

DEVELOPING HIGH QUALITY HUMAN RESOURCES IN THE PROCESS OF INDUSTRIALIZATION AND MODERNIZATION IN VIETNAM TODAY

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ABSTRACT:

Vietnam is a country entering the process of innovation and international integration with a backward and closed production base. However, after more than 35 years of implementing doi moi, Vietnam has come out of underdeveloped status, becoming a middle-income developing country with a dynamic market economy and strong integration. economic growth is quite high, continuous and inclusive, ensuring that all people benefit from the development process. 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. High-quality human resources are an integral part of the national human resources, playing an important role in the cause of national construction and development. In the current cause of industrialization and modernization of the country and international integration of Vietnam, the development of human resources in general and high-quality human resources in particular has become increasingly important and urgent. The process of implementing industrialization, modernization, and development of high-quality human resources in close association with the development and application of science and technology is considered a strategic breakthrough, a decisive factor for restructuring the economy, transforming 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, which is decisive for the success of building an increasingly independent and autonomous economy in the context of integration. the international economy is expanding. From the use of qualitative methods on the basis of studying other studies related to the development of high-quality human resources in the process of industrialization and modernization in Vietnam, the article analyzes and clarify the basic issues related to the development of high-quality human resources in the process of industrialization and modernization in Vietnam.

KEYWORDS: Human resources; high quality human resources; develop high-quality human resources; industrialization, modernization, Vietnam

Introduction

Both practice and theory have proved that, developing human resources, especially high-quality human resources, and accelerating industrialization and modernization

(industrialization and modernization) in the context of scientific and technological revolution There have been great changes, impacting on all aspects of economic and social life as today is one of the basic and most important ways to transform an agrarian and

backward society into a modern one. industrial, civilized, modern. For Vietnam, in the context of accelerating industrialization and modernization and international integration, human resource development, especially high-quality human resources, is considered one of the three breakthrough stages of the strategy to transform the development model. socio-economic development of Vietnam; at the same time developing high-quality human resources to become the foundation for sustainable development and increase the national competitive advantage. Human resource development, on the one hand, needs to have an overall and long-term strategic vision for development, but at the same time, in each certain period, it is necessary to develop specific orientations, from which to evaluate the time of human resource development. opportunities, challenges, difficulties, limitations and causes to set out appropriate development goals and solutions for that period in accordance with the domestic and international socio-economic context. The Resolution of the 13th National Congress of the Communist Party of Vietnam clearly outlines the strategic breakthroughs during the 13th National Congress, which emphasizes the "Development of human resources, especially quality human resources". high quality" - this is a key issue for Vietnam's development in the coming time. With the priority of developing high-quality human resources set out in the Document of the 13th National Congress of the Communist Party of Vietnam, the guidelines and policies on human resource development in Vietnam tend to meet quality standards. Quality and requirements in the current world context are industrial revolution 4.0, digital economy, competition, international integration, which is a priority for the development of industrialization and modernization. This is also a strategic breakthrough in the context of low socio-economic development level when entering the knowledge economy, industrial revolution 4.0 and international integration. Therefore, the requirement to improve the quality of human resources, especially high-quality human resources, is even more crucial to the success of the cause of industrialization and modernization in Vietnam.

Research question:

Question 1: What is the consistent policy of the Communist Party of Vietnam and the Government of Vietnam on industrialization and modernization?

Question 2: The decisive role of high-quality human resources in industrialization and modernization is shown through what points?

Question 3: What are the issues that need attention when developing high-quality human resources in the process of industrialization and modernization in Vietnam?

Question 4: What is the solution to develop high-quality human resources in the current process of industrialization and modernization in Vietnam?

Research purposes

The purpose of the article is to analyze and clarify the basic issues related to the development of high-quality human resources in the process of implementing industrialization and modernization in Vietnam.

Research Methods

In the article, the author uses a qualitative method on the basis of researching other related studies, analyzing, synthesizing, evaluating as well as a system of documents and documents related to human resource development. high quality in the process of implementing industrialization and modernization in Vietnam. At the same time, to point out the decisive role of high-quality human resources in industrialization and modernization, issues that need attention when developing high-quality human resources in the process of implementing industrialization and modernization and offering solutions To develop high-quality human resources in the current process of industrialization and modernization in Vietnam, specific research methods such as: deductive and inductive, logical and historical, comparative, textual, contrastive Theory and practice were also used in this study.

