



**ACTUAL SITUATION OF DEGREE OF
MEETING SOCIAL NEEDS FOR PROFESSIONAL
CAPACITY OF BACHELOR OF SPORTS MAJORING IN
BASKETBALL AT BAC NINH SPORT UNIVERSITY, VIETNAM**

Pham Duc Toanⁱ

Bac Ninh Sport University,
Vietnam

Abstract:

Through interviews and sociological investigation, the study found out the actual situation of employment of basketball alumni at Bac Ninh Sport University, Vietnam. On that basis, 23 criteria were selected to ensure reliability to assess the actual situation of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University, Vietnam.

Keywords: human resources, bachelor of sports majoring in basketball, Bac Ninh Sport University

1. Introduction

During its formation and development, Bac Ninh Sport University has regularly innovated, built and improved training programs to meet social needs. When considering the capacity-based training process, the stage of identifying training needs is of key significance and serves as a practical basis for renovating the University's internal environment to meet future training needs. Therefore, like other training majors in the University, assessing the actual situation of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball is an urgent requirement to have scientific arguments for proposing appropriate solutions in the training of bachelor's degree in Basketball major, thereby meeting the needs of the practice of sports in our country by 2025, with a vision to 2030.

ⁱ Correspondence: email ductoansport@gmail.com

2. Research methods

During the research process, the study uses the following 5 research methods: analysis and synthesis of documents; sociological investigation; interview, talk-show; expert; mathematical statistics.

The subject of the study is the degree of meeting the social needs for the professional capacity of human resources who are Bachelors of Sports majoring in Basketball.

The research time was conducted from November 2020 to November 2021 at Bac Ninh Sport University.

3. Research result and discussion

3.1 Actual situation of employment of basketball alumni at Bac Ninh Sport University

Human resources are one of the important factors determining the success or failure of the country's socio-economic development, therefore the research and assessment of human resources with contents such as the actual situation of employment, and degree of meeting social needs depend on the purposes and requirements that the assessment must meet. In order for the assessment to be carried out in a scientific and accurate manner for achieving positive results of practical value, we researched the following issues.

With the objective of assessing the actual situation of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University, first of all, the study surveyed 190 alumni majoring in Basketball about the actual situation of employment and job satisfaction level after graduation through interviews with questionnaires. The result of a survey on the actual situation of employment of Bachelor of Basketball after graduation is presented in Table 1.

Table 1: Actual situation of employment of basketball alumni at Bac Ninh Sport University (n=190)

No.	Information	Response		
		m _i	%	
1	Employment	Already employed	182	95.79
		Not employed yet	8	4.21
2	Reason for unemployment	Already apply but fail	0	0.00
		No satisfactory job found	3	1.58
		Want to continue studying	3	1.58
		Other reasons	2	1.05
3	The biggest difficulty when looking for a job	Gender	0	0.00
		Specialty	1	0.53
		Computer skills	0	0.00
		Foreign language	0	0.00

Pham Duc Toan
 ACTUAL SITUATION OF DEGREE OF MEETING SOCIAL NEEDS
 FOR PROFESSIONAL CAPACITY OF BACHELOR OF SPORTS MAJORING
 IN BASKETBALL AT BAC NINH SPORT UNIVERSITY, VIETNAM

		Another problem	7	3.68
4	Workplace of	State management agency	31	16.32
		Enterprise	35	18.42
		Non-business unit	99	52.11
		Other	25	13.16
5	Job compared to the trained major	Consistent with the trained major	79	41.58
		Close to the trained major	51	26.84
		Contrary to the trained major	60	31.58
6	Self-vocational orientation while studying at the university	Yes	45	23.68
		No	145	76.32
7	Assessment of training knowledge at the university	Very useful	40	21.05
		Useful	124	65.26
		Less useful	23	12.11
		Not useful	3	1.58
8	Self-assessment of job	Very dissatisfied	3	1.58
		Dissatisfied	23	12.11
		Satisfied	162	85.26
		Very satisfied	38	20.00
9	Income from main job	Under VND 3 million	3	1.58
		From VND 3 million to under VND 5 million	15	7.89
		From VND 5 million to under VND 10 million	140	73.68
		From VND 10 million to under VND 15 million	18	9.47
		From VND 15 million to under VND20 million	9	4.74
		Over VND 20 million	5	2.63

Table 1 showed that the vast majority of basketball graduates found a job (as of the time of the survey), accounting for 95.79%, and those who have not found a job accounted for only 4.21%. The main reason for their unemployment is that they have not found a satisfactory job, want to continue studying or for other reasons.

