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TRAINING HIGH QUALITY HUMAN RESOURCES OF HANOI UNIVERSITY OF HOME AFFAIRS IN HO CHI MINH CITY

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Abstract: Training high-quality human resources is one of the goals and orientations set by the Campus of Hanoi University of Home Affairs in Ho Chi Minh City for many years. To do that, the Campus has continuously improved the qualifications of the teaching staff, facilities, and quality of student training towards the supply of high-quality human resources to meet the needs of the industrialization period, modernization. The article will focus on clarifying the following contents: the current status of training at the Campus the system of facilities to meet training needs; teaching staff; orientation and solutions for training high-quality human resources to supply the labor market.

Keywords: Training, human resources, high quality, current status, orientation, Campus.

1. Training high-quality human resources

A human resource is understood as the resource of each human being, which includes physical, mental, and spiritual resources. Fitness is the health of the body. It depends on the physique, health status of each person, living standard, income, diet, working and resting mode, and medical regime. Human fitness depends on gender, working time, age,... Intelligence refers to the power of thinking, understanding, knowledge acquisition, talent, aptitude, as well as viewpoints, beliefs, and personality. ... of each individual. In traditional production and business, taking advantage of human physical potential is never lacking and has been fully exploited. The exploitation of human intellectual potential is still at a new level, never exhausted, because this is a treasure of many mysteries of man. "Ethics" is a category that expresses thoughts, feelings, lifestyles, attitudes, and ways of dealing with coworkers and people in society, including the concept of the people and the country.

At a macro level, human resources are understood at a macro level as an important input resource for the development of the country. This concept is widely used to refer to the role and position of people in economic and social development. In our country, the concept of "human resources" has been mentioned a lot since the early 90s of the twentieth century. According to the United Nations approach, human resources are all human knowledge, skills, and abilities relevant to social development. With this view, human resources are considered in terms of the quality, role, and strength of people in the development of society. Prime Minister Phan Van

Khai once affirmed in a talk with leaders of Hanoi city, posted on the website "people intellectual," that "human resources include labor, intelligence, and spirit associated with the traditions of our nation." An organization's human resources include all the employees in that organization. This includes all individuals involved in any activity of the organization, regardless of their role.

Human resource is the most important factor in the production force. With a decisive role in the movement and development of the production force, human resources determine the development and progress of the whole society. Society (macro scale) and determine the growth, success or failure of an organization (micro).

There are many different approaches to the concept of human resources because there are different approaches, but one thing in common is that an organization's human resources are formed on the basis of individuals with different roles and are linked by the organization's goals. From that general concept, it can be seen that the human resources of an organization are formed on the basis of individuals with different roles and are linked by the organization's goals.

Human resources, especially high-quality human resources, are the quintessential and important force constituting the nation's human resources, an important factor in the cause of national construction and development. The majority of high-quality human resources in our country are people working in the public sector, with rights and obligations as prescribed by law. As a management and user entity, the state is responsible for formulating and implementing policies on training, fostering, building, developing, employing, and appreciating high-quality human resources. The effectiveness and operational efficiency of the state apparatus are determined by the qualifications, capacity, ethical qualities, and work efficiency of human resources, especially high-quality human resources.

In the political system apparatus, high-quality human resources are the advisory force for the Party and State to plan strategies, plans, and solutions for national construction and development, and they are the leading and directing force. Organize the implementation of those strategies, plans, and solutions. Therefore, each revolutionary stage needs to have high-quality human resources corresponding to the requirements and tasks of that period. This requires the state to have views and policies suitable to the goals and tasks of each period in the condition of accelerating industrialization and modernization of the country, building a socialist rule of law state, a socialist-oriented market economy, and international integration. The document of the 13th National Party Congress has determined: "Rapidly develop human resources, especially high-quality human resources; prioritize the development of human resources for leadership, management, and key fields on the basis of improving and creating a

strong, comprehensive, and fundamental change in the quality of education and training associated with the institution." recruitment, use and treatment of talents ... "

Human resource development, especially high-quality human resources, closely linked with the development and application of science and technology, is considered a strategic breakthrough and a decisive factor for economic restructuring. It transforms growth models and competitive advantages, ensuring fast, effective, and sustainable development. A good implementation of this breakthrough will increase the potential and strength of the country, creating synergy that is decisive for the success of building an increasingly independent and autonomous economy in the context of integration. The international economy is expanding.