Content

Accelerating industrialization and modernization - the consistent policy of the Communist Party of Vietnam and the Government of Vietnam

In the current context, industrialization and modernization are considered a common development trend of developing countries. For Vietnam, as early as 1960 at *the 3rd National Congress* of the Workers' Party of Vietnam (now the Communist Party of Vietnam), the policy of industrialization was set forth and considered industrialization as the central task throughout. transition to socialism in Vietnam. Since then, through the congresses, the Communist Party of Vietnam has continuously developed, raised awareness and concretized this policy. Specifically, at *the 4th Party Congress (1976)*, the goal was set: to accelerate socialist industrialization, build the material basis of socialism, and bring Vietnam's economy from small production. to socialist mass production. *The 5th Party Congress (1981)* made some progress in the content of the industrialization strategy: considering agriculture as the leading front, bringing agriculture as the leading front, bringing agriculture a step into large-scale production in the community. socialist, to step up the production of consumer goods and continue to build a number of important heavy industries; combine agriculture, consumer goods industry and heavy industry in a reasonable agro-industrial structure. *The 6th Party Congress (1986)* – The Congress was marked as a historic turning point in the renewal of Vietnam's thinking and development path. It can be said that, in this whole innovation, economic thinking is an important content and plays a particularly important role. With such a change in awareness about the mechanism and mode of economic operation, the perception of industrialization has also changed drastically, especially in industrial policy - a key tool for the Government to intervene. interfere in the industrialization process. *The 7th Party Congress (1991)*, with the introduction of the National Development Platform, awareness of industrialization made an important step forward: the idea of industrialization and modernization was raised instead of the way the problem was set. Former CNH (no OS clause). Modernization is considered an important

content of the industrialization strategy. Then, the 7th Plenum of the 7th Central Committee (July 1994) initially concretized the idea of industrialization and modernization in order to come to the point of forming a policy of industrialization and modernization; identify viewpoints, goals, undertakings and policies and measures to implement industrialization and modernization.

At *the 8th Party Congress (1996)* affirmed the basic elements of Vietnam's industrialization and modernization policy based on the policy of developing a multi-sector economy, following the socialist-oriented market mechanism. means. *The 9th Party Congress (2001)* added many important new perceptions about industrialization and modernization expressed in two important points. One is "step by step development of the knowledge economy", a new content of the process of industrialization and modernization. The second is to conduct "shortening industrialization in the direction of modernity". Although it has only stopped at the oriented-qualitative level, it can be said that these line additions are really important contributions to the understanding of the essence of industrialization in our country in modern conditions. when the world is accelerating the process of globalization and shifting to a knowledge-based economy. Next, at *the X Congress (2006)* there were also new additions to the perception of industrialization in modern times. At *the 11th National Congress (2011)*, the goal of industrialization and modernization was expressed more "flexibly" as: "... creating a foundation for our country to basically become an industrialized country towards modernity by 2020"[9] ,33]. However, as the document of the *12th National Congress (2016)*, the Party assessed: "A number of socio-economic targets have not been achieved as planned; many indicators and criteria in the goal of striving for the country to be by 2020. We have basically become an industrialized country in the direction of modernity, which cannot be achieved" [10,60]. The document of *the XIII Congress (2021)* inherits the above contents, but emphasizes the core contents that need to be implemented for the next period in accordance with domestic and international conditions and contexts, especially taking advantage of scientific progress. learning technology in general, achievements of the fourth industrial revolution in particular. First of all, it is

