

Human Resources Development At Vietnam Tea Corporation

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Abstract:

Human resource is an important production and business factor of each enterprise, a premise for the existence and development of Vietnam Tea Corporation. Developing human resources is an important task to create quality, diverse, rich and valuable products, creating a competitive advantage to help Vietnam Tea Corporation increase its brand and export value and successfully implement the corporation's business goals in the coming period. Developing human resources for tea processing at Vietnam Tea Corporation in the context of technological innovation from traditional black and green tea processing technology to filter bag tea processing technology, matcha tea is one of the solutions to develop human resources for Vietnam Tea Corporation in order to increase the added value of tea products in the global value chain, and actively integrate into the international economy. Research on human resource development for tea processing at Vietnam Tea Corporation through a survey of 265 employees at the corporation during the period from October to December 2021. Research using method exploratory factor study (CFA), and multivariate regression model, test ANOVA. Research results show that knowledge, skills, attitudes and occupational culture have an influence on the human resources development for tea processing at Vietnam Tea Corporation.

Keywords: Human resources development; Tea processing; Vietnam Tea Corporation.

1. Introduction

In the process of integration and opening, Vietnam's economy has achieved a stable and sustainable growth rate of 5-7%. Vietnam is a country with advantages in tea production and processing, which is one of the key agricultural export products, not only for domestic production and consumption but also for the world. Over the years, the tea industry has brought great economic value to society, created many job opportunities, increased incomes, improved people's lives, and contributed to the development of agriculture. However, in the context of integration and the impact of the Covid-19 pandemic, the tea industry faces many difficulties and challenges. About 90% of tea output is exported in raw form, at low selling prices, and consumed under the brand name of the importer.

Vietnam Tea Corporation is still participating in the global tea value chain mainly with traditional black and green tea processing technology, combined with a filter bag and Matcha tea technology. According to the system

statistics, the proportion of traditional processing technologies (tea price is only from 1.7-2 USD/kg); companies applying technology to process tea bags (the price per kg of dry tea is from 10-12 USD/kg); And especially, when the company applies modern tea processing technology, such as matcha tea processing technology... then (price per kg is from 50-100 USD/kg) (Vietnam Tea Association, 2021). In order to create higher added value, Vietnam Tea Corporation needs to soon shift from traditional, low-value tea processing technology to diversified processing technology, modern technology, and high-added value.

However, human resources for the tea industry in Vietnam, in general, and the Tea Corporation, in particular, still have many shortcomings and weaknesses. The number of human resources of Vietnam Tea Corporation is currently more than 1,088 people, but the quality and structure are not suitable, not ensuring sustainable development for the corporation in the coming time, especially

human resources for processing turn tea. This is also a “hot” issue being raised for human resource development at Vietnam Tea Corporation so that human resources for tea processing are capable and qualified to participate in deep integration into the regional economy, region, and the world.

The Vietnam Tea Corporation has paid attention and created favorable conditions for its workforce to have the opportunity to update information, train and develop to improve their qualifications, and constantly improve their skills, professional skills to constantly create new, high-quality products to meet the requirements of domestic and foreign tea consumers. However, the results and effectiveness of most of those measures are still limited, not meeting the practical requirements set forth, especially before the requirements of innovation and applying science and technology in the era of industrial revolution 4.0 and in the current integration context. The process of equitization of Vietnam Tea Corporation, separation of subsidiaries, etc., attracts, develops, innovates, quantity, quality, and structure of human resources at the Tea Corporation. As a result, Vietnam has many fluctuations, unevenness, and inefficiency. The number of human resources of Vietnam Tea Corporation is currently more than 1,088 people, of which 590 are tea processing workers, but the quality and structure are not suitable, not ensuring sustainable development for the corporation in the coming time. This is the core human resource, which is also a “hot” issue for human resource development at the Vietnam Tea Corporation so that the human resources are qualified to integrate into the regional economy and the world gender.

2. Theoretical overview

Human Resources

According to the United Nations Development Agency (UNDP, 2000), “Human resources are all the knowledge, skills, experiences, abilities and creativity of people that are related to the development of each individual and the country”.

According to labor expert L. Mertens-Montevideo: “The human resources of a country are all people of working age who are able to participate in labor, are the source of labor power for social production, supply human resources for development. Therefore, it is the labor capacity of society, a resource for socio-economic development, including the working age population groups, capable of participating in social production and labor processes, that is, all individuals can participate in the labor process” (L. Mertens, 2004).