Currently, globalization is taking place more and more deeply, economic linkages are appearing and becoming more and more influential, promoting a deep division of labor and the formation of global value chains; Economic competition takes place fiercely and each country must give itself an advantage in that competition. In which, human resources, especially high-quality human resources, become a strong and dynamic competitive advantage in the process of economic development; is a factor that shifts comparative advantage between countries.

Besides, human resource training also plays an important role in Vietnamese education. With the mission of "growing people", our whole country has been and will focus on building a high-quality human resource team. High-quality human resources play a decisive role in the socio-economic development of each country.

In the context of the industrial revolution 4.0 or the expansion of cooperation relations between countries, it has fundamentally and rapidly changed the structure of the labor force and the labor market. Under that impact, it is required that workers change to become high-quality human resources to meet the requirements of the current causes of industrialization and modernization of the country and international integration.

High - quality human resources are only available to workers who are proficient in any profession, and their proficiency makes them good workers with good technical skills in their profession. Training is understood as learning activities to help employees perform their functions and tasks more effectively. It is the learning process that makes employees more knowledgeable about their jobs, which are learning activities to improve the qualifications and skills of employees to perform their labor tasks effectively. more fruitful. Training is a human resource development activity, which is a collection of organized activities that take place over a defined period of time in order to change the professional behavior of employees.

The Campus of Hanoi University of Home Affairs in Ho Chi Minh City has also paid close attention to this issue. With the mission of opening learning opportunities for everyone with good quality, serving diverse learning needs with many forms of training, and

multidisciplinary approaches to meet the human resource requirements of the interior industry and society in the future, In the process of national construction and protection and international integration, the Campus also has programs and actions related to this activity. But in reality, there are many shortcomings. Stemming from this problem, I chose to write the article "Training high-quality human resources at the Campus of Hanoi University of Home Affairs in Ho Chi Minh City."

Here, human resource training is limited to the educational scope of Hanoi University of Home Affairs – Campus in Ho Chi Minh City. It is the process of cultivating knowledge for students in order to accumulate knowledge for students to work in later, in accordance with the slogan "Real learning - Real exam - Real birth" that our school has determined.

Human resource training and development in a broad sense is understood as a system of measures used to influence the learning process to help people acquire new knowledge and skills, change attitudes or behavior. vi and improve the individual's job performance. It is the totality of organized activities carried out in a certain period of time in order to bring about a change for the employees towards their work in a better direction. In this direction, development is reflected. reflected through 3 activities: Training, education and development

Training: Understood as learning activities to help employees perform their functions and tasks more effectively. For businesses, the need for training is indispensable because it is not always possible for businesses to recruit new people who have the right qualifications and skills for the job.

Education: Understood as learning activities to prepare people to enter a new and more appropriate career in the future.

Development: Are learning activities that extend beyond the immediate work scope of employees, in order to open them up to new jobs based on the future orientations of the organization.

2. Training high-quality human resources of Hanoi University of Home Affairs Campus in Ho Chi Minh City

2.1. General overview of Campus

The Campus of Hanoi University of Home Affairs in Ho Chi Minh City is a training and fostering facility under the Hanoi University of Home Affairs, with the function of training undergraduate and postgraduate levels; scientific research, technology transfer; international cooperation and public services to serve the Home Affairs sector, the civil service and the requirements of society.

Campus of Hanoi University of Home Affairs in Ho Chi Minh City. Ho Chi Minh City Campus (hereinafter referred to as Ho Chi Minh City Campus) is a unit directly under Hanoi

University of Home Affairs (Ministry of Home Affairs) established on the old basis of Hanoi University of Home Affairs in Ho Chi Minh city.

The Campus's training program is a credit-by-module system. Currently, the Campus is training the following majors: State management, law, office administration, archives and archival specialties.