mentioned that the additional adjustment and improvement of the quality of strategies, master plans and plans for the development of the economy, sectors, fields and regions are suitable to the country's reality and development level. modern science and technology in the world. Promote research, transfer, application, development and mastery of modern technologies; develop a number of key products with strong and prestigious brands in the region and the world. Improve the potential of science and technology, the quality of human resources of the country, create a basis for promoting and developing the digital economy. In the strategic report, it is emphasized: "Promoting the development of a number of key economic sectors and fields with potential advantages and great room for growth in the spirit of catching up, moving forward and outperforming the region and the world in some areas" [11,235]. The new point in this content clearly shows that industrialization and modernization must be based on science, technology and innovation, making good use of opportunities of the fourth industrial revolution to have a breakthrough. break and surpass in a number of industries and fields. At the same time, building a strong national industry focusing on both basic industries and new, high-tech industries determines the breakthrough in productivity, quality and efficiency of the economy. "Building a strong national industry, restructuring industry, improving technology level, accelerating the transformation to digital technology, focusing on developing fundamental industries, especially the mechanical industry. manufacturing, supporting industries, improving the autonomy of the economy, capable of deeply participating in global value chains, giving priority to the development of high-tech, environmentally friendly industries. National defense and security combined with serving the people's livelihood Based on new technologies to develop advantageous industries (agricultural product processing, textiles, footwear, etc.), creating many jobs, producing export goods , contribute to the national added value, rearrange industry in the territories for more rational development, improve the operational efficiency of industrial parks, high-tech, economic zones and industrial parks " [11,124]. Taking a look at such Party congresses, it is easy to see the process of constantly renewing and perfecting the Party's views on industrialization

and modernization. That process closely follows the changes of the international context as well as the practical conditions of Vietnam. This reflects the fact that the process of industrialization and modernization in our country is carried out in the context of an open market economy, which is strongly influenced by external factors.

Referring to the guidelines and policies of the Communist Party of Vietnam, in recent years, the training and development of human resources has been focused and interested by the Government of Vietnam. The authorities have issued many documents on human resource development: The National Assembly promulgated the Labor Code in 2012, the Law on Vocational Education in 2014, the Education Law in 2019, the Law on Cadres and Civil servants, Officials Law. The Vietnamese government has issued many legal documents guiding the implementation of the law, and at the same time issued many mechanisms and policies on human resource development. This system of documents has created a favorable legal framework and created a driving force for the promotion of human resource development in both quantity and quality.

High-quality human resources - the most basic element in the system of resources of the process of industrialization and modernization

Conducting the process of industrialization and modernization in Vietnam requires many important factors such as capital, science and technology, and natural resources, but the most important and decisive factor is human. If comparing resources with each other, human resources have the most advantage. Therefore, more than any other resource, human resources, especially high-quality human resources, always occupy a central position and play a leading role in the socio-economic development of Vietnam. especially in the current period of accelerating industrialization and modernization, the current trend of development innovation and international economic integration. The process of industrialization and modernization takes place at a fast or slow speed, achieving high or low efficiency is determined by many factors, of which, first and foremost, depends on the quality of human resources.

Up to now, the concept of human resources is being understood from many different points of view. According to the assessment of the United Nations, human resources include people who are working and people of working age who are able to work. According to Professor - Academician Pham Minh Hac and scientists participating in the KX-07 program: "Human resources should be understood as the number of people and the quality of people, including physical and mental health, and health. and the intelligence, capacity, qualities and ethics of employees. It is the totality of actual and potential existing human resources that are prepared to participate in the socio-economic development of a country. or a certain locality..."[12,323]. According to the view of the Communist Party of Vietnam: "Human resources are the most precious and play a decisive role, especially for our country when financial resources and material resources are still limited", that is "employees with high intelligence, proficient skills, good qualities, trained, fostered and promoted by advanced education associated with a modern science" [8,11].

In addition, some other authors, when researching topics on human resources and human resource development in Vietnam, have also given different views on human resources. Thus, the concept of human resources can be understood briefly as human resources. That also means that the concept of centralized human resources reflects the following three issues:

Firstly, consider human resources from the perspective of human resources - the determining factor for the development of society;

Second, human resources include quantity and quality, in which quality is reflected in intelligence, personality, moral qualities, lifestyle and a combination of those factors;

Third, research on human resources and human resource development is necessarily associated with the time and space in which it exists [21,32].

