the following result was obtained: Both 04/04 solutions and orientations to approach the solution contents according to the SWOT analysis in turn include: SO group (Promote strengths, take advantage of opportunities); S-T group (Promote strengths, overcome challenges and remove risks); W-O group (Take advantage of opportunities, overcome weaknesses); The W-T group (Overcome weaknesses, limit risks) has total score of 33 to 36 points, corresponding to the Likert coefficient = 2.8 to 3.0, with a high priority threshold value.

Table 4. Result of interview to select solutions to improve the human resources training quality for bachelor in Basketball major at Bac Ninh Sport University (n=12)

No.	Solution	Priority 1		Priority 1		Priority 1		Result	
		m _i	score	m _i	score	m _i	score	Total score	Likert
1	Solution 1: Improve supplementary knowledge - Enhance foreign language knowledge - Enhance computer knowledge	12	36					36	3
2	Solution 2: Improve specialized knowledge - Enhance pedagogical professional knowledge - Improve knowledge and skills about non-specialized sports in practice - Improve knowledge and skills about specialized sports in practice	9	27	2	4	1	1	30	2.7
3	Solution 3: Improve soft skills - Improve the capacity of organizing and administering sports training and competition activities - Improve communication and behavioral skills	10	30	1	2	1	1	33	2.8
4	Solution 4: Strengthen the relationship between the training institution and the recruiting institution - Provide information about the recruitment needs of the units that need to recruit for students - Coordinate with recruiting units in the training of human resources according to	11	33	1	2			35	2.9

	<p>purchase orders</p> <ul style="list-style-type: none"> - The Youth Union cooperates with units, social organizations, sports companies in organizing job counseling sessions for students to have more information about recruitment. - Faculties coordinate with units and organizations at the grassroots level in facilitating students to act as trainees. Create opportunities for them to familiarize themselves with the environment and capture recruitment information of the units. 								
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CONCLUSION

The actual situation of human resources training for bachelor in Basketball major at Bac Ninh Sport University has had many positives after renovation. However, the bachelor's degree program in Basketball major has many shortcomings such as: The program has not paid attention to the actual outcome standards that society needs, leading to many difficulties in the process of accessing jobs, employers must organize retraining of many skills that enterprises need for students, besides, the rate of students of basketball major graduating every year has not met the needed quantity from employers.

From the result of the SWOT analysis, the topic proposed 04 solutions to improve the human resources training quality for bachelor in Basketball major at Bac Ninh Sport University to meet social needs.

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