

NGHIÊN CỨU VỀ CÁCH NÂNG CAO NGUỒN NHÂN LỰC TRONG KHOA HỌC GIÁO DỤC VÀ XÃ HỘI

THE STUDY ABOUT HOW TO IMPROVE THE HUMAN RESOURCE IN THE EDUCATION AND SOCIAL SCIENCE

Nguyen Van Phuc

Ph.D. Candidate, Head of Journal of International Student Vietnam Research Center (JIVRC), Research Associate - Journal of International Students (ISSN 2162-3104), Arkansas State University, Jonesboro, Arkansas, USA

Tóm tắt: Phát triển nguồn nhân lực thông qua giáo dục và đào tạo đang trở thành vấn đề cấp thiết hiện nay, Nhà nước đang tập trung phát triển trên mọi lĩnh vực bằng nhiều hình thức khác nhau nhằm đảm bảo nguồn nhân lực cho sự nghiệp hiện đại hóa, phải đảm bảo cả về số lượng và chất lượng. . Đưa giáo dục sức khỏe môi trường vào đào tạo để tiếp cận nhanh với trình độ của khu vực và quốc tế.

Văn kiện Đại hội Đảng lần thứ IX đã nêu rõ nhiệm vụ đầu thế kỷ XXI là phải nâng cao đời sống vật chất, văn hóa và tinh thần của nhân dân, đặt nền tảng để đến năm 2020 cơ bản trở thành nước công nghiệp theo hướng hiện đại. Trong đó cần quan tâm, phát triển nguồn nhân lực cho người lao động ngành Xây dựng với yêu cầu cấp thiết trong thời kỳ mới mà việc đào tạo theo hệ thống hiện nay không thể đáp ứng được.

Từ khóa: Nguồn nhân lực; giáo dục; Khoa học xã hội

Abstract: Developing human resources through education and training is becoming a matter of urgency the current level, the State is focusing development in all areas in many different forms in order to ensure human resources for industry of modernization, must be guaranteed both in terms of quantity and quality. To put in education and training in environmental health educators to quickly access the level of regional and international levels.

The documents the Ninth Party Congress has clearly stated mission in the early 21st century is the necessity to improve the material life, culture and spirit of the people, laying the foundation for 2020, basically become an industrialized country towards modernization. In which need attention, develop human resources for the construction industry employees requirements for the new period is imperative that the training as the current system cannot meet those requirements.

Keywords: Human resource; education; social science

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1. GENERAL SITUATION OF HUMAN RESOURCES DEVELOPMENT THROUGH EDUCATION AND TRAINING PRESENT IN VIETNAM

1.1. An interpretation of the theory of human resource development through education and training

1.1.1 The basics.

- Education: the learning activities to prepare for people entering a career or move to a new job, preferable in the future.
- Training: the learning activities to help the employee can perform the function more effectively, their duties. It is a learning process for employees to understand more about their work, are the learning activities to improve skills of workers to perform labor tasks more efficiently.
- Development: the learning activities beyond the immediate scope of work of employees, to open their new jobs based on the future direction of the organization.

1.1.2. Objectives and role of human resource development.

- Objective: to use up the existing human resources and improve the effectiveness of organizations by helping employees better understand the work, understand more about their careers and performing, his duties in a more self-aware, with a better attitude, as well as improving their adaptability to work in the future.
- Effect: to meet the needs of existing and development organizations, as well as learning needs development of employees. Further training and development as a strategic solutions create competitive advantage of businesses.

Role:

- For businesses:
 - Improve productivity, effectiveness of the work.
 - Improving the quality of the job.
 - Reduce the supervision for trained workers who are self-monitoring.
 - Improved stability and dynamics of the organization.
 - Maintain and improve the quality of human resources.
 - Facilitate the application of technical and management into the business.
 - Creating the competitive advantages of enterprises.

- For employees:

- Create the bond between workers and enterprises.
- Create the professionalism of the employees.
- Create the adaptation between the employee and current work and future.
- Meeting the needs and development aspirations of workers.
- Giving workers with vision, new ways of thinking in their work is fundamental to promoting the creativity of employees in the work.

Contents

Human Resource Development to enhance the quality and efficiency, to continue expanding at all levels, educational levels and training levels consistent with the qualification structure, industrial structure, regional structure of the human. To increase the percentage of trained workers in the different levels.

Ninth Congress of the Party has driven the development of human resources for Vietnam: "*Employees have a high intelligence, skilled expertise, good quality, the training and developed by an advanced education associated with a background of modern science and technology.*"

1.1.3. The method of training and development.

Currently there are many methods of training and human resource development. Each method is how to implement, own advantages and disadvantages. Therefore, businesses and organizations need to choose for themselves an optimal method has achieved the objectives set out just to save funds for training. Here are some of the methods listed to the business options to suit your conditions.

