

# Enhance Human Resources Quality – Fundamental Element to Ensure the Nation’s Current Rapid And Sustainable Economy

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## -----ABSTRACT-----

*Summary: Throughout the history, to every nation and race at any period of time, during the economic development, resources are crucial to the development including: natural resources, capital, science and technology, humans,... Within which, human resources is the most fundamental and determining factor to every nation’s socioeconomic growth.*

*In our country, during the nation’s industrialization and modernization especially during the time of global integration, our Party constantly affirms: “Human is the center of strategic development, as well as development subject”<sup>1</sup>. Thus, “Developing, enhancing resources quality, especially high-quality human resources, is one of the vital elements contributing to the nation’s rapid and sustainable growth”<sup>2</sup>. As the subject and driving force of development, human issue and human resources quality are the most fundamental resources and endogenous forces ensuring rapid and sustainable economic growth, as well as the determining factor to the success of the nation’s industrialization and modernization.*

*This statement clarifies the definition, role, reality, and our nation’s current strengths and limitations regarding human resources. The author then proposes some solutions to enhance the human resources to meet the requirements of rapid and steady national economy during global integration.*

**Keywords:** *Human resources quality, economy, development, industrialization, modernization.*

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## I. SOME PERSPECTIVES ON HUMAN RESOURCES

Currently, there are different opinions on human resources. According to the United Nations “Human resources is the knowledge, skill, experiences, competence and creativity of human related to individual and national development”

World Bank states: “Human resources is all of human capital including physical, intellect, career skills, ... of each individual”.

According to the International Labor Organization: “National human resources is every citizen within the age range capable of joining the labor force”.

Economic development assumes: human resources is part of the population within the regulated age range capable of joining the labor force. Human resources is shown by two aspects: regarding the quantity, it is the total number of individuals within the age range regulated by the government and the labor time accumulated from them; regarding the quality, it is the skills and qualification, knowledge and the workers’ skill level.

Theo các khái niệm này có thể hiểu và khai thác ở hai nghĩa

*In a broad term*, human resources are the labor supplier for social production, human power supplier for development. Thus, human resources include all citizens with normal development.

*In a narrow term*, human resources are the labor competence of the society, the overall factors of their physical, intellect being motivated into the labor process; the power for socioeconomic development of each nation, including citizens within the age range, capable of joining the labor force, social production.

Human resources are shown by two aspects of quantity and quality.

*Quantity aspect:* it is the proportion of individuals who join the labor force and ones with the capability over the total population. Human resources quantity is vital to the socioeconomic development. If the quantity is

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Documents of the 11<sup>th</sup> National Congress of Deputies, Publishing House. National politics, Hanoi, 2011, p.41.

Documents of the 11<sup>th</sup> National Congress of Deputies, Publishing House. National politics, Hanoi, 2011, p.76.

not compatible with the development (shortage or surplus), this will adversely affect the imbalance of the labor structure causing direct influence on socioeconomic and national security development. Surplus results in unemployment, leading to social catastrophe and burden to the economy; shortage causes the lack of labor force for the socioeconomic development process as well as national security reinforcement.

*Quality aspect:* human resources are shown by physical, intellect, attitude, motive, labor consciousness, leadership, career bravery and responsibility, labor culture,...Of the three aspects: physical, intellect, spirit; intellect is the most vital element of special human resources nowadays, advanced science and technology is widely applied in production and social life.

From the conception and exploitation of the author, the organization can understand human resources as the compilation of specific individuals with requirements regarding physical, intellect, spirit, labor potential capable of joining the labor force of the organization, local, in every nation within the organic unity of social capacity. That capacity forms the texture in “total social relationships”

## **II. THE ROLE OF HUMAN RESOURCES TO THE CURRENT DEVELOPMENT OF SOCIOECONOMY**

In the relationship between labor resources and socioeconomic development, human resources are the determining role to every economic activity. According to the British economist, William Petty states that labor is the father, land is the mother of all material possessions; Karl Marx proposes that humans are the top element of the productive forces. Vietnamese tradition specifies “Talented and moral individuals are the core of the nation”. According to Professor Thurow<sup>3</sup>, “the biggest difference between economic competition in the past and nowadays is that humans are creating competitive advantage. The determining competitive weapon in the 21<sup>st</sup> century is the education and skills of the workers”<sup>4</sup>.