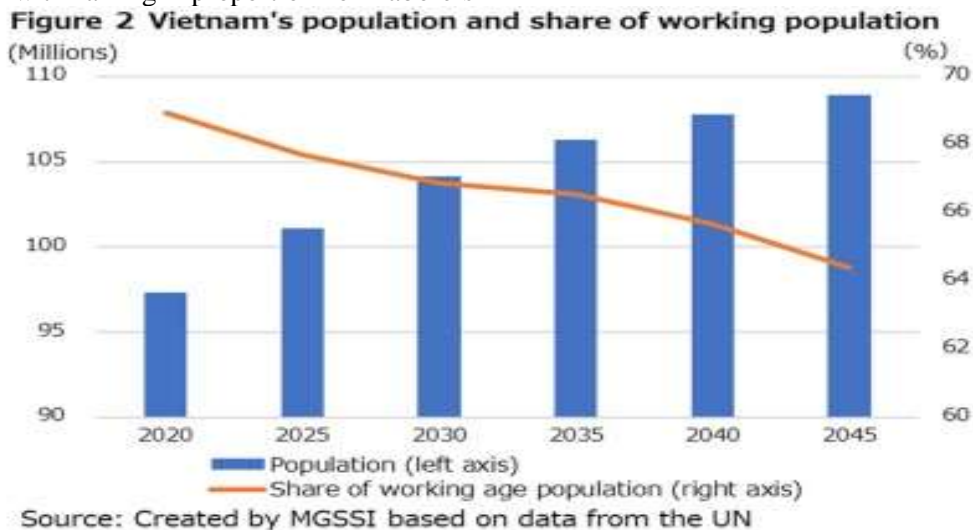
The view of the Communist Party of Vietnam has generally reflected the concept of human resources in all three aspects: intelligence, physical strength, and personality, along with

the scientific basis for the development of those factors. advanced education associated with modern science. From the above analysis, we can understand the concept of human resources in a broad sense that includes people aged 15 and over who are actually working (including people of working age and people over working age). working age), people of working age who are able to work but do not have a job (due to unemployment or being a housewife in the family), plus a reserve labor force (those who are being trained in the universities, colleges, secondary schools and vocational training...). That is to say, the quantity and quality of human resources is studied in terms of scale, growth rate of human resources, distribution by region, region and territory; In which, intelligence is expressed at the people's intellectual level, professional level, is the intellectual and spiritual factor, is what represents the potential to create material, cultural and spiritual values of people. , so it plays a decisive role in human resource development.

The current population of Vietnam is 98,483,527 people as of November 24, 2021 according to the latest figures from the United Nations. Vietnam's population currently accounts for 1.25% of the world's population. Vietnam is ranked 15th in the world in the ranking of the population of countries and territories. The population density of Vietnam is 318 people/km²[7]. The labor force aged 15 and over in the third quarter of 2021 of Vietnam was 49.1 million people, down 2.0 million people compared to the previous quarter and down 2.2 million people compared to the same period last year. Compared to the previous quarter, the labor force decreased mainly in rural areas (down by 1.4 million people) and in women (down by 1.1 million people). Compared to the same period last year, the labor force decreased mainly in rural areas (decreased by nearly 2.3 million people) and male labor force (decreased by more than 1.2 million people). The complicated development of the fourth Covid-19 epidemic has made the workforce at its lowest level since the outbreak. The labor force participation rate in the third quarter of 2021 was 65.6%, down 2.9 percentage points from the previous quarter and down 3.9 percentage points compared to the same period last year. The labor force participation rate of women is 59.4%, 12.8 percentage points lower than that of men (72.2%). The labor force participation rate in

urban areas is 62.8%, in rural areas is 67.4%. Looking at age groups, the labor force participation rate in urban areas is lower than in rural areas in most age groups, with the largest difference being observed in the age group 55 years and older (urban and urban areas) : 33.3%; rural: 47.2%) and 15-24 years old group (urban: 33.3%; rural: 44.1%)[20]. This shows that people in rural areas enter the labor market earlier and leave the market much later than in urban areas; This is a typical feature of the labor market with a high proportion of laborers

participating in the agricultural sector. The percentage of trained workers with degrees and certificates in the third quarter of 2021 was 26.1%, unchanged from the previous quarter and 0.7 percentage points higher than the same period in 2020. Out of a total of 25, 6 million people aged 15 and over did not participate in the labor market (outside the labor force) in the third quarter of 2021, with 14.8 million people of working age, most concentrated in the 15-19 age group. (nearly 5.5 million people) [20].



