

PalArch's Journal of Archaeology of Egypt / Egyptology

CURRENT SITUATION AND SOLUTIONS FOR VIETNAM'S HUMAN RESOURCES NOWADAYS

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Nowadays– Palarch's Journal Of Archaeology Of Egypt/Egyptology 17(7) ISSN 1567-
214X.**

Keywords: Human Resources, Current Situation, Solutions, Vietnam.



ABSTRACT:

Human resources are the decisive factor for the success and progress of each country, in which the level of human resource development is the main measure for assessing the level of social progress, equity and sustainable development. In the socio-economic development strategy, period 2011 - 2020, Vietnam affirms: "Human resource development is a breakthrough stage of the transition of the country's socio-economic development model; at the same time is the foundation for sustainable development and increasing national competitive advantages in the integration process". Besides, another issue that is posed now, is the implementation of training programs and evaluation of training programs. The number of enterprises and organizations that boldly invest in high-cost, high-quality training programs is very small. In fact, there is a paradox that enterprises have weak competitiveness but still do not use up all training costs, investment in training is limited, the evaluation of training

programs also shows the inadequacies. In the context of increasingly deepening international integration, the requirement for the quality of Vietnamese human resources is to prepare the workforce to meet and benefit from international commitments. Although Vietnam is in a period of golden population with an abundant and stable labor supply, the integration trend has also placed Vietnam in the face of many new opportunities and challenges.



I. INTRODUCTION

Situation of human resources in Vietnam and a number of training solutions to increase the proportion of skilled workers working abroad Vietnam has a fairly abundant human resources compared to many countries in the region and around the world. Currently, our country has over 49.2 million people of working age out of a total of 85.79 million people (accounting for 57.3%), ranking third in Southeast Asia (after Indonesia and the Philippines) and ranks 13th in the world in terms of population size. The number of people between the ages of 20 and 39 is about 30 million, accounting for 35% of the total population and 61% of the workforce. This is a force that can participate in labor export. Youth is an outstanding feature, is the potential of human resources in Vietnam, is a very favorable factor for the recruitment of workers to work abroad. Regarding the quality of labor resources: Out of a total of 49.2 million people of working age, only 7.3 million people have been trained, accounting for 14.9% of the labor force. Among those who are studying at professional schools nationwide, the proportion of people currently enrolled in elementary level is 1.7%, intermediate level 20.5, college 24.5% and university and above is 53.3%. Proportion of trained labor force in our country is very low, in particular, 86.7% of the working age population has not received any professional or technical training; more notably, in rural areas, where the majority of workers wish to work abroad, the proportion of untrained workers accounts for 92%. As such, our workforce is young and plentiful, but not professionally and technically equipped. Currently, there are more than 41.8 million workers nationwide, accounting for 85.1% of the workforce that has not been trained to reach a certain professional or technical qualification. Regarding regional characteristics, regions of workers participating in labor export: According to statistics, the number of employees participating in labor export of provinces and cities in the Northern and Central regions accounts for 95%, these workers mainly live in rural, midland and mountainous areas. This is the

“4 no” workforce - no job, no foreign language, no industrial style and no economy. Human resources for the country's economic development are very important, especially highly qualified human resources, meeting the increasingly high development of society, requiring practical and useful measures; to prevent causes of obstacles in training and advocate for the implementation of new measures in training to contribute to providing high quality resources for the development of Industrialization - Modernization of the country.

II. REALITY

2.1 Advantages

Vietnam is in the period of a golden population structure with more than 63 million people (accounting for 69.5% of the population) in working age, bringing many advantages in human resources for socio-economic development. The population in working age is quite large. In addition, labor productivity of Vietnamese people has continuously increased over the years. In terms of periods, labor productivity of Vietnam over the past years has significantly improved in the direction of steadily increasing over the years, an average increase of 3.9% / year in 2006-2015 period. Vocational training and training in Vietnam are initially associated with the needs of businesses and the labor market; The structure of training occupations is step by step adjusted according to the structure of production and business industries; has opened many new training jobs that the labor market needs and occupations serve the restructuring of the agricultural and rural economy and create jobs for workers. Vietnam has developed a large contingent of scientific and technological staff. Many economists and scientific staff of Vietnam have absorbed and approached many modern scientific and technological advances of the world; many Vietnamese workers through labor export and foreign experts have access to more modern machinery and equipment and industrial working manners. Vietnamese workers are evaluated to have the advantages of being smart, industrious, skillful, have a high level of intellectual knowledge and education compared to the national income level, to quickly absorb the world's scientific, technical and technological advances.