Within the elements contributing to the socioeconomic development, human resources are fundamental to every economic activity in forces to develop economy. Humans are the goals, motivation and also the center deciding the social development in the role of historical subject, endogenous power which controls every nation’s socioeconomic development process. In comparison with other resources, human resources with its prime element – intellect – have an outstanding advantage that if it is nurtured, exploited and used reasonable, the resource will not be depleted while other resources, despite being abundant, are limited elements and can only be effective when combining with human resources. Therefore, humans in the role of human resources, are the creative subject of the production process, the center of the internal power, the main force deciding the development of socioeconomy. In every economy, when human resources are guaranteed reasonably, the other resources of the nations are enhanced to promote the development of the economy.

In reality, a nation may not be abundant in resources and may face unfavourable natural condition but the economy is capable of developing rapidly and steadily if basic elements are included, in which human resources are the determining elements.

Nowadays, with the overwhelming development of the modern scientific technology, the rapid development of the economy, especially in the international intergration, human resources and its quality are the determining factors of the economic activities, scientific technology, the success of the development path in every economy and Vietnam’s specifically.

## **III. THE CURRENT REALITY OF OUR NATION’S HUMAN RESOURCER**

Our nation current population of approximately 90 million, ranked 2<sup>nd</sup> in South East Asia, and 7<sup>th</sup> in Asia, 13<sup>th</sup> worldwide. According to the General Statistics Office of Vietnam in 2012, there are 51.699.000 workers nationwide”<sup>5</sup>. According to the calculation of United Nations Population Fund, until the middle of the 21<sup>st</sup> century, Vietnam’s population may reach over 100 million. World Bank (WB) ranks Vietnam’s human resources quality at 3,79 (out of 10), ranked 11<sup>th</sup> in 12 nations in Asia participating in the ranking. Vietnam’s human resources competitiveness figure reaches 3,39/10 and Vietnam’s economy competitive competence is 73/133 nations ranked. Vietnam’s current average life expectancy is 75. Currently, our nation’s human resources are distributed mainly in some areas:

*Human resources from farmers:* Vietnamese farmers account for approximately 61 million and 433 thousand individuals, about 73% of the nation’s population. Within which, about 80 to 90% specializes in agro-forestry and rural managers.

*Human resources from workers:* Regarding the number of Vietnamese workers, there are about 10 million individuals (including about 500 thousand abroad workers, in 40 nations and more than 30 industry

sectors and 2 million individual business households). The number of workers with college degree is approximately 150 thousand individuals. Overall, high-skilled workers account for a low level compared to the general workers.

*Human resources from intellectual, and civil officials:* If college students and above are counted as intellectual human resources, Vietnam's intellectual resources increase significantly in recent years. The number of college students raise rapidly: in 2000, there are 899,5 thousand students nationwide; in 2002: 1.020,7 students; in 2003: 1.131 thousand students; in 2004: 1.319,8 thousand students. In 2005: 1,387,1 thousand students; in 2006 (preliminary calculation: prel): 1,666, 2 thousand students,... in 2012 there are 2.178.622 students nationwide<sup>6</sup>. There are approximately 14 thousand Doctors and Doctors of Science; 1.131 professors; 5.253 Associate Professors; 16 thousand individuals with masters degree; 30 thousand officials operating science and technology; 52.129 college teachers, in which 49% of 47.700 individuals have masters degree and above, approximately 14 thousand professional intermediate teachers; 11.200 until 2012 there were 18.300<sup>7</sup>, vocational teachers và 925 thousand high school teachers; about 9.000 Doctors investigated, there are about 70% of which hold a management position and 30% of which actually specialize. Vietnam's abroad intellectual resources consist of 300 thousand individuals among approximately 3 million overseas Vietnamese, in which there are about 200 Professors, Doctors who are currently teaching at international universities.