The Campus has a vision and mission:

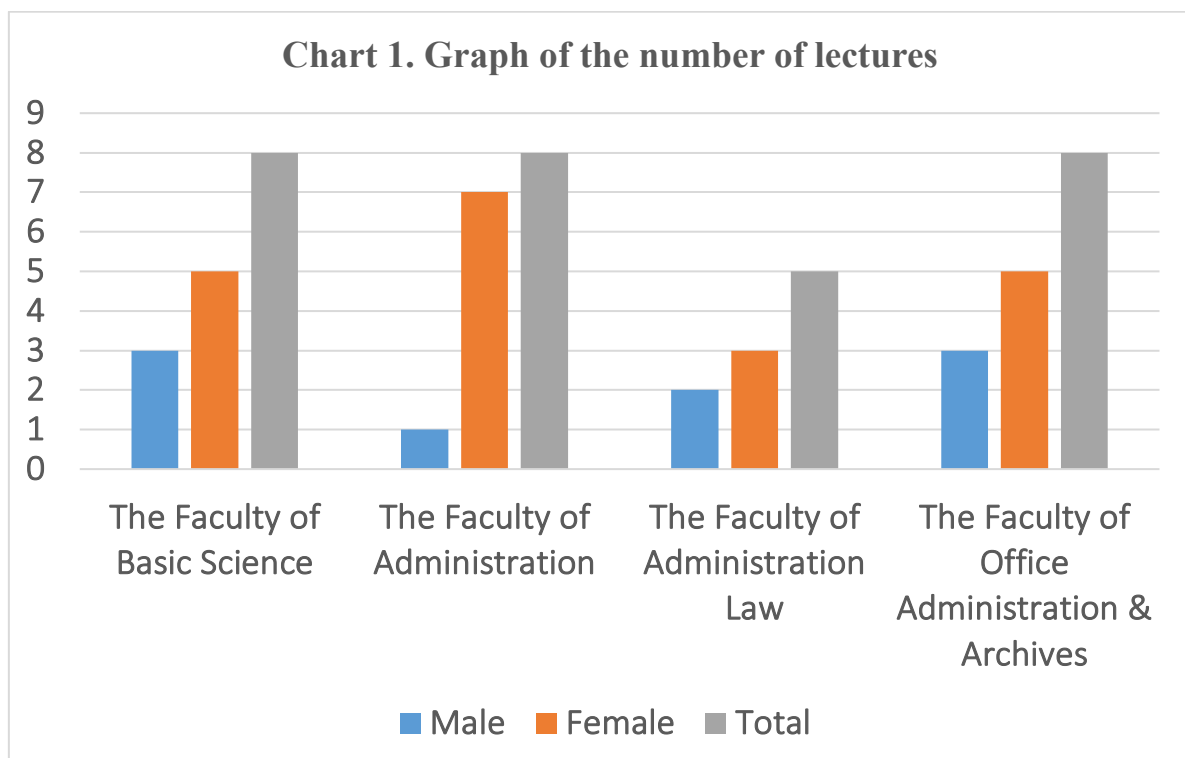
Mission: Open learning opportunities for everyone with good quality, serving diverse learning needs with many forms of training, multidisciplinary to meet the human resource requirements of the interior industry and the society in the industry. national construction and defense and international integration.

Vision: By 2025, strive to become a multi-disciplinary and multi-disciplinary university, reaching the top standards of Vietnamese higher education institutions; by 2030, to become a prestigious national, regional and international university.