2.2 Disadvantages

- Lack of high-quality workforce: High-quality human resources and skilled workers are still very lacking compared to social needs, to develop key economic sectors of Vietnam, especially to participate in the global value chain as well as to upgrade Vietnam's position in that value chain.
- Vietnam is short of skilled workers and high-level technical workers. Vietnamese workers' foreign language skills are not high, so they face many difficulties in the integration process. The limitations and weaknesses of human resources are one of the main factors affecting the competitiveness of the economy.
- The response to technology changes of workers in electronics and garment enterprises is very low.
- Except for the safety skills and the compliance with the labor discipline, the proportion of enterprises surveyed with good and very good assessment of the skill response level of workers compared to new technology requirements is quite high (72% for industry electronics and 50% with apparel), the proportion of firms rated good / very good is quite low, especially for the garment industry.
- Despite the rapid increase, the scale of highly skilled labor is still small compared to the requirements of the process of industrialization, modernization and international integration.

- The number of workers with professional and technical qualifications, even those with high professional qualifications tend to have good theoretical knowledge, but are poor in their practical capacity and adaptability in an industrial competitive environment; still requires additional time or refresher training to be used effectively.

- The ability to work in groups, professionalism, and the ability to use foreign languages as a communication and working tool of human resources is still limited. On the other hand, the proportion of skilled workers in Vietnam's key manufacturing sectors is very low. National security (19%), health and social assistance (8%).

- Training: The current situation of Vietnam's human resources shows that among highly skilled workers, there are nearly 1.4 million people (equivalent to a quarter) with no qualifications or only primary degree or intermediate degree; people with tertiary training degree or higher account for 74.3% of the labor with high skills. In addition, the quality of the teaching curriculum of the schools is low, not yet able to train workers with practical working skills. With the current training programs of universities and colleges, new graduates in Vietnam often lack experience, lack soft skills and training is not directly attached to work in enterprises. Specifically, teaching methods are still outdated, not yet applied with new modern technologies being used. There is a lack of practical programs in the curriculum development, leading to a lack of opportunities for students to apply the knowledge learned in schools to specific issues of society. In addition, the lack of direction in the workforce in choosing a career from the general education level also causes problems in the labor supply in Vietnam. With a degree of psychology, most of the workers choose to study at university or postgraduate without paying attention to the demand for human resources as well as vocational training, which leads to the current shortage of workers and lack of workers with university degrees but accept to do jobs without technical expertise. Vietnamese students are also not well oriented to the careers that the market needs. Vietnamese students mainly prefer to choose business, commerce and finance. This shows to a certain extent that the Vietnamese labor market is growing in favor of support services but has not yet strongly developed industries in the real sector, creating basic added value for the economy.

- Physical: Basically, the physical fitness of Vietnamese workers has improved, but still low compared to other countries in the region, reflected in terms of stature, health, endurance, and pressure resistance... The physical condition of Vietnamese people is inferior to many countries in the region not only in height and weight but also in terms of physical strength and endurance. 3cm is the increased height of the Vietnamese after more than a quarter of a century. This is a low figure compared to most countries in the region.

- Exploiting and managing labor resources:

Human resources among farmers in our country have not been exploited, not fully organized. At present, between 80 and 90% of the workforce in agriculture, forestry, fishery and rural managers has not been trained. This reflects the poor quality of human resources among farmers. This weakness leads to the situation that our country's agricultural production is still in a state of small production, fragmentation, traditional production, low production efficiency. The association of "four houses" (state, farmer, scientist, entrepreneur) is still a formality. Because human resources in rural areas have not been exploited and trained, a part of the people in rural areas cannot have a job. Meanwhile, at present, enterprises based in the localities are in short of highly skilled workers. The cause of the above situation is due to the poor organization of labor and labor planning in rural areas. Policies for agriculture, farmers and rural areas are not synchronous, not encouraging and competitive.