Along with the policy of opening up, innovation and deeper international economic integration, the wave of domestic investment as well as foreign direct investment is increasing, new domestic enterprises are established more and more. has created an increasing demand for high-quality human resources. For enterprises with 100% foreign capital or joint ventures with foreign countries, foreign investors often give priority to recruiting high-quality workers right in Vietnam because Vietnamese workers are knowledgeable people. understand quite a lot of fields, customs, have many relationships and the salary paid to them is usually lower than that of workers from abroad and also to compete with Vietnamese businesses, foreign investors willing to pay wages for workers much higher than Vietnamese enterprises. Therefore, the competition for high-quality human resources is increasingly fierce, especially in the current integration period.

High-quality human resource is a concept that refers to a person, a specific worker with a skill level (professional and technical) corresponding to a specific profession according to the criteria

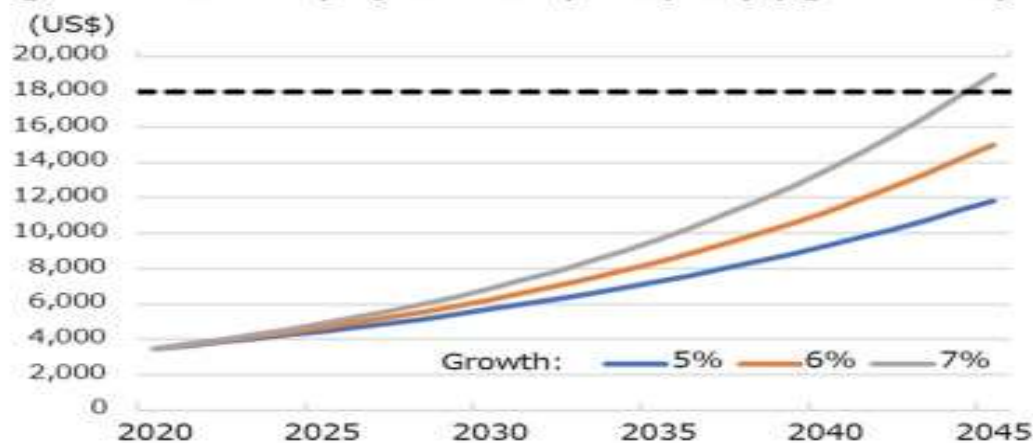
of classification of specialized labor. certain subjects and techniques (university, graduate, college, skilled technical workers); have good labor skills and be able to quickly adapt to rapid changes in production technology; have good health and quality, have the ability to creatively apply the trained knowledge and skills to the production process in order to bring about high productivity, quality and efficiency. In order to have high-quality human resources capable of meeting the increasing requirements of the knowledge-based economy, contributing to the economic development process and realizing the cause of industrialization and modernization of Vietnam, human resources must ensure the following basic requirements: first of all, employees must be improved in their intellectual level; second, employees must have high creativity; Third, employees must be able to adapt and have high flexibility. In addition, industrial production also requires workers to have necessary competencies such as: having self-discipline, knowing how to save materials and time, having a sense of responsibility, and a sense of responsibility. cooperation and industrial working style, professional

conscience. All workers, whether physical labor or intellectual labor, need to have good physical strength to maintain and develop intellectually, to transfer knowledge into practical activities. Among the resources in creating the premise for the process of industrialization and modernization, high-quality human resources always play a decisive role in the process of industrialization and modernization. That decisive role is clearly demonstrated in the following points:

Firstly, high-quality human resources are the main resource that determines the process of socio-economic growth and development, making an important contribution to creating the necessary steps for the process of industrialization and modernization. Human resources, labor resources are decisive factors for the exploitation, use, protection and regeneration of other resources. There is a

cause-and-effect relationship between human resources, capital, natural resources, material and technical facilities, science and technology, etc., but in which human resources are considered as the endogenous capacity that governs the process. socio-economic development of each country. Compared with other resources, human resources with the leading factor being intelligence and gray matter have a prominent advantage in that it is not exhausted if it is nurtured, exploited and used properly, while other resources are not exhausted. However, it is only a limited factor and can only be effective when combined with human resources effectively. Therefore, human being as a human resource, as a creative subject, as an element of the production process itself, as the center of internal resources, as the main resource that determines the economic development process - society.

