



Developing high-quality human resources in the context of globalization

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Abstract

Globalization has become an inevitable trend of the times, opening up many development opportunities for countries, especially developing countries. However, when a world includes a diversity of countries and peoples with the complexity and diversity of different economies, politics, cultures, and societies, globalization will open up many opportunities. and the challenge is not small - this is the duality of globalization. Facing the general trend of the world, the globalization process has brought many opportunities for economic growth and social development in our country and is one of the factors in restructuring and modernizing the economy, developing human resources, increasing labor productivity, and improving workers' income.

Keywords: Developing, high-quality, human resources, globalization

Introduction

There is a cause-and-effect relationship between human resources, capital, natural resources, physical and technical facilities, science, and technology, but in which human resources are considered energy. Internal forces govern other resources and the socio-economic development process of each country [1, 2]. Compared to other resources, human resources with the leading factors being intelligence and gray matter have the outstanding advantage of not being exhausted if they are properly nurtured, exploited, and used [3]; Other resources, no matter how many, are only finite factors and can only be effective when combined with human resources effectively [4]. Human resources are the decisive factor in the exploitation, use, protection, and regeneration of other resources; in which high-quality human resources determine the growth and socio-economic development of each country [5, 6].

Reality proves that a country may not be rich in resources or have unfavorable natural conditions, but its economy can grow rapidly and develop sustainably if that country knows how to set out an economic policy. correctly, knowing how to organize and successfully implement that policy; with a team of leaders, managers, worthy intellectuals; A large, highly skilled technical workforce, and talented entrepreneurs [2].

In the modern world, when gradually shifting to a knowledge-based economy and in the trend of globalization and international economic integration, human resources, especially high-quality human resources, are increasingly becoming available. plays a decisive role [7]. Recent growth theories show that an economy that wants to grow quickly and at a high level must rely on at least three basic pillars: applying new technology, developing modern infrastructure, and improving the quality of human resources. In particular, the most important driving force of sustainable economic growth is people, especially high-quality human resources, that is, people who are invested in development, and have skills, knowledge, and workmanship. , experience, and creative capacity to become "a source of capital - human capital, human capital". In a world with many fluctuations and fierce competition, victory will belong to countries with

high-quality human resources, a favorable legal environment for investment, and a socio-political environment.

Research results and Discussion

Perspectives and current situation of building and developing the country's human resources in the innovation period

In the process of leading the Vietnamese revolution, especially in the reform period, our Party's basic guiding viewpoint was to place people at the center of the development process, considering people as both goals and objectives as the driving force of the country's development. This viewpoint of our Party and State is the combined application of the viewpoints of Marxism-Leninism, the inheritance of Ho Chi Minh's thoughts on humans. Very early on, President Ho Chi Minh clearly pointed out: "For the benefit of ten years, we must plant trees; for the benefit of a hundred years, we must plant people" [8]. In his Will left to the entire Party and the entire people, He advised: "First is work for people" [9]; "Fostering the revolutionary generation for the next generation is a very important and necessary task" [10].

The above spirit is reflected in the developments in the Party's awareness and thinking about people and human resource development from the 6th Congress (1986) to the present.

The Resolution of the 5th Plenum of the 8th Central Committee clearly states: "The invaluable experience that we have gained in the long and harsh history of our nation is: the most valuable resource, with the most decisive role." is Vietnam's human resources; is the endogenous strength of the Vietnamese people themselves. Vietnamese people are the most valuable asset of our Fatherland and our socialist regime" [11].

At the 11th Congress (2011), the Party emphasized the view: "Developing and improving the quality of human resources, especially high-quality human resources, is one of the decisive factors for rapid and sustainable development." country" [21], "is a strategic breakthrough, a decisive factor in promoting the development and

application of science and technology, restructuring the economy, transforming the growth model and is an advantage. the most important competition, ensuring fast, effective, and sustainable development”^[13]. These perspectives mark a shift from theoretical awareness of the position and role of human factors and human resources to considering human resource development and high-quality human resources as one of the three breakthrough stages of the country’s development strategy in the period 2011 - 2020.

The 12th Party Congress continued to affirm the important role of high-quality human resources, through the viewpoint: “Industrialization and modernization in the coming period is to continue promoting the implementation of the industrialization model, modernization under the conditions of socialist-oriented market economic development and international integration associated with the development of a knowledge economy, taking science, technology, knowledge, and high-quality human resources as the key factors. main driving force, etc.”^[13]. The 13th Party Congress also set out directions and tasks for human resource development in the coming time, requiring the need to: “Build a human resource development strategy for the country, for each industry and each field, with synchronous solutions, focusing on solutions to train and retrain human resources in schools as well as in the production and business process, focusing on improving professionalism and practical skills”^[13].