According to economic expert Amanda E. Green of the World Bank: Human resources are all human capital, including the physical and mental; professional skills of each individual. Human resources are considered as a source of capital alongside other types of physical capital (Amanda E. Green, 2010).

In the textbook of human resource economics of the National Economics University by Tran Xuan Cau and Mai Quoc Chanh: “Human resources are human resources. That resource is considered in two aspects. First of all, with the meaning of origin, the place where resources arise. Human resources are located within people themselves, which is also the basic difference between human resources and other resources. Second, human resources are understood as the total resources of each individual person. As a resource of the development process, human resource is a human resource capable of creating material and spiritual wealth for society, which is expressed as a certain quantity and quality in the society a certain time” (Cau., T.X; Chanh., M.Q, 2014).

The author Nguyen Huu Dung said that “Human resources is the sum total of quantity and quality of human beings with the sum of physical, intellectual and moral-spiritual qualities that create the capacity that the individual possesses. Therefore, people and society have been, are and will be mobilized into the creative labor process for social development and progress” (Dung., N.H, 2003). Inheriting the views of the authors of research on human resources, the author understands the concept of human resources to be understood as follows: “Human resources are human

resources and potentials, including physical strength, intelligence, mind, and spirit. Workforce and culture are the entire human resource of the working age, has the ability to innovate and adapt to changes in the environment to create material wealth and contribute to economic development society of the country”.

Human resource development

According to the author Zygmunt Gostkowski and UNESCO, the development of human resources is to make the entire skilled population of the population always relevant in relation to the development of the country. This concept associates human resource development with production development; Therefore, human resource development is limited to developing labor skills and adapting to job requirements (Zygmunt, 1986).

According to the ILO, human resource development is the process of increasing the knowledge, skills and abilities of all people in society. In the field of economics, it is described as the accumulation of human capital. This view of the ILO holds that human resource development is not only the acquisition of skills, including training in general but also the development of human capacity and its use towards achieving productive employment, as well as satisfying professional and personal lives. The skill is perfected not only through the training and retraining process but also the accumulation of experience in life and work of the workers (ILO, 2010).

As defined by Gary N. Mclean, Laird McLean: Human resource development is any process or activity, either short-term or long-term, that has the potential to promote the development of workplace knowledge, expertise, and expertise, productivity and satisfaction of an individual or a group of people, or for the benefit of an organization, community, nation, or humanity. This definition is based on findings from academics and development practitioners worldwide (Gary N. Mclean, 2001).

According to Tran Xuan Cau and Mai Quoc Chanh, human resource development is the process of developing physical strength,

intelligence, cognitive ability and acquiring knowledge, skills, social dynamism and creativity of people; culture; historical tradition. With the development approach from a social perspective, human resource development is the process of increasing the quantity/size of human resources and improving the quality of human resources, creating an increasingly reasonable human resource structure. On the other hand, with the development approach from an individual perspective, human resource development is the process of making people mature, have the social capacity (physical, intellectual, personality), and high social dynamism (Cau., T.X, Chanh., M.Q, 2014).

According to author Stephen Gourlay: Human Resource Development focuses on theory and practice related to training, development and learning in organizations and individuals in the context of business strategy and competence formation organizational competition (Stephen Gourlay, 2000).

Vu Hoang Ngan, Pham Thi Bich Ngoc (2020): Human resource development is a set of systematic and planned activities of an organization to provide members with the opportunity to learn the necessary skills, necessary to meet the requirements of current and future jobs (Ngan., V.H; Ngoc., P.T.B, 2020).

Referring to the above views, the author found that the two most mentioned issues and there are consensus points are: Firstly, the view of development does not stop at training and learning activities but must also be developed is considered an ongoing process and is part of a range of management interventions, including professional development and organizational development; Second, human resource development must aim at improving the working efficiency of individuals and organizations. Career Development: Career development is an ongoing process of life management, learning, and employment activities. It involves developing the skills and knowledge that will enable you to plan and make decisions about your studies, training and career choices (Australian Department of Education and Training). Organizational development: Organizational development is

the process of strategically aligning human resources with the organization's mission, vision, values, and strategy.

On that basis, the author proposes his views on human resource development in enterprises as follows: "Human resource development is the development of all human resources when participating in the production and business process of the enterprise, expressed through the quantity, quality, and structure of human resources, in which, the criteria for the quality of human resources include: intelligence, physical strength, mental strength, and professional culture, ability and ability innovate, create and adapt when technology and working conditions change".