Figure 1 Vietnam's projected GDP per capita (by growth rate)



Source: Created by MGSSI

Second, high-quality human resources is one of the decisive factors for the success of the cause of industrialization and modernization; is the process of fundamental and comprehensive transformation of production, business and social activities, from the common use of manual labor to the widespread use of trained labor with advanced technology. advanced and modern means and methods to create high social labor productivity. For Vietnam, it is an inevitable process to develop a socialist-oriented market economy. When Vietnam is entering the stage of accelerating and accelerating the process of economic development and implementing the cause of industrialization and modernization, the requirement to improve the quality of human resources, especially

intellectual capacity, is decisive for success. of the cause of industrialization and modernization, contributing to the rapid and sustainable development of the country.

Third, high-quality human resources are a condition to shorten the lag gap, promote economic growth and accelerate the cause of industrialization and modernization of the country for sustainable development. High-quality human resources are also a condition for international economic integration. In the process of integrating into the regional and international economy, human resources, especially high-quality human resources of Vietnam, are facing many great challenges.

Thus, whether from an economic, social or technical or technological perspective, the element of high-quality human resources is always the subject of the process of industrialization and modernization. In fact, the process of industrialization and modernization cannot be successfully implemented without high-quality human resources in particular. On the one hand, high-quality human resources are the only force capable of detecting, determining goals, contents and solutions for industrialization and modernization. On the other hand, with inherent advantages, high-quality human resources are the most fundamental force to carry out the process of industrialization and modernization. In the context of the scientific and technological revolution with development steps and increasingly strong impacts on social life as today, high-quality human resources are considered as the most basic element in the system of human resources. of the process of industrialization and modernization. Therefore, developing high-quality human resources has become the most important and decisive factor for industrialization and modernization in Vietnam today.

Issues to consider when developing high-quality human resources in the process of industrialization and modernization in Vietnam

As described and analyzed above, there is a close dialectical relationship between the development of high-quality human resources and the promotion of industrialization and modernization in Vietnam. In the process of implementing industrialization and modernization, we realize that there will be problems for the development of high-quality human resources, specifically grouped into the following points:

Firstly, the percentage of trained workers is small, professional qualifications are low, and there is no balance between qualifications and occupations..., first of all and mainly due to the inadequacies of education - training, especially vocational training. The gap between vocational education and the needs of the labor market is widening. At the same time, the shift in economic model and structure has caused the supply and demand in labor to change, while the training majors in schools have not caught up with the trend of using labor of enterprises.

Second, the ability to promote the creative potential of human resources. This is considered the most important endogenous factor of social development, of the process of industrialization and modernization, especially in the context of scientific and technological revolution and the trend towards the knowledge economy of the world. present world.

Third, the demand for vocational training of workers is increasing in both quantity and quality due to the increasing income level, economic restructuring, and the increasingly strong urbanization process. , due to the emergence of new industries and occupations, etc. The development of high-quality human resources needs to meet the requirements of more balanced development across regions, stemming from the requirement of maintaining political stability, preserving ensure security and defense for the development of the country. From the international context, the development of high-quality human resources is facing the requirements of having enough human resources to be able to participate in the operation of global value chains in the trend of transnational corporations. countries with growing influence. High-quality human resources must be able to adapt to increasingly scarce natural resources and a decrease in financial investments.

The reasons for the above points, in our opinion, are due to: National resources and investment ability for human development of most families are still limited, not meeting the minimum conditions for quality assurance. educational, medical, cultural and sports activities. Financial resources from the state budget for the development of high-quality human resources are limited; have not yet mobilized many resources in society (especially enterprises) to develop high-quality human resources. In addition, the state management of high-quality human resource development still has shortcomings compared to actual requirements and conditions. Finally, international cooperation and integration in the field of high-quality human resource development in Vietnam as a whole has not yet met the requirements of the increasingly deepening integration process in terms of economy, society, culture. between Vietnam and the world.