2.2. Reality of training high-quality human resources of Hanoi University of Home Affairs Campus in Ho Chi Minh City

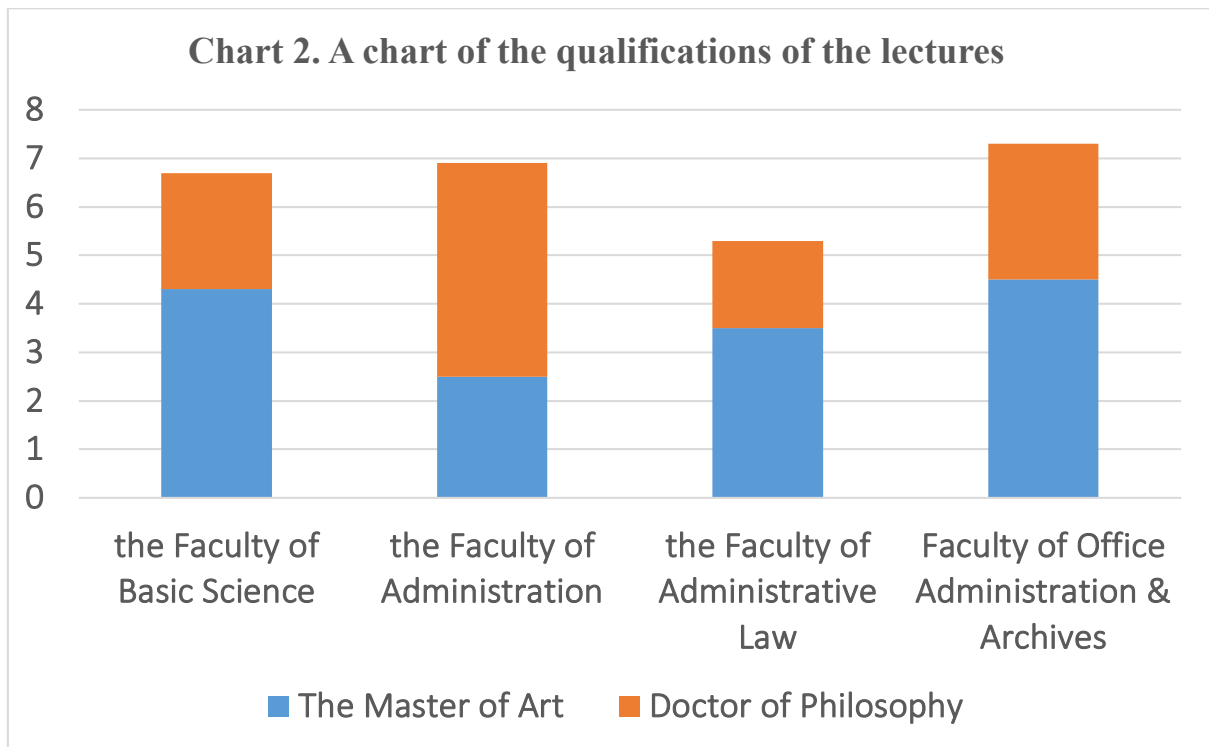
** Status of lecturers*

As of 10/2021, the faculty is mostly stable, ensuring the transfer of knowledge to students. Regarding the number of lecturers Currently, the Campus has four specialized faculties that are responsible for training students, which are: the Faculty of Administration, the Faculty of Administrative Law, the Faculty of Basic Science, and Faculty of Office Administration & Archives.



With a team of lecturers who are quite similar in terms of gender, the Campus is capable of training regular university and university degrees, studying and working, in line with the requirements of the country.