Apart from the aforementioned intellectual resources, human resources as officials working for some nation's industries also increase considerably:

The total number of officials in the publishing industry is about 5 thousand individuals working at 54 publishing companies nationwide (center 42, local 12)

The total number of journalists is 14 thousand professional individuals and thousands of officials, engineers, artists, press agency staff and other thousands of individuals working as collaborators, staff, workers participating in the printing, advertising marketing, publishing process and working at 687 press agencies, more than 800 newspaper, magazines, electronic media, TV radio stations.

Officials resources of Vietnam's Tax industry currently consist of 39 thousand individuals; customs industry with 7.800 individuals, treasury industry with 13.536 individuals.

#### **IV. RECENT ADVANTAGES AND DISADVANTAGES OF THE HUMAN RESOURCER IN VIETNAM**

##### *Advantages:*

Human resources in Vietnam has 90 million people, ranked 13 in the world scale, with half of them is in the working age. This is an abundant human resources that can participate in the country's productive labor activities and socio-economic development.

Our country's human resources is known for the tradition of being intelligent, hard-working, creative in both working and studying, clear-headed in catching up with science and technology, and always keep a rising up mind in working to overcome difficulties.

Currently, the labor level and the quality of human resources are being improved gradually, as a result of the government's training policies. Moreover, Vietnam is considered as the country with a young labor population, an abundant labor market with great potential, which is a vital basis for socio-economic development.

##### *Disadvantages:*

Despite being invested in training, in general, Vietnam's human resources is not considered at a high quality level when it is lacking of qualified and experienced labor resources, and the access to science and technology is still having some limits.

Our country's human resources is unevenly distributed between rural and urban areas, midland and mountainous areas, and between different economic sectors. The combination, addition, and interweaving of human resources from farmers, workers, intellectuals, etc. is still being separated and lacking of cooperation.

The industrial manner, discipline and culture in working in Vietnam's human resources are still having some drawbacks, the working style is still traditional, separated and fragmented.

## **V. SOME SOLUTION TO IMPROVE THE QUALITY OF VIETNAM'S HUMAN RESOURCES IN ORDER TO MEET THE INDUSTRIALIZATION AND MODERNIZATION AND ENSURE ITS CONTRIBUTION TO THE RAPID AND SUSTAINABLE DEVELOPMENT OF THE ECONOMY**

*The first solution* is completing comprehensive and long-term strategies for human resource development. This strategy needs to be strictly implemented from planning, training and using human resources in the most rational, scientific and effective way. In particular, the training issue is the center, the efficiency is used as a measure, and the planning stage is oriented, strategic but principled, rigorous and scientific. This will avoid the current situation of unreasonable human resources in Vietnam where the labor is abundant and deficient at the same time, remaining the issue that excess of tutors but lack of workers, trainees are underused, unstable, or working in the different fields that not specialized in. In order to effectively implement and exploit, it is necessary to reconsider the needs of human resources, the labor market, specially the trends in demand and development of human resources. According to that, we can plan and adjust comprehensively the problem of using human resources, especially the implementation of training based on the supply and demand in current labor market.

*The second solution* is improving the quality of human resource training in any forms and solutions in order to meet the requirements for development. Currently, in the period of accelerating industrialization, modernization and international integration, human resources always plays a decisive role in the market, in terms of production, business, management, diplomacy, and foreign policy with international business counterparty. High quality human resources is the only factor that can arouse and promote resources for development. Therefore, in order to have high quality human resources and to effectively complete those duties, training is the key stage. The requirements for us in the period of renovating is that we must certainly forget about the traditional views and conceptions which are taking seriously about natural conditions and natural resources for development. Instead of that, we must perceive and take labor resources as the first priority, the alternative one, called *human resources*, and consider that as the most valuable, decisive resources of development for the economy. In order to implement that, it is necessary to clear everyone's mind about their roles and responsibilities, to use human resources effectively, and to turn the challenges and quality of human resources into globally competitive advantages. This is the duty for the whole society, considered as a social issue, the responsibilities for leaders, managers, schools, businesses, families as well as each employee himself.