Basic and oriented solutions to develop high-quality human resources in the current

process of industrialization and modernization in Vietnam

Firstly, on the basis of advanced development and application of science - technology; innovate, arouse development aspirations, promote Vietnamese cultural values and human strength; accelerate economic restructuring in the direction of industrialization and modernization. It can be said that the economic restructuring in the direction of industrialization and modernization is the basic premise of economic growth, and the development of science and technology is the decisive factor promoting economic restructuring in the direction of industrialization and modernization. In addition, in the coming time, Vietnam also needs to focus on developing specific strategies and master plans according to key industries to develop the country quickly and sustainably. Focusing on a number of spearheads, such as: knowledge economy, digital economy, data analysis, biotechnology, new materials, e-commerce, response to climate change, development governance society. It is necessary to grasp the view that, the development of high-quality human resources needs to respect the objective laws of the market economy, and at the same time must take into account the factor of international integration on the basis of inheritance and preservation of human resources. maintain the quintessence of national culture

Secondly, continue to improve and effectively implement a number of preferential and preferential mechanisms and policies in training and attracting talents with salary, bonus, official house, conditions working to avoid the current brain drain. In addition, it is necessary to ensure the quality and efficiency of planning, appointment, recruitment and remuneration. Doing this job well will create positive and sustainable changes in terms of quantity and quality as well as a reasonable allocation of high-quality human resources. In order to attract and utilize talents and high-quality human resources, remuneration is an issue that needs to be focused on by arranging staff with the right expertise, promoting their abilities, and having a satisfactory salary and bonus regime. It will help them feel secure, have the conditions to wholeheartedly and wholeheartedly for their work. The key point in the current new development phase is to prioritize the

development of human resources for leadership and management. With the development of Vietnam, the quality of the management team is always a decisive issue. Every stage needs leaders and leaders who have quality capabilities and good governance capacity to contribute to the development of the country. With leaders with enough heart, enough reach, the movement will go up and vice versa. However, it is necessary to define the criteria for each group of employment positions and a specific competency framework for each of those positions so that it is easy to select leaders and managers. The development of human resources, especially high-quality human resources for leaders and managers, it is necessary to innovate training and retraining activities in the direction of improving quality.

Third, continue to implement fundamental and comprehensive innovation in the field of education and training in order to gradually create human resources to meet the requirements of industrialization and modernization. Education and training is a broad concept that must ensure that high-quality human resources inherit, promote and enhance the good traditions that represent vitality, bravery and national identity. Renovate, transform or remove negative, restrictive traditions that reflect outdated, conservative, stagnant. Forming and developing traditional values according to the requirements of innovation, industrialization and modernization, internationalization, globalization, access to and harmonization of cultural, scientific and technological achievements of the world. In addition, it is necessary to combine increased budget investment in education and training, expand the scale, accelerate the speed of training, reform educational content and methods, and strengthen the leadership and management of education institutions. State for education and training with the socialization of education, allowing domestic and foreign economic sectors to participate in the process of training and developing human resources, especially high-quality human resources. meet the requirements of international integration. The renovation of the quality of education and training in the direction of quality management of education and training, at the same time increasing the autonomy of training institutions. Assign a number of state agencies together with professional social organizations to quickly

build establishments for assessing and accrediting labor quality through training and licensing. For cadres, civil servants and public employees, it is also necessary to have input quality checked to ensure the required quality of each cadre, civil servant and public employee, to ensure quality in state agencies, to avoid recruiting Use based on close acquaintance, respect.

Fourth, develop a strategy for Vietnam's national human resource development in the context of the 4.0 industrial revolution. In the current period, the industrial revolution 4.0 taking place strongly around the world has brought great opportunities for Vietnam but also poses many challenges, including factors that are considered as advantages of Vietnam. Vietnam as a source of young labor and cheap labor may also disappear because this labor force cannot meet the innovation requirements of the economy, moreover, this revolution can create cause a change in the labor market. Therefore, building a national human resource development strategy to orient and create high-quality human resources to meet the needs of the labor market in the new period is a really urgent and important task.