Based on Priyanka's research Rani and Mohd Shahid Khan-India (2011). The authors used analytical tools to examine a research framework composed of a set of cause-and-effect relationships between nest position, source force and play develop Human Resources, carefully power, Thai degree, onion vi and brand power nest office. Research assists this Okay rely above evil Whether rank grant, use evil Data from organizations operating worldwide, the results show that the effect of human resource development on organizational performance is positive and indicate its impact on skills, attitudes and behaviors and moderated by resources, organizational contexts, and contingencies other. However, the limitation of this study is that the data and documents were collected from many books and journals related to human resource development and organizational performance, i.e., on the available research literature, no specific statistical tool was used for the analysis. Anastasia's Research A. Katou check break the termites contact generation from human resource development to brand power nest position plain how to use linear structural modeling (SEM) to check test frames research assist Okay fit Fort by practice fit termites mandarin generation core fruit Between the nest position and the variable random includes source force, play human resource development, carefully power, Thai degree, onion. Because and brand power nest office. Conclude fruit give

see impact of human resource development on organizational performance is positive and sequentially mediated by skills, attitudes and behaviors, which are moderated by resources and organizational context and other random variables (ADB, 2006). Research by Le Thi Kim Tuyet suggests that there is a relationship between knowledge, skills, and attitudes to the output standards of the order management human resource training program in the Vietnamese garment industry (Tuyet., L.T.K, 2020).

From the above studies, it is possible to draw out the factors contributing to the formation of output standards for training tea processing personnel at Vietnam Tea Corporation, including knowledge, skills, attitudes, and culture of the tea profession.

3. Research Methods

Data and scales

This study carried out data collection using both primary and secondary methods. Secondary data is collected from reviews, reviews, and previous research cells related to the research area, then builds its own research model and collects primary data. Data from employees at Vietnam Tea Corporation was collected in the three months of October, November, and December 2021 through a direct and online survey using google forms. The number of votes sent was 280, and the results obtained a total of 265 valid results. All observed variables are measured using a Likert scale with a scale of 1 to 5 points (with level 1: Very poor to 5: Very good) will be applied more specifically for each form of assessment:

Assessment of knowledge: Level 1. lack of knowledge; level 2. not enough knowledge; level 3. sufficient knowledge at an average level; level 4. good knowledge; level 5. deep understanding.

Skills Assessment: Level 1. lack of skills; level 2. insufficient skills; level 3. know how to apply at an average level; level 4. good use; level 5. proficient application.

Regression modeling and estimation

The standard model of tea processing human resource output is intended to orient the

human resource training process, ensuring the right specialization.

Table 1: Variables used in the model

No	Variable name	Symbol	Expectation sign	Prior research
I	Dependent variable			
1	Developing human resources for tea processing	HRD		
II	Independent variables			
1	Knowledge of tea processing personnel	KT	+	Priyanka Rani, Mohd Shahid Khan-India (2011), Le Thi Kim Tuyet (2020).
2	Skills of tea processing personnel	KN	+	
3	Attitude of tea processing personnel	TD	+	
4	Tea culture	VH	+	Recommended by the author

(Source: Author's compilation, 2022)

The model consists of 5 variables:

1. Dependent variable quality: Output standard for training human resources in tea processing
2. The group of independent variables reflects factors contributing to the formation of output standards for training human resources for tea processing, including:

KT: Knowledge of human resources tea processing.

KN: Skills of human resources tea processing.

TD: Attitude of human resources tea processing.

VH: Occupational culture of human resources tea processing.

Table 2: Knowledge of tea processing personnel (KT)

Symbol	Observed variables
KT1	Raw bud tea, time of harvesting, withering
KT2	Structure and operating principle of tea processing technology line
KT3	Technological process of processing teas: black tea, green tea; tea bags and matcha tea
KT4	Check, control and evaluate the quality of tea
KT5	Organization of production management in a tea company
KT6	Handling situations during processing
KT7	Knowledge of foreign languages (English, Russian...) to grasp new technologies and techniques in tea processing

Table 3: Skills of tea processing personnel (KN)

Symbol	Observed variables
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KN1	Operate and proficiently use all kinds of tea processing equipment
KN2	Proficient in the processing techniques of black tea, green tea, filter bag, matcha tea
KN3	Checking the quality of tea at each production stage on different processing lines
KN4	Troubleshoot problems and make complex technical decisions
KN5	Planning, organizing, managing and operating production: one workshop; production shift or production team
KN6	Work independently, coordinate with colleagues in the workshop , production shift and production team
KN7	Monitoring, identifying quality, classifying tea
KN8	Adapting to consumer trends, improving, innovating, creating new product lines