*The third solution* is building a system of legal documents in which the roles and responsibilities of each individual in the organization are specified. Especially, the sanctions on reward and punishment must be clear, specific, firm and strictly implemented. This will promote the dynamism, initiative and creativity of employees, and also create motivation and purposes for each individual to boost their abilities, roles and strengths. A lesson about promoting human resources that we encountered in the pre-renovation period is that a collective form of organizing can create inertia, obstruct the dynamism and self-discipline of workers in participating in the process of producing. Currently, this fact still exists in a large part of the units. Therefore, it is very important to come up with some solutions in order to arouse the ability of human resources. Besides, it is also necessary to have remuneration regimes, giving priority to attracting highly qualified and experienced human resources, so that we can attract talents and promote their abilities in the process of working.

*The fourth solution* is improving the training of high quality human resources to meet the needs of current and future development. Because of the young but still mass-produced labor market and the unsystematic, not high quality training chain, human resources in our country are always underestimated in terms of quality. In particular, with a limited number of high quality laborers, we have to hire foreign experts in most of fields, specially the fields that require high qualified workers, this leads to passivity and dependence when performing the process but we still have to pay a considerable amount of cost to invest in this resource. It is both an inadequacy and a disadvantage in human resources of our country today. Therefore, in the short-term and also the long-term, promoting the training of high quality human resources to meet the needs of industrialization and modernization period, ensuring to contribute to the rapid and sustainable development of the economy is an urgent and important issue.

*The fifth solution* is renovating the vocational training in a modern direction that is suitable to Vietnam's situation, in order to suffice the development needs of the country. The high proportion of untrained workers is one of the situations now. According to the General Statistics Office in 2012, out of nearly 52 million employees, only 16.6% have been trained, the rest are untrained or not trained properly. This situation is the cause of the low efficiency in the production process, also an obstacle to attracting foreign investors. As a result, it becomes a difficulty with the requirement of a rapid and sustainable economy, especially in the integration period.

*The sixth solution* is promoting international cooperation to develop human resources and transfer modern technology to Vietnam. International cooperation can help us to train good cadres and experts to access those fields that require high qualified laborers, and also to create a team of human resources who have

approached to specialized faculties. Besides, we can learn from these advanced economies the management skills, experience, ways to organize the production, transfer the process, and apply advanced technologies in production.

*The seventh solution* is further improving the human quality and the life quality. Human quality, first of all, must take into consideration the quality of childbirth, the process of caring and the efficiency when directly participating in labor, this issue should be by the whole society. The health sector must have specific regulations on the quality of childbirth such as checking health, considering about disease and heredity, when parents' responsibility is giving birth, society must be responsible for education and training. In the past, we had many solutions to control the burgeoning population, particularly with some sanctions for all individuals, but when implementing these sanctions, they could not exert their effect on peasant classes, those who live in the rural areas with low education and low income levels, or those who are ethnic minorities, living in the remote areas. A problem came up due to this: the population in these areas has increased rapidly while civil and public servants or cadres with stable and high incomes are bounded by law when giving birth. This led to the fact that the population quality is affected and became a burden of society when low-income areas, rural areas and remote areas rapidly increase in population, children in that situation were stunted, lacked of adequate care and malnourished, it will be a huge difficulty for them to develop both intellectually and physically. There are even some people who are infected with Agent Orange but still giving birth to malformed children. Therefore, it is necessary to strengthen the operation quality of the appropriate authorities.

In the process of building human resources, the quality of life must be taken into account, which means nourishing people's physical and spiritual needs, ensuring that they have a healthy physical strength, a sound mind, opportunities to be fully educated and receive basic training, so that they can prepare well for the future, ready to enter the sector, master themselves and also society. This is the reality of our human strategy that we have not fully implemented.

## **VI. CONCLUSION:**

Rapid and sustainable economic development is a top requirement in the socio-economic development strategy of our country in the period of industrialization and modernization. Especially when entering international integration, we have to ensure not only to stabilize the economy, implement social policies, enhance competitiveness in the international arena but also about the security and national defense. In that duty and strategy, improving the quality of human resources is the most effective, decisive method and solution in order to ensure the successful implementation of the Party's leadership and direction in the new period.

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