About the professional qualifications of the lecturer



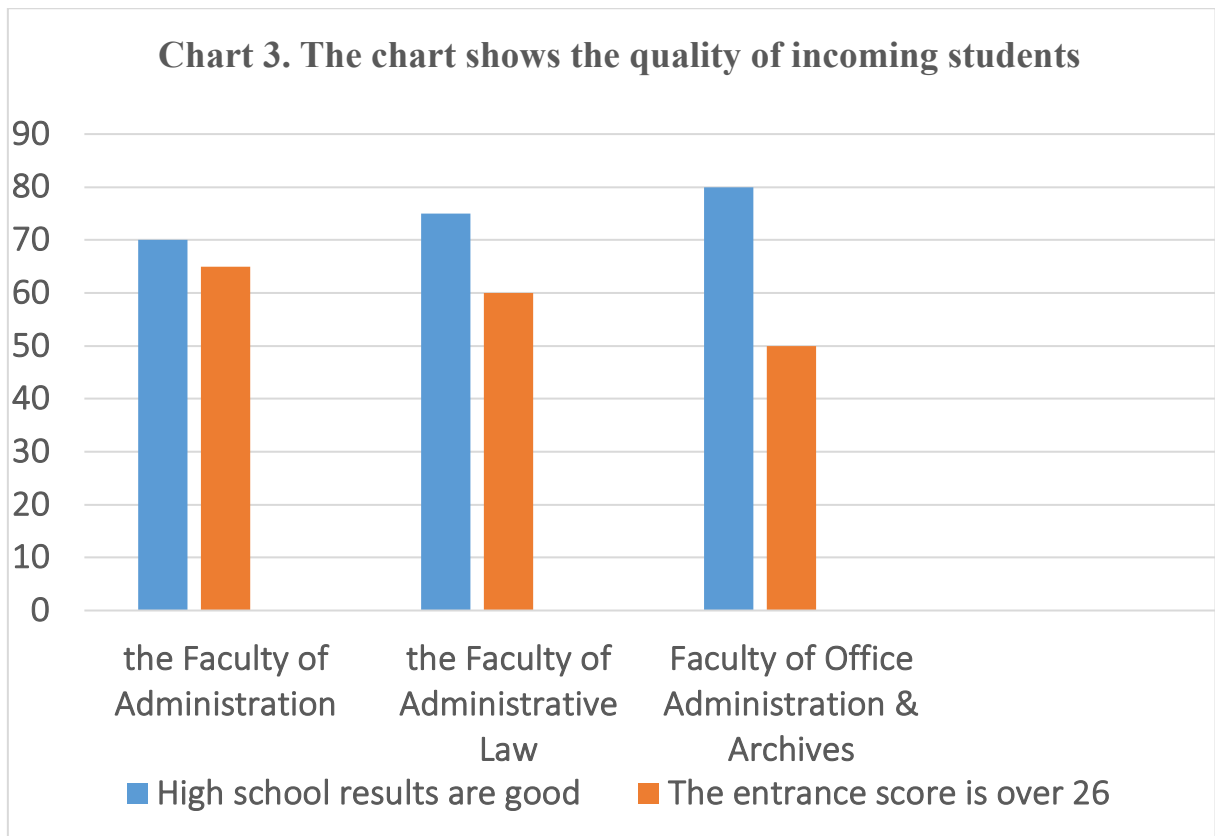
Thus, we see that only 1 lecturer is a doctorate, the rest is a master, enough for training at university level. But in order to improve the training of students and trainees, there should be more lecturers with doctoral qualifications to have more skills and experience in teaching to bring students to good lectures.

** Student status*

The number of students applying for admission to the Campus is increasing year by year. This shows that the Campus is increasingly gaining status and prestige among students, and parents.

Regarding the quality of the input students, the matriculation scores in recent years have increased sharply, showing the high quality of the input, thereby, serving as a premise for training and developing human resources for the output.