Table 4: Attitudes of tea processing personnel (TD)

Symbol	Observed variables
TD1	Enthusiastic, proactive and responsible at work
TD2	Scientific, careful, sensitive and accurate in work
TD3	Proactive and flexible in handling work
TD4	Spirit of sharing, cooperation, coordination with the department
TD5	Comply with regulations, processes, standards
TD6	Consciousness of self-study to improve professional qualifications
TD7	Awareness of labor discipline
TD8	Love the profession, ethics and professional conscience
TD9	Hard work and honesty in tea processing
TD10	Responsibility to protect the environment in the process of production and processing of clean and safe tea
TD11	Contributing to improving the quality of tea products
TD12	Responsibility to colleagues, to consumers

Table 5: Occupational culture of tea processing human resources (VH)

Symbol	Observed variables
VH1	Culture of enjoying tea associated with tourism
VH2	Written behavior chemistry at work
VH3	The level of enthusiasm and passion for the tea profession
VH4	The quintessence and secret of special tea processing
VH5	Desire and enthusiasm to become a tea artist

(Source: research proposal of the author in 2022)

Overall regression model:

$$HRD = \beta_1 + \beta_2 KT + \beta_3 KN + \beta_4 TD + \beta_5 VH +$$

U_i

(U_i is a random element)

Overall regression function:

$$HRD = \beta_1 + \beta_2 KT + \beta_3 KN + \beta_4 TD + \beta_5 VH$$

In there:

$\beta_1, \beta_2, \beta_3, \beta_4, \beta_5$ are regression coefficients used from estimated regression coefficients.

Run the model using SPSS.22 software and use the method of least squares (OLS) to determine the regression coefficient β_i . On the basis of the results obtained when running the program, it will proceed to write equations of factors affecting the development of tea processing human resources of the corporation. Then, the model fit test is meant to test whether β_i the independent variable can be explained for the dependent variable or not (using the ANOVA test). Evaluate the fit of the model through the coefficient of determination R^2 (R Square) to

determine the explanatory power of the model in practice.

4. Results and Discussion

The results of testing the reliability of the scale

The training program must be selected in such a way that it is suitable for the training subjects and training objectives. Research has been analyzed and proposed in the main content of the training program in table 6, which shows:

Table 6: Main contents of the undergraduate training program in tea processing technology

<p>1- Vocational knowledge</p> <ul style="list-style-type: none"> + Presenting the principles of structure and operation of common tea processing equipment; some principles of basic processes in tea processing technology. + Analyze the technological process of producing popular types of tea in Vietnam and some countries around the world: green tea, black tea, oolong tea, incense tea, flower tea + Proposing solutions to handle situations that may occur during the performance of professional jobs within the scope of training expertise. + Present the contents of organization and management of production in tea processing enterprises. + Present the content of inspection, control and assessment of tea product quality + Professional guidance and supervision of semi-skilled and skilled workers. <p>2- Career skills</p> <ul style="list-style-type: none"> + Operate and use tea processing equipment proficiently. + Be proficient in basic tasks in black and green tea production technology; tea bags and matcha tea + Can do the content of checking the quality of tea at each stage of production on different processing lines. + Handle problems that occur in the production process and make technical decisions with deep expertise. + Organizing, managing and operating production: a workshop; a production shift or a production team. + Work independently and coordinate with colleagues in the workshop, production shift and production team. + Apply technical and technological advances in the field of tea processing. 	
<p>3- Main subjects</p>	
<p>3.1. Management of tea processing</p> <ul style="list-style-type: none"> - Organization of production - Safety at work - Techniques of planting and caring for tea plants - Food Microbiology - Analytical Chemistry - Waste and waste treatment in tea processing - Basic technological processes in tea processing - Biochemistry of tea - Food quality management according to HACCP 	<p>3.2. Tea processing technology</p> <ul style="list-style-type: none"> - Tea processing technology - Collecting and preserving fresh tea - Heat the furnace - Withering the tea - Kill tea yeast - Making cell stamping and product shaping - Fermentation of tea - Dry the tea

- Production of Oolong tea - Producing fresh flower tea - Producing flavored tea - Check the quality of tea - Management of tea production	- Sorting semi-finished tea - Mixing tea - Packing tea - Preservation of tea
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(Source: Author's proposal in 2022)

If the training subject already has basic knowledge of tea processing management, when the tea company selects the training program, it is required to add more knowledge and skills on tea processing technology (Section 3.2, table 6) into the training program; If the training subject already has basic knowledge of tea processing technology, when the tea company selects the training program, it

is required to add the knowledge and skills of the tea processing management block (item. 3.1, Table 6) into the training program.