Regarding the biggest difficulty when not founding any job yet, 7/8 respondents gave the answer as other, for the remaining skills given by us such as specialty, foreign language and computer skills, there was only 1 person choosing.

Graduates of Basketball major mainly worked in non-business units (52.11%), state management agencies (16.32%) and enterprises (18.42%). The number of people doing the jobs consistent and close to the trained major also accounted for the majority (130/190, accounting for 68.42%), but besides that, the number of people doing the jobs contrary to the trained major still accounted for a large proportion (31.58%). In our opinion, this reflects relatively correctly the general actual situation of society. Quite many graduates from many universities cannot find a job according to the trained major, not just Bac Ninh Sport University. One of the reasons may be that in the process of studying, the majority

of students have not been able to orient their careers while studying at the University (76.32%).

Regarding training knowledge at the University, they considered it useful (65.26%) and very useful (21.05%). When assessing the jobs, they are doing the majority felt very satisfied (20.00%) and satisfied (85.26%), their income from their main jobs was mainly from VND 5 million to VND 10 million/month (73.68%). This income level is higher than the average income of Vietnamese people about VND 4.2 million/person/month (according to the announcement of the General Statistics Office of Vietnam in 2020).

The result of the survey on the actual situation of employment of Bachelors of Sports majoring in Basketball as mentioned above is the basis for us to identify the criteria for assessing the degree of meeting social needs of graduates with Basketball major at Bac Ninh Sport University.

3.2 Identification of criteria for assessing the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University

We chose to use ASK model, an international standard human resource assessment model to identify the criteria for assessing the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University.

On the basis of synthesizing relevant documents and based on the output standards of Basketball major, the study built the questionnaires to identify the criteria for assessing the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball, including 3 groups with 39 criteria: General and specialized knowledge (6 criteria); Working skills and self-control capacity (16 criteria for general skills, 10 criteria for professional skills); Occupational attitude (7 criteria).

In order to select the most appropriate criteria to use in the assessment, we conducted interviews with 25 experts, managers, lecturers and employers of basketball graduates of the University to identify the necessity of the selection criteria, and at the same time to test the reliability of the criteria by Cronbach's Alpha coefficient (testing the reliability of the scale). The answers to the specific interview were made in 5 levels: Very necessary: 5 points; Necessary: 4 points; Normal: 3 points; Unnecessary: 2 points and Very Unnecessary: 1 point. We would select the criteria that achieved 80% of the maximum total score to assess the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University.

Through the interview result, we selected 27 criteria (with a high number of selected opinions reaching 80% of total points or more) belonging to three groups to include in the study: Group 1. General and specialized knowledge (4 criteria); Group 2.

Working skills and self-control capacity (12 criteria for general skills, 7 criteria for professional skills); Group 3. Occupational attitude (4 criteria).

Besides, to determine the intrinsic correlation of the criteria included in the questionnaire, we conducted reliability testing by Cronbach's Alpha coefficient. The result of testing the reliability of the criteria through identifying Cronbach's Alpha coefficient twice confirmed that 23/27 variables (criteria) were completely reliable in assessing the degree of meeting social needs for professional capacity expressed in Cronbach's Alpha coefficient = 0.873 > 0.60 as prescribed and the correlation coefficient of component variables from 0.325 to 0.623 > 0.30 and is smaller than Cronbach's Alpha coefficient.