Human resources for workers: In recent years, annually, there are about 1.2 - 1.3 million young people entering working age. According to the report of the General Department of Vocational Training, the number of trained workers is constantly increasing, but mainly short-term trained workers, so there is a shortage of skilled workers, high-level technical workers. With the number of people entering the working age each year as above is a huge source of enrollment for training institutions, but in fact the number of people enrolled in vocational institutions is very few, the quality of training is not good, many industries that do not meet the social requirements are causing waste of investment of the people and society, causing loss of opportunities to improve the quality and efficiency of human resource use. The Ministry of Labor - Invalids and Social Affairs together with the Vietnam Vocational Training Innovation Program (GIZ) shows that the proportion of unskilled workers with no technical expertise in the whole society accounting for 81.6% of the total number of employees, this figure is much different from the reports of the authorities. This is really a very alarming issue in terms of the quality of human resources that cannot meet the requirements of Industrialization - Modernization of the country and international integration. The labor force in our country is still in a shortage of teamwork skills, skills to detect and solve problems; weakness in informatics and foreign languages; lack of understanding of the law; professional ethics is not high; lack of spirit and sense of responsibility at work, freedom, discretion, slow adaptation to a new working environment... The capacity to innovate and innovate science and technology of the highly qualified workforce remains weak.

Intellectual human resources: An ongoing paradox is that, although industrial parks and factory areas are always short of labor, especially workers with technical expertise, but due to the poor quality of trained labor so many businesses especially enterprises with foreign investment do not want to accept students, apprenticeship students, making the proportion of trained workers, especially workers with bachelor's degree or higher are unemployed, or must do contrary to highly trained profession. In recent years, about 80% of newly graduated bachelors do not do the right job training, hundreds of thousands of bachelors have to apply for general jobs; 60-70% of graduates do not find jobs right after graduation, the number of workers with bachelor's degree or higher is unemployed every year. However, the status of graduates in universities and colleges is very weak in terms of knowledge, skills and professional attitudes, leading to high unemployment and low labor productivity but there is no solution to remove it. The structure of occupations, training levels and regional structure in economic fields is increasingly seriously imbalanced.

It can be said that the quality of our country's human resources is increasingly lagging behind many countries in the region, seriously imbalances in training qualifications, structure and gender; the unemployment of workers with advanced degrees is increasing. It is forecasted that in the coming years, our country integrates into the world more deeply, many bilateral and multilateral cooperation will be signed, the labor movement between countries will take place strongly, the competition in the labor market becomes more and more fierce, while our country's human resources are losing their competitiveness in the regional and international labor markets, which is a great challenge for our country.

- Forecast of labor resources: The current situation of the labor market in the city in recent years has always been imbalance in the industry structure and professional qualifications, skills and human resources; this shows the situation of both redundancy and lack of high-quality labor in the fields of engineering, production management – business. Therefore, the synchronous participation of branches, levels, social unions, state management agencies, enterprises, training

schools and the society is urgent now to gradually improve quality human resources and limit the paradox.

- Salary and bonus policy: Wage policy in the public sector is complicated, the design of the payroll system is not suitable for the job position, title and leadership position, it's also heavy on average, can't ensure life, has not promoted talents, has not created a motivation to improve the quality and working efficiency of employees. Provisions on the base salary multiplied by the coefficient does not indicate the real value of the salary. There are too many types of allowances, many non-salary incomes decided by many agencies and levels in different documents, giving rise to irrationalities, not clearly showing the administrative hierarchy in public activities service. Failing to bring into play the rights and responsibilities of heads of agencies and units in the assessment and payment of salaries and bonuses, associated with labor productivity, quality and work efficiency of cadres, civil servants and public employees, workers.