In order to overcome the current situation of single-disciplinary training of tea processing human resources at Vietnam Tea Corporation, contributing to the interdisciplinary training solution, the descriptive statistical results are as follows (Table 7).

Table 7: Descriptive statistics

Variable name	Women	Minimum	Maximum	Mean	Std. Deviation
KT1	265	1.00	5.00	3.4264	,84121
KT2	265	1.00	5.00	3.4528	,82494
KT3	265	1.00	5.00	3.4792	,80748
KT4	265	1.00	5.00	3.5396	,94515
KT5	265	1.00	5.00	3.1736	,93747
KT6	265	1.00	5.00	3.3849	,92265
KT7	265	1.00	5.00	3.3057	,95790
KN1	265	1.00	5.00	3.4981	,77910
KN2	265	1.00	5.00	3.3849	,89345
KN3	265	1.00	5.00	3.5245	,80738
KN4	265	1.00	5.00	3.4906	,94993
KN5	265	1.00	5.00	3.5736	,76578
KN6	265	1.00	5.00	3.4679	,86598
KN7	265	1.00	5.00	3.3283	,87568
KN8	265	1.00	5.00	3.3774	,79359
HL1	265	1.00	5.00	3.2377	,75384
HL2	265	1.00	5.00	3.9094	,82990
HL3	265	1.00	5.00	3.8830	,86026
HL4	265	2.00	5.00	3.9245	,79413
NC1	265	1.00	5.00	3.5434	,84779
NC2	265	1.00	5.00	3.4906	,86652
NC3	265	1.00	5.00	3.4453	,77718
NC4	265	1.00	5.00	3.5170	,83524

NC5	265	1.00	5.00	3.4679	,89183
TD1	265	1.00	5.00	3.5849	,82650
TD2	265	1.00	5.00	3,3170	,78183
TD3	265	1.00	5.00	3.3887	,82794
TD4	265	1.00	5.00	3.4075	,87902
TD5	265	1.00	5.00	3.4453	,85160
TD6	265	1.00	5.00	3.3623	,81469
TD7	265	1.00	5.00	3.6377	,66064
VH1	265	1.00	5.00	3.6415	,73583
VH2	265	1.00	5.00	3.5811	,80365
VH3	265	1.00	5.00	3.6906	,81795
VH4	265	1.00	5.00	3.8151	,77347
VH5	265	1.00	5.00	4.2113	,65182
Valid N (listwise)	265				

(Source: The author's processing results)

Check the reliability of the scale

Table 8: Cronbach's Alpha of Knowledge

Variable name	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KT1	20.3358	15.307	.588	.818
KT2	20.3094	15,199	.623	.813
KT3	20.2830	14,764	.720	.799
KT4	20.2226	15,174	.519	.829
KT5	20.5887	14,993	.553	.824
KT6	20.3774	14,872	.585	.818
KT7	20.4566	14,704	.581	.819
Reliability Statistics				
Cronbach's Alpha		N of Items		
.839		7		

(Source: The author's processing results)

Table 9: Cronbach's Alpha of Skills

Variable name	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KN1	24.1472	16.808	.556	.814
KN2	24.2604	15,966	.588	.809
KN3	24.1208	16.038	.661	.800
KN4	24.1547	16.139	.514	.820
KN5	24.0717	17,764	.405	.831
KN6	24.1774	15,859	.632	.803
KN7	24.3170	16.157	.574	.811
KN8	24.2679	16,750	.552	.814

Cronbach's Alpha	N of Items
.833	8

(Source: The author's processing results)

Table 10: Cronbach's Alpha of Attitude

Variable name	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TD1	20.5585	12.225	.514	.818
TD2	20.8264	11,803	.645	.797
TD3	20.7547	11,688	.583	.806
TD4	20.7358	11,703	.566	.810
TD5	20.6981	11.227	.688	.788
TD6	20.7811	12,270	.516	.817
TD7	20.5057	12.887	.539	.814
Cronbach's Alpha		N of Items		
.830		7		

(Source: The author's processing results)

Table 11: Cronbach's Alpha of Vocational Culture

Variable name	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
VH1	15.2981	5,990	.539	.813
VH2	15.3660	5,369	.658	.779
VH3	15.2566	5.290	.667	.777
VH4	15.1321	5,865	.535	.815
VH5	14.7358	5.763	.728	.766
Cronbach's Alpha		N of Items		
.825		5		