Training on the job: direct training in the workplace learner will acquire knowledge and skills needed to work through the hands directly on the work under the guidance of skilled labor. Includes:

- Training style guide work.
- Vocational training style.
- Coaching and security.
- Rotation and job transfers.

Training outside work: the learner is separated from the implementation of the actual work. Includes:

- Organizing the enterprise edge.
- Bachelor to regular schools.
- Lectures, conferences or seminars.
- Training by type of program, with the help of computers.
- Training in remote mode.
- Training style laboratory.

- Modeling the behavior.
- Skills training process written papers.

1.2. The need for training of human resources development in Vietnam today

1.2.1. Development of human resources and relationships with industrialization and economic development

Development of human resources development requires the combination of quality and quantity:

- In terms of quality: emphasizing human capital is created through the process of investing in human resources, including investment in education and experiential learning in the workplace, health and nutrition are naturally, etc, high compliment each other.

- In terms of quantity: depends mainly on the size and rate of annual population growth. Human Resource Development is the process of building the workforce skills and uses them effectively. This is the recognition of a business perspective, but from the angle that the worker, it is the skills, workforce and quality of life in order to improve productivity and incomes of workers.

Thus the development of human resources is the development of education, acquiring the experience, enhanced fitness, planning, population, increased social capital as well as the recommended or optimized contributions of the different processes in the production process as the employer, to encourage knowledge spillover effects in people.

The relationship between the industrialized and developing human resources

This process underwent two phases are:

- Phase shift surplus labor from agriculture to industries using labor-intensive and low value added.
- Phase shift of labor from industries with low added value to the industry with high added value.

Thus the main contribution to the development of human resources for the process of industrialization is to train and provide sufficient resources to meet health and skills to perform the two phase shifted.

Characteristics of investment in human different from other types of investments

- No decrease in value during the use of which has been used against more likely to generate income and thus higher capital recovery.
- The cost is relatively high while the amount of time using the large, usually around the time the work of a lifetime.

- The indirect effect and the spillover effects of investment in human capital are huge.
- Not just a means to an income, but also social objectives of helping people enjoy life more fully.
- Not only by the rate of return on investment on labor market decisions.

The benefits gained from investing in human resources to bring if placed in the context of the efficient use and development environment suitable and convenient. The contrary would be a waste of investment, the tremendous loss and most frightening.

1.2.2. Demand for the issue of human resource development through education, training and response to the reform era of the country

Recognizing the importance of developing human resources in the reform era is: improve human capital for economic growth combined knowledge, skills, experience, health and nutrition. Education plays a significant role to encourage the rationale allocation of resources, reduce costs and increase profit margins for the information on production (especially in the manufacturing sector of the state). Improving education and poverty reduction, inequality and macroeconomic stability as the development of education and technological progress: innovation, creativity, simulation technology to increase productivity in proportion with the level of human capital accumulated before that innovation, creativity, and simulation technologies introduced, productivity depends on the distance between levels, external technological knowledge and human capital levels in the country.

Developing human resources through the following four basic periods:

- Period of stability and economic recovery (1970) is the period of foundation and development of light industry as well as some other sectors such as construction, to create positive energy initially accumulated in the economy and infrastructure for industrial takeoff.

A requirement for developing human resources through education and training is to expand opportunity to receive primary education for children. This is urgently needed to help target the redundant labor force in agriculture shifted to industrial parks and other areas have higher labor productivity.

- The implementation period of economic restructuring towards developing the industrial ratio in the national economy (in the late 1970 early 1980). Request the development of human resources by

expanding secondary education, including school division and the vocational education division. But the goal of primary universalize education is not loose, but must continue to strengthen and emphasize the focus on improving the quality of primary education for the quality as the basis for the next level.

- Period of 1990: the period is the critical step in the adjustment strategy of industrialization and development-oriented industries with high added value and greater levels of technical capital.

Request the development of human resources based on the continued expansion of secondary education including vocational education high school, college and expand vocational education after high school and university education.

- The period of industrialization (late in 1990 to present): the economic development levels of science and technology, particularly the industry concentration of high-tech knowledge. On the other hand, to create post-industrial society with the goal of human development through a comprehensive set of social policies for lifelong learning.

Request the development of human resources in education reform have served successfully for the industrialized converter orientation of the education required to develop the new period.

1.3. Background the development of human resources through education and training in Vietnam today

1.3.1. The international factors

The strong development of the knowledge economy and globalization. In terms of international technology changes quickly and the risk of developing distance too far between the rich and poor countries.