2.3 REASON

- State management of human resource development still has many shortcomings compared to requirements. There is not yet a comprehensive and long-term national human resource development strategy to guide agencies, mass organizations together with the street to act.

- The education system from high school to vocational training, university and postgraduate is the core force in the process of training and developing human resources still reveals many limitations, despite undergoing many reforms and innovations.

- The process of international cooperation and integration in the field of human resource development has not kept pace with Vietnam's increasingly deepening economic, cultural and social integration. The education system has not kept pace with the popular education and training system model of human resources in the region and the world. Vietnam's foreign language training is heavy in formality and theory, but weak in practice.

- Most families' national resources and ability to invest in human development are still limited, failing to meet the minimum conditions to ensure the quality of educational, health, cultural and physical activities sports.

More specifically, the mining industry has the highest labor productivity. Agriculture, forestry and fisheries are the sectors with the lowest labor productivity of all economic sectors. Vietnam's agricultural, forestry and fishery production had the highest average labor productivity growth rate of 5.2% / year in the 2011-2018 period. However, the agriculture, forestry and fishery sector have a very low level of labor productivity, the lowest in economic sectors, by 2018 at current prices reaching 39.8 million VND / employee, only equal to 38.9% of labor productivity of the whole economy. Analysis by the General Statistics Office shows: "Factors affecting labor productivity growth in Vietnam are the small size of the economy; the process of transferring the labor structure in a positive direction is still slow; machinery, equipment and technological processes are out of date; limited quality of human resources; inadequate level of organization, management and use of resources; the business sector is not really the driving force determining labor productivity growth of the economy". On the basis of statistical results and survey publications of prestigious international organizations.

- The skill level of human resources is still low. There is a shortage of high-skilled labor in education, especially new technology skills, 4.0 technology. Science and technology foundation are not high, especially in terms of investment and technology application. The motivation for innovation is lacking and weak ...

III. SOME SOLUTIONS

Improving the quality and efficiency of education and training: The first important thing is to have innovations in both teaching objectives, programs and methods from high school to university to ensure provision for people learn the basic knowledge that underpins their practical activities in the future. Teaching methods must be derived from training objectives, associated with the content and in accordance with the student's conditions; train and create conditions for students to express problems according to their point of view and perspective, create habits of independent thinking for learners. Having a reasonable investment policy and effective use of resources for education and training, especially teachers; at the same time, to perfect the education network nationwide, to attach importance to investment in the development of remote and isolated areas, especially ethnic minority areas. Build a contingent of qualified teachers to meet teaching requirements, reassign teachers according to regions appropriately, and preferential policies for teachers currently working in difficult areas. Standardizing the teaching staff, ensuring the combination of professional knowledge with modern pedagogical methods, having good ethical character, scientific thinking method ... Education management agencies, first of all The Ministry of Education and Training needs to develop a roadmap to standardize lecturers in terms of quantity and quality. In particular, it is necessary to strengthen exchanges and cooperation in the field of education and training with countries with developed education. At the same time, the State needs to make adequate investment to perfect facilities for teaching, learning and research in colleges and universities, such as the system of laboratories, libraries, amphitheater. In addition, it is necessary to standardize training programs and textbooks to ensure compliance with the requirements of social reality, identify key occupations in order to train a team of highly qualified specialists. Promote scientific research of faculty and students.

Improving and enhancing human's fitness in general and the workforce in particular: Raising the cultural and professional qualifications, improving the fitness of the employees is an important issue, creating a foundation for the development of mentality and mentality of human resources. This is a matter of strategic and long-term significance. Therefore, it is necessary to ensure the necessary nutritional level for people of all ages, and to encourage and promote the movement of physical training and sports among the people. To attach importance to developing the pharmaceutical industry capable of meeting the people's needs. To step up research and forecasts about health care, free medical examination and treatment programs for children, prevention of epidemics, especially diseases capable of rapidly spreading. Effectively implement health care and protection for the people, improve longevity, contribute to the development of in-depth human resources. Shorten the difference in weight and height for future generations by increasing implementation of nutrition policies and programs, health care, and health training. Priority is given to social security policies to support children from households facing economic difficulties to quickly reduce the rate of stunting and underweight children. In addition, capacity building, propaganda, inspection, monitoring and evaluation of project implementation, in which: Strengthening training, training and retraining for capacity building for state management officials on job; coordinate with related units to develop program framework and organize training and training for consultant team of employment service center.