(Source: The author's processing results)

Regression analysis results

Research and propose a model regression function model to prove that the factors of Knowledge, Skills, Attitudes and Occupational Culture have a positive impact on the output standards of training human resources for tea processing, ensuring interdisciplinary as follows:

Testing the significance level of the regression coefficients (β_i) with $i = 2,3,4,5$, we see that the

coefficients β_2 , β_3 , β_4 , and β_5 are statistically significant with the Sig value $<5\%$. In other words, with the resulting Sig reliability. Furthermore, the coefficients of the coefficients (in Table 3.5) are all less than 5%, showing that the coefficients of the four factors KT, KN, TD, and VH are statistically significant, affecting the output standards of training human resources for tea processing.

Table 12: Regression coefficients

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	REMOVE	Std. Error	Beta		

(Constant)	,265	,189		,769	,450
KT	,395	,088	,512	5,436	,000
KN	,315	,074	,416	4,465	,000
TD	,308	,039	,318	5,243	,000
VH	,325	,085	,337	5,435	,000

Source: The author's processing results

Check the fit of the regression function:

Table 13: ANOVA

Model	Sum of Squares	DF	Mean Square	F	Sig.
Regression	16,670	4	5.860	212,377	,000b
Residual	5,830	261	,046		
Total	22,500	265			

Source: The author's processing results

Dependent Variable: HRD

Predictors: (Constant), KT, KN, TD, VH

From the resulting table, there are $F=212,377$

and $\text{Sig.}=0,000 < 5\%$. Thus, we conclude that the combination of existing variables in the explanatory model is changed of the HRD, that is, the regression function is suitable.

Table 14: Model Summary Model Summary

Model	CHEAP	R Square	Adjusted R Square	Std. Error of the Estimate
1	,905a	,825	,809	,212866

Source: The author's processing results

$R^2 = 0.825$: Thus, in the regression model, the influencing factors are able to explain 82,5 % of the variation of HRD.

The regression function is defined as follows:

$$\text{HRD} = -0.135 + 0.395 * \text{KT} + 0.315 * \text{KN} + 0.308 * \text{TD} + 0.325 * \text{VH}$$

Coefficients β_i with $i = \{2, 3, 4, 5\}$ estimated from the regression model, all have positive values representing the factors in the above regression model, proportionally affecting the output standard of human resource training tea processing. This proves when the factors of Knowledge, Skills, Attitudes and Vocational Culture increase, it will increase the output standard of training human resources for tea processing and vice versa.

With 4 variables constituting the factor of Fitness (4 variables of satisfaction); 15 variables make up the factor of intelligence (including 7 variables of knowledge and 8 variables of skill); 12 variables that make up the mental factor (12 attitude variables); and 5 variables of vocational culture are assessed to be appropriate and affect the output standards of human resource training tea processing. This is one of the important bases contributing to the development of output standards for human resource training programs. Furthermore, tea processing ensures in-depth due to the combination of knowledge and skills in the synthesis of technological process application levels: black tea technology, traditional green tea technology, tea bag tea processing technology, tea processing technology matcha

with rhythmic positivity and a dedicated career culture to train human resources professional tea processing meets modern production technology.

4. Some recommendations

When the Vietnam Tea Corporation plans to expand its scale, production, and business strategy, there is a change in factors affecting the working environment or to meet the needs of improving and improving the working capacity of human resources tea processing.

Tea Corporation needs to pay attention to the training and development of human resources tea processing.

Tea Corporation needs to establish a fund for training and developing human resources tea processing.

5. Conclusion

Human Resources tea processing meets the requirements of the current job and is ready for the change in job performance requirements responds to the trend of innovation in processing technology, and contributes to increasing labor productivity and efficiency job performance. At the same time, improving the competitiveness of human resources for Vietnam Tea Corporation by improving knowledge, skills, attitudes, and professional culture associated with the training program output standards of Human Resources tea processing.

An overview picture of the contributions of human resource development activities is to constantly increase tea export value for the Vietnam Tea Corporation, contributing to the overall success of the entire Vietnamese tea industry. As a result, tea export reached 126,799 tons; turnover reached 213.88 million USD. However, in order to further enhance added value, the development orientation of Vietnam Tea Corporation in the period of 2025-2030 is that the corporation needs to improve production capacity and promote innovation in processing technology tea to create many

valuable products, creating a mark in the minds of consumers.

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