After more than 37 years of innovation, our country has achieved great achievements of historical significance. The quality of human resources is improved more than before, most clearly shown in the improved labor productivity of the entire society, creating a good growth rate and enhancing the competitiveness of the economy and national potential^[14]. However, if we look at it critically, the above achievements are compared to the resources invested, the effort spent, and the conditions, opportunities, and opportunities that bring high-quality human resources to Vietnam. The South is not developing commensurate with its potential. Although during the reform period, our Party and State have had many policies to promote human resources, however, due to the existence of a centralized, bureaucratic, and subsidized mechanism for a long time, so the policy change is not yet timely. Currently, there are still many unreasonable and inconsistent policies that hinder and do not create favorable conditions for promoting human resources.

The cause of innovation, promoting industrialization, modernization, and international integration cannot be successful without human resources, especially high-quality human resources, with people who have enough “virtue” and “talent”. From the perspective of human resources, it can be seen that our country’s scientific staff compared to surrounding countries still has a large gap that cannot be easily bridged. Many experts have pointed out that our country is facing three major obstacles: low quality of human resources^[13], inadequacies of infrastructure, material-technical, institutions, and capacity. Human resource management is still lacking in many aspects.

Looking at the overall picture shows that the number of leading scientists and experts in various fields is still small, not meeting the needs and demands of the country in the new period. There are few high-quality scientific works that are honored and recognized by the Party, State, and Society.

In addition, many projects at all levels have been implemented and accepted, but their application - practicality and overall quality are still low^[6].

The professional qualifications and skills of officials and civil servants are not adequate and do not meet job requirements well; initiative and sense of responsibility are still low; Management and administration capabilities are still limited. A part of civil servants is degenerate, degenerate, corrupt, smuggles, harasses, troubles the people, lacks impartiality and objectivity when handling work; lax administrative discipline, lack of strong character, revealing weaknesses and inadequacies. Our Party evaluates: “The current cadre team in terms of quality, quantity, and multi-faceted structure is not on par with the period of promoting industrialization and modernization”; “The capacity and quality of many officials and civil servants are still weak, a large part of them are degenerate and degenerate”, etc. All of these things have significantly affected the prestige and leadership effectiveness of the Party. Party and State management, reducing people’s trust in the Party; At the same time, it poses an urgent need to reform and improve the quality of officials and civil servants.

The current state of human resources hardly allows us to make the best use of the opportunities and opportunities that are coming to the country. If we do not quickly overcome this weakness, we will have to face new risks and challenges, which will drag the country backward. If the problem of improving the quality of human resources is not resolved in the near future, Vietnam will face the risk of a crisis in the quality of human resources, the consequence of which is a decline in the competitiveness of the economy; difficulty in escape the “middle-income trap”; lose the opportunity to participate in the international labor market.

Building and developing high-quality human resources to meet the requirements of the Fourth Industrial Revolution in the coming time

To be able to overcome the situation: “The economy still mainly develops in breadth, economic growth still depends heavily on factors such as capital, resources, low-skilled labor, and does not rely much on knowledge, science and technology, and skilled labor. Labor productivity is slowly improving, much lower than some countries in the region”; “Implementing industrialization and modernization is still slow and not linked to the development of a knowledge economy”; “The quality of human resources is low, labor restructuring does not correspond to production restructuring” as assessed by the 13th Party Congress, a more comprehensive and synchronous system of solutions is needed in this era. next time^[13].

Firstly, to develop high-quality human resources, it is necessary to focus on linking three stages: training, employment, and compensation. Training must be based on the development trends and needs of the Vietnamese economy, and at the correct address; approach the world’s best practices.

Research on international experience shows that if you want to achieve success in your development strategy, you must pay attention to the important role of human factors, especially talent, which is a source of competitive advantage. Therefore, attracting talented people needs to become a top priority for every organization. However, organizations also face three major pressures: fluctuations in people, fluctuations in capital, and fluctuations in knowledge. This makes talent management difficult.

Second, appropriate management methods are needed to strengthen human resource management in our country today. Special attention should be paid to two groups of factors: human resource factors (including the compatibility between people and the organization, salary and income, training and career development, and implementation opportunities). challenging tasks) and organizational factors (leadership behavior, organizational relationships, organizational culture and policies, work environment).