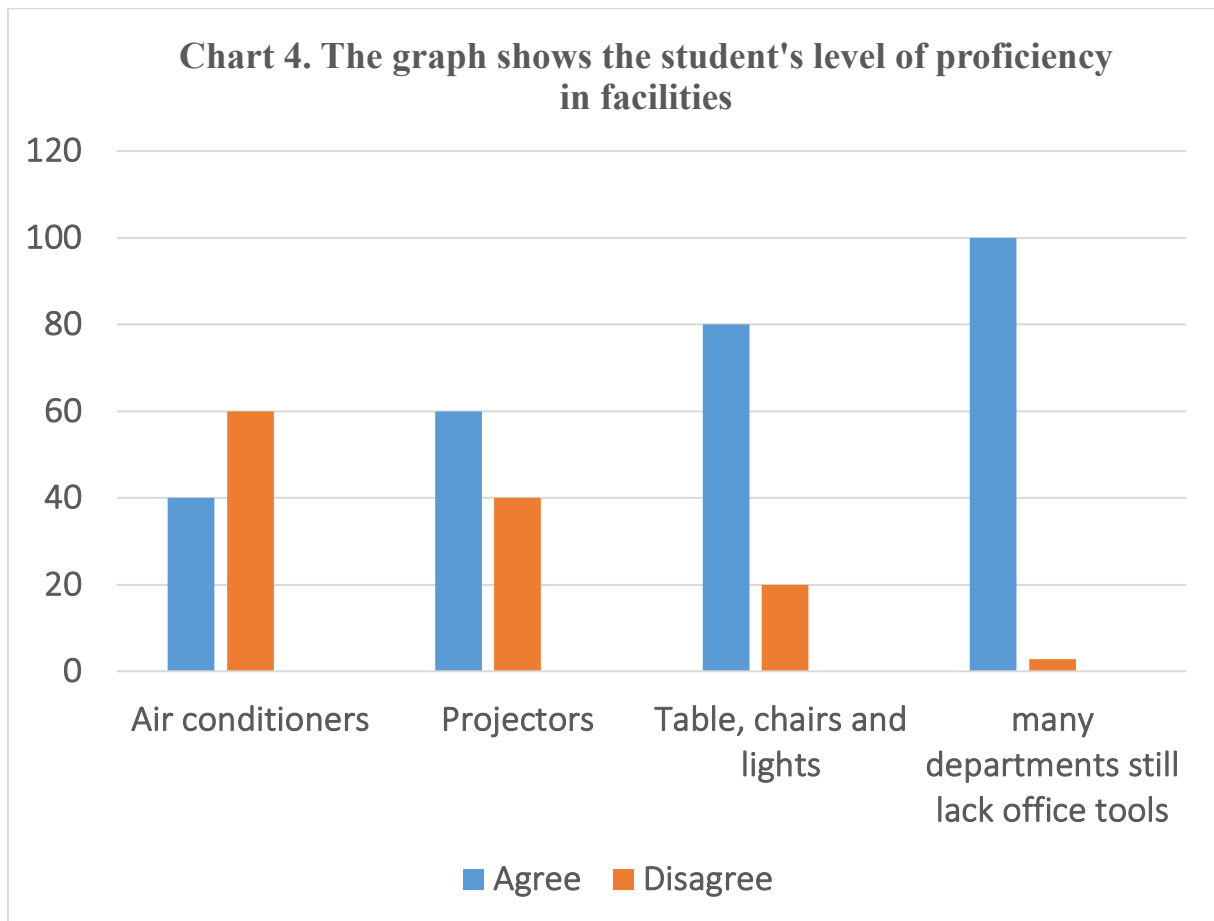
The author randomly surveyed 100 students of different disciplines and grades, giving the following results:



** Actual situation of facilities*

Regarding the quality of facilities, most of the facilities at the Campus are simple and outdated, many departments still lack office tools, air conditioners, ...

The author randomly surveyed the satisfaction level of facilities at the Campus:



Through the survey results, we can see that students are not satisfied with the facilities, about the air conditioner, less than 50 students highly rate the satisfaction. Thus, it can be seen that the physical facilities of the Campus are still lacking and weak.

This weakness due to the lack of deep attention from leaders, from the main office - administration - organization makes students and lecturers lose interest when teaching and learning, thereby affecting the quality educate.

** Current status of training program framework*

The framework of the training program is highly appreciated by the students, commensurate with the total number of credits of the university degree. The content of the training program is stable, with a combination of knowledge blocks such as general, basic, specialized, and some professional skills.

2.3. General assessment

In terms of achievement, through the survey results, it can be seen that in the Campus, full of lecturers, the basic training quality is stable. In addition, student quality is also a condition for evaluating the success of the training program to create a high-quality human resource suitable for the 4.0 revolution. In terms of limitations, the facilities at the Campus are

still simple, outdated, and unsatisfactory for students, making students seem bored when studying.

3. Conclusion

From the limitations, the author offers the following groups of solutions: Firstly, continue to perfect and enhance the teaching and scientific research activities of students and lecturers, thus creating a premise to create the position of the Campus nationwide. Second, equipping more facilities suitable to the learning needs of students and the teaching process of lecturers and employees. Third, promote the advantages of the training programs and lecturers of the Campus. Fourth, strengthen enrollment, create opportunities for more students and parents to know about the campus, increase tutoring, open more classes on professional skills for students, and gain experience for students before graduation.

References

Documents of the 13th National Congress of the Communist Party of Vietnam