Conclude

Stemming from the important role of high-quality human resources, based on the requirements of the industrialization and modernization career, the Communist Party of Vietnam, the Government of Vietnam has determined a strategic breakthrough in human resource development, especially high quality human resources. This is the right, appropriate and creative policy of the Communist Party of Vietnam and the Government of Vietnam in order to successfully implement the cause of industrialization and modernization, bringing Vietnam to a fast and sustainable development. For Vietnam today, the shortage of high-quality human resources is becoming a major obstacle to the process of national industrialization and modernization and international integration. Currently, Vietnam has just come up with a strategy and master plan for human resource development in general, and there is no strategy or plan for developing high-quality human resources. In real life, the proportion of untrained workers is still large, plus the quality

of training is low, and the structure of occupations is not reasonable. This causes society to lack on the one hand a qualified, capable and skilled workforce, and on the other hand, an excess of untrained and manual labor.

In the modern world, when gradually transitioning to a knowledge-based economy and in the trend of globalization and international economic integration, human resources, especially high-quality human resources, are increasingly available. play a decisive role. Recent growth theories indicate that an economy that wants to grow rapidly and at a high rate must be based on at least three basic pillars: the adoption of new technologies, the development of modern infrastructure, and the development of modern infrastructure. improve the quality of human resources. In particular, the most important driver of sustainable economic growth is people, especially high-quality human resources, that is, those who are invested in development, have skills, knowledge, and skills. , experience, creative capacity to become "capital - human capital, human capital". In the context of the world with many fluctuations and fierce competition, the victory will belong to countries with high-quality human resources, a favorable legal environment for investment and a socio-political environment. stability. After more than 35 years of renovation, Vietnam has achieved great achievements of historical significance. The quality of human resources has been improved, which is most evident in the increased labor productivity of the whole society, creating a good growth rate and improving the competitiveness of the economy and national potential. . However, if seriously considered, the above achievements compared with the invested resources, efforts, with the conditions, opportunities and opportunities brought, high quality human resources in Vietnam. The South is developing not commensurate with its potential. Although in the doi moi period, Vietnam has had many policies to promote human resources, however, due to its existence for a long time maintaining the centralized, bureaucratic and subsidized mechanism, the change policy change is not timely. Currently, there are many unreasonable and inconsistent policies that hinder and do not create conditions to promote high-quality human resources.

When Vietnam is entering the stage of industrialization and modernization, accessing the knowledge economy in the context of low socio-economic development, the requirement to improve the quality of human resources is decisive for success of the process of industrialization and modernization. The Communist Party of Vietnam and the Government of Vietnam have determined to take the promotion of the quality of human resources, especially high-quality human resources, as a basic factor for rapid and sustainable development; is a condition to shorten the lagging gap, promote economic growth and accelerate the cause of industrialization and modernization of the country for sustainable development; conditions for extensive international integration. The cause of innovation, promotion of industrialization and modernization and international integration in Vietnam cannot be successful without human resources, especially high-quality human resources. This study was conducted for the purpose of analyzing and clarifying the basic issues related to the development of high-quality human resources in the process of implementing industrialization and modernization in Vietnam. Research results show that promoting industrialization and modernization is a consistent policy of the Communist Party of Vietnam and the Government of Vietnam. This is also a strategic breakthrough in the context that Vietnam's socio-economic development level is still low when entering the knowledge economy, industrial revolution 4.0, and international integration of Vietnam today. The decisive role of high-quality human resources in the current industrialization and modernization in Vietnam is expressed through the following contents: High-quality human resources are the main source of determining the process of economic growth and development- society, making an important contribution to creating necessary steps for the process of industrialization and modernization; High-quality human resources is one of the decisive factors for the success of the cause of industrialization and modernization; High-quality human resources are a condition to shorten the lagging gap, promote economic growth and accelerate the cause of industrialization and modernization of the country for sustainable development. Besides, the article has also pointed out the issues that need attention and the causes of those problems

when developing high-quality human resources in the process of implementing industrialization and modernization in Vietnam. From the research results, the article offers solutions to develop high-quality human resources in the current process of industrialization and modernization in Vietnam. The study also confirms that, when Vietnam is entering the stage of industrialization and modernization, accessing the knowledge-based economy in the context of low socio-economic development, the requirement for developing high-quality human resources can be difficult. decisive significance to the success of the process of industrialization and modernization, is a condition for Vietnam's development as well as extensive international integration. The limitation of this study is that it has not been able to point out and clarify the factors affecting the development of high-quality human resources in the process of implementing industrialization and modernization in Vietnam.

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