There needs to be appropriate policies on salary and bonus mechanisms, especially for talented people. It is necessary to research the establishment and most effective use of the "Talent Fund" to encourage talented people to develop, contribute, be creative, stick with, and accompany the organization. In the long term, there needs to be mechanisms and policies on housing, facilities, and the best working conditions for talented people to work and contribute to the development of the organization and the country.

Third, for the team of intellectuals and talented people, it is necessary to deeply grasp the viewpoint: "Practice democracy, respect and promote freedom of thought in the research and creative activities of intellectuals, etc. Create a favorable environment and conditions for intellectuals' professional activities. Appreciate intellectuals based on proper assessment of qualities, abilities and contributions; have special policies for the country's talents" [18, 19]; At the same time, raise the sense of civic responsibility and social responsibility of talented people for the common cause.

In the human resource development strategy, innovation is required in many aspects, there must be an environment that values fairness, discipline, ethics, and respect for the law as standards and creates a cultural environment that leads to human resource development.

When our country is entering the stage of industrialization, and modernization, and approaching a knowledge economy in the context of low socio-economic development, the need to improve the quality of human resources is of decisive significance. determine the success of innovation [20, 22]. Our Party determines that promoting the quality of human resources is a fundamental factor for rapid and sustainable development; is a condition to shorten the lag gap, promote economic growth, and accelerate the industrialization and modernization of the country for sustainable development; is a condition for deep international integration [23, 24].

Therefore, in the country's development strategy, human resources must be paid attention to creating favorable conditions to improve intellectual capacity, will, belief, etc. High-quality human resources, with Reasonable quantity and structure, rich in intelligence, will and aspiration, and enlightened by revolutionary ideals, will be the driving force to soon turn our country into basically a modern, industrialized country that meets the needs of society. required by the Fourth Industrial Revolution that is taking place strongly today.

Some issues need to be discussed

It is necessary to realize that high-quality human resources are the most valuable resource, the driving force, ensuring rapid and sustainable development of the country. In the breakthrough in developing high-quality human resources, special attention must be paid to developing a team of good leaders and managers, a team of experts, and leading science and technology staff. These are the "leaders of the leading

team", playing a decisive role in developing high-quality human resources from awareness to guidelines, policies, and effectiveness in practical implementation. In addition, it is necessary to innovate thinking in recruiting, evaluating, and remunerating human resources based on capacity and work efficiency [24]. This is the motivation for each individual to constantly study and improve their professional qualifications, skills, productivity, and labor efficiency to affirm their high quality.

Developing high-quality human resources must be associated with socio-economic development strategies, with social needs, and in accordance with practical requirements. In recent times, Vietnam has basically built and implemented the human resource development plan for the period 2011-2020, but unemployment is still common and tends to increase. The above reality proves that construction and planning still do not closely follow and meet practical needs. There is still a situation where ministries, branches, and localities have plans that are interconnected, interconnected, and coordinated, which are not effective and not close to reality [25]. The planning is still formal, so the work of developing high-quality human resources is still spontaneous. To overcome this situation, each ministry, branch, locality, agency, organization, and enterprise must develop a plan to develop high-quality human resources in accordance with practical requirements, social needs, and socio-economic development strategy of the unit and the country [17].

It is necessary to determine that developing high-quality human resources is the responsibility and obligation of the entire society, the political system, and the responsibility of leaders, managers, schools, businesses, families as well as each individual, including high-quality human resources. Especially focusing on educating young people to be properly aware of their roles, responsibilities, and opportunities to strive and contribute to the country in the conditions of the 4.0 industrial revolution [25]. It is necessary to be properly aware of the conditions of deep integration and rapid development of the 4.0 industrial revolution because of the need for labor recruitment, conversion, and movement between countries and regions, ethnicity is very large, and workers in any country, any profession, any field, if they have high qualifications and good professional skills, have the opportunity to find jobs and have good income. On the other hand, it is necessary to do a good job of education and propaganda, creating a strong change in the awareness of all levels, all sectors, and all people about the position, importance, goals, content, and direction of construction. Build and develop the country's high-quality human resources under the impact of the current Industrial Revolution 4.0.

Conclusion

Developing high-quality human resources to meet the requirements of the country's industrialization and modernization, requires unity of will and action of leaders at all levels from central to local levels, including The role of the leaders at the top of the Party and State in planning guidelines, policies, and strategies is decisive. Besides, it also requires the responsibility of leaders, managers, schools, businesses, and families as well as each individual, etc. Focusing all resources to implement quality human resource development solutions will contribute to fundamentally overcoming the shortage in quantity,

limitation in quality, and unreasonable structure of human resources, especially high-quality human resources in Vietnam today.

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