Exploiting and rationally using human resources: The State needs to fully and accurately study and evaluate the current situation of human resource structure at each stage, clarify the excess and lack of human resources, identify the cause of the above condition; from there, apply appropriate leveraging policies and tools to exploit, rationally and effectively use human resources. Promote economic restructuring, streamline training and career guidance for students, thereby creating a positive labor structure shift that is in line with the needs of the industrialization career. modernize the country. In addition, it is necessary to have preferential and supportive policies to attract human resources from surplus to insufficient places; from cities, plains to remote areas. In the immediate future, it is necessary to have a plan to thoroughly and effectively use the trained workforce, to avoid the current situation of wastefulness (unable to arrange jobs, use contrary to training occupations, ...). The analysis and correct assessment of the available human resources and potential human resources help enterprises easily arrange and arrange the right people, the right thing the State needs to have policies to support formation and development with Innovative startup model in universities training technology, creating an ecosystem for innovative and innovative start-ups.

Strengthening the forecasting of human resources: It is necessary to study and evaluate the current human resource structure as well as forecasts about the human resource needs in different sectors and fields in order to proactively avoid redundancy and shortage force. Strengthen forecasting of human resource development in regions, sectors and countries to ensure compliance with socio-economic development strategies in each certain period. This task should be carried out regularly to have an adjustment to suit the changes of real life. Correctly identifying training capabilities and needs, enhancing the quality of planning, regular forecasting and providing information on the human needs of society, especially the needs of businesses and localities. methods, ... in order to regulate the scale, structure of industries, occupations and training levels accordingly. Well implement mechanisms, policies and laws on the development of education - training, science - technology; attach importance to university and postgraduate training and vocational training according to regional and international standards. Create rapid and clear changes in human resource development, especially high-quality human resources for potential and advantageous industries and fields.

Develop a reasonable salary policy: A reasonable salary policy is one of the important motivations to stimulate employees to improve their qualifications to meet the needs of their jobs, ensure increased income and stabilizing life. There are many different types of benefits, of which economic benefit is the primary and primary benefit. Therefore, the salary and remuneration policy must ensure the principle of social justice, avoiding the situation of solving benefits in an egalitarian way. Set up a suitable corporate salary scale system. Enterprises should specify the value of work, refer to the market salary as a basis for setting up their own salary scale, to suit the conditions, situation and requirements of the business. Understand the role of each component in the pay system. Including salaries, bonuses, benefits, allowances, ... in order to have appropriate regulations on salary and incentive policies, pure seniority should not be increased. Motivating employees with the right bonus. Establish rewarding policies associated with work results. Bold bonuses for employees who achieve excellent results in the business, but still control the salary costs within a certain allowed range.

IV. CONCLUDE

In order to own high quality human resources, enterprises not only take advantage of all available potentials but also need to come up with policies to attract and seek talent. To do that, businesses need to build a good remuneration

policy with stable salaries and benefits, build a professional, dynamic working environment, and a healthy and impressive corporate culture. At the same time, to be able to access talent, businesses can choose to coordinate with universities and training centers to conduct recruitment festivals. In addition, enterprises need to have serious and careful screening and selection in order to find out the talents that are really suitable for the job. Developing high quality human resources is never simple for any business. Especially in the era of the industrial revolution 4.0 which is taking place extremely drastically, businesses need to pay special attention to the issue of human resources, creating a premise for their business development to a new height, with a stable position probably in society. In order to improve the quality of human resources for the industrialization and modernization of the country and to develop the knowledge economy, we need to implement fully and synchronously solutions. There is a close relationship between solutions and mutual support, and neglecting or ignoring a solution will affect the effectiveness of the solutions.



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