1.3.2. Domestic factors

Specific characteristic combination of the economy in industrialization in Vietnam: Vietnam conducted industrialization from the starting point is a densely populated agricultural country, poverty and backwardness to be affected after the war is still much work ahead to stability in all aspects. But the process of industrialization in Vietnam was conducted simultaneously with the transition economies from centrally planned to market economy. Industrialization coupled with the modernization that is characteristic of Vietnam when conducting industrialization from a backward economy, manual labor is the key.

Implementation of strategic tasks of socio-economic development in 2010: For the agricultural sector

and rural areas to promote scientific and technological applications. For the industry to develop labor-intensive industries, applied science and technology development, building a base selected heavy industrial core, the development of apparel, footwear, and electrical electronics, priority development of enterprises of small and medium enterprises.

For service sector, development will improve service quality, universal early use of information technology, Internet in the economy and social life.

Regional development strategy including the role of regional development dynamics with high growth rates, greater accumulation and facilitate the development of other regions on the basis of the strength of each region, linked the momentum generated growth rates.

What are the differences?

Advantages: the development of knowledge economy and globalization, creating greater opportunities for the use of knowledge for the purpose of rapid development. Spillover effects due to the larger forms of development and information explosion, the advent and application of technologies and modes of transmission of information more effectively as well as trends and open exchange of knowledge between larger countries. Space technology and higher knowledge is both a challenge, but also has an opportunity for Vietnam today.

Disadvantages: the pressure and greater challenge for human resource development through education and training in Vietnam comes from the relatively farther behind today's Vietnam, compared with other countries in the region. Do reach awareness to the need for human resource development have become higher over the world as well as by the technology and knowledge in the world today has more than three decades ago.

2. IMPROVE THE HUMAN RESOURCE FOR EDUCATION AND SOCIAL SCIENCE IN VIETNAM

2.1. A point of view education

To modernize the training of human resources to the education sector be given a developing field of education and other sectors concerned, associated with actual use and needs of the domestic market and international timely meet the actual demands of industry training in the immediate future and the future. The efforts are to gradually modernize the

training system of industry sectors at all levels and forms of training contents and programs, training methods and facilities, facilities for training according to advanced standards, the priority of key institutions.

Standardizing training: an important contribution capacity and quality of the training to the trainees are qualified to promote the highest productivity and labor efficiency in practice. At the same time, conduct standardized so-called training system based on the quality of training in advanced quality standards in the region and the world at every level, form and career training in fields professional and management education.

Socialization of education: to contribute to expanding the scale and quality to meet the increasing demand periods industrialization and modernization of the country, developing internal resources created the initiative in training and development tradition of learning, skill, agility, dynamic, hardworking, self-awareness, curiosity of the employees in Vietnam.

2.2. Solution to improve human resource for education

2.2.1. How well the propagation of each staff, teachers and employees, in the strata of the social policies of education

Social education is a strategic idea, a synergy of all the people, society, is an important condition for developing comprehensive and effective education. From the practice of social life that the socialization of education creates a learning society contributes to improving people's knowledge, training human resources for the country.

2.2.2. For effective implementation of content management in the implementation of social education.

First is the organization of the Congress of education at all levels to inform the resolution on development and consultation of local elected board of education. Chairman of board of education is a leader or government. Join the council is the representative bodies of local departments. Board of Education is responsible for directing, inspecting and supervising the implementation of resolutions of the congress education. In particular, by establishing a regulation to coordinate activities between department's en mass mobilization and utilization of human resources in the society, held preliminary review, typical of the way forward. And in time reward those individuals and collective excellence in social work education.

One of the key tasks from now until 2020, the university must be trained to study the credit. Such a problem is posed to the union government must be held with staff, faculty, and people see the benefits of training in the credit course, team requirements, content programs and materials, facilities, management structure under the new mechanism.

2.2.3. Interest and built environment education is the responsibility of the union members, workers and all people

Environment here is the family environment, school and society. The first is home team gia lom labor, student, students bring to promote the role and responsibilities in teaching and learning to meet the standards for teacher teams to excel in professional services, research often draw their experiences and propose ideas improve the quality of education that is to undertake the training program, products must meet the development needs of society.

Building an advanced education environment, create the best conditions for children in the process, learning discipline, the need to mobilize social forces from the Party organization, administration, front, union, ex-teacher associations, societies and organizations encourage other groups and individuals involved in building a healthy social environment online, with no social evils. Also, interested in building facilities and equipment for the development of education, build motivation, vocational guidance for students, improve the quality of life, promoting social values vacuum that create the right opinion about the value of education, motivation and attitudes toward learning and examination.



Illustration

2.2.4. Strengthening the social resources invested in education.

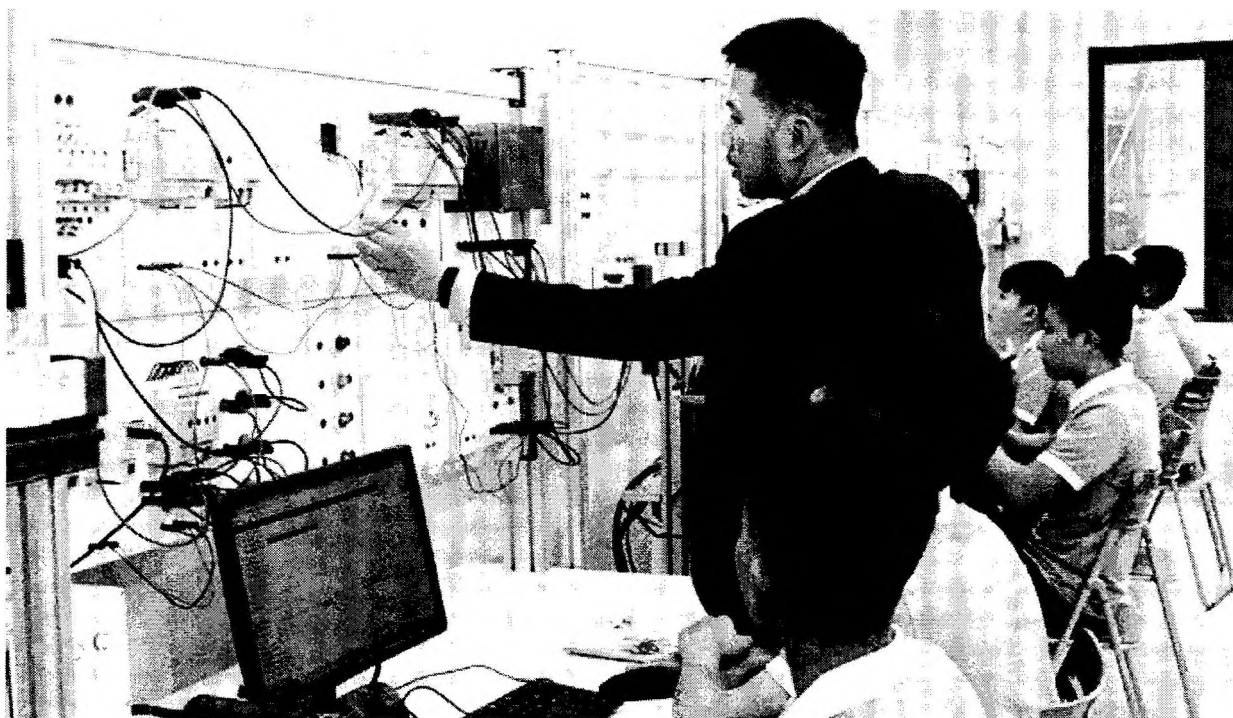
In the recent period, the budget for the education system increased more than the year before, but still very limited. Along with contributions of money, land and education, organizations and individuals can contribute to the formulation of the management, content methods, quality control, evaluation and training, help support the institution in organizing extra-curricular, as teaching aids, collection of teaching and learning materials, collecting materials or reading or can guide students to study and choose careers in line with their own power, but to meet the needs of society. That makes the social understanding of education more practical, normalized in the career choices for children, his brother and thoroughly with the motto: to learn and master the new business can work and dedication for this society. The diversification of the types of training will create opportunities for each person. That was the most important content of social work education in the current period.

2.2.5. During the school year, the theme of "In learning and innovation in monitoring the quality of education", the sector has actively implemented the movement, patriotism, and the industry's major campaigns:

The campaign, learn and follow examples of Ho Chi Minh, each teacher, the teacher as a moral example, study and creative campaign "not two" building friendly schools, active students. The victory in the campaign is that the quality of education was assessed in essence, the results of training the people to accept.

Thus, teachers have a team of pioneers in developing the campaign. Academic year 2001 - 2012, education and training determine the school year theme is "The school year continues to innovate, manage and improve the quality of education." Continue to strictly implement the campaign by trade union education in Vietnam launched the highest achievement.

Finally, research issues and ability to attract the intelligentsia aim to get a more holistic view of the intelligentsia current ability to contribute and their potential contribution to the country in the specific sectors where education is today. Thereby, providing scientific data, making recommendations to key industries oriented intellectuals in the country and abroad to contribute at the same time proposing recommendations to improve policies to create favorable conditions than for domestic and foreign intellectuals to contribute to the industrialization and modernization of the city.



Illustration