Thus, through interviews and reliability testing, the study selected 23 appropriate criteria to assess the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University.

3.3 Assessment of actual situation of the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University

To assess the actual situation of the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University, we used ASK model with 23 criteria that the study selected. The survey was conducted on questionnaires for 3 groups of subjects including: Employers (15 people), bachelors themselves who have been employed with suitable jobs (collectively referred to as employees - 182 people), experts, managers, lecturers at Bac Ninh Sport University (collectively referred to as training institutions – 25 people). The survey was conducted based on Likert scale with 5 levels from 1 to 5 points, respectively. The assessment method was based on the average score and was calculated on 5 levels:

- Level 1: Good (from 4.21-5.00 points);
- Level 2: Quite good (from 3.41-4.20 points);
- Level 3: Average (from 2.61-3.40 points);
- Level 4: Poor: (from 1.81-2.60 points);
- Level 5: Very poor: (from 1.00-1.80 points);

The result of the survey was presented in Table 2.

Pham Duc Toan
 ACTUAL SITUATION OF DEGREE OF MEETING SOCIAL NEEDS
 FOR PROFESSIONAL CAPACITY OF BACHELOR OF SPORTS MAJORING
 IN BASKETBALL AT BAC NINH SPORT UNIVERSITY, VIETNAM

Table 2: Actual situation of the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University (n=222)

No.	Evaluation Criteria	Group 1 (n=15)			Group 2 (n=182)			Group 3 (n=25)			Total (n=222)	
		Total point	Average point	Rating	Total point	Average point	Rating	Total point	Average point	Rating	Average point	Rating
I	General and specialized knowledge											
2	Knowledge of practical subjects	51	3.4	Average	718	3.95	Quite good	84	3.36	TB	3.72	Quite good
3	Specialized knowledge of Basketball	63	4.2	Quite good	741	4.07	Quite good	100	4	Quite good	4.03	Quite good
4	Knowledge of Theory and methods of Basketball teaching and coaching	55	3.67	Quite good	708	3.89	Quite good	93	3.72	Quite good	3.82	Quite good
6	Knowledge of basketball game organization and refereeing methods	53	3.53	Quite good	724	3.98	Quite good	92	3.68	Quite good	3.86	Quite good
II	Working skills and self-control capacity											
	General skills											
8	Ability to apply specialized knowledge in work practice	58	3.87	Quite good	701	3.85	Quite good	95	3.8	Quite good	3.82	Quite good
9	Communication skill	52	3.47	Quite good	677	3.72	Quite good	90	3.6	Quite good	3.67	Quite good
10	Creative thinking skill	64	4.27	Good	784	4.31	Good	110	4.4	Good	4.33	Good
11	Data and information processing skill	56	3.73	Quite good	671	3.69	Quite good	100	4	Quite good	3.78	Quite good
12	Analytical, evaluation and problem-solving skill	59	3.93	Quite good	713	3.92	Quite good	99	3.96	Quite good	3.92	Quite good
13	Planning and implementing organization skill	52	3.47	Quite good	682	3.75	Quite good	90	3.6	Quite good	3.69	Quite good
14	Ability to work independently	54	3.6	Quite good	666	3.66	Quite good	96	3.84	Quite good	3.71	Quite good

Pham Duc Toan
 ACTUAL SITUATION OF DEGREE OF MEETING SOCIAL NEEDS
 FOR PROFESSIONAL CAPACITY OF BACHELOR OF SPORTS MAJORING
 IN BASKETBALL AT BAC NINH SPORT UNIVERSITY, VIETNAM

15	Teamwork skill	51	3.4	Average	615	3.38	Quite good	85	3.4	TB	3.38	TB
17	IT skill	55	3.67	Quite good	713	3.92	Quite good	93	3.72	Quite good	3.87	Quite good
19	Ability to adapt to the working environment	45	3	Average	616	3.38	TB	80	3.2	TB	3.32	TB
Specialized skills												
23	Organization of classes and competitions	52	3.47	Quite good	683	3.75	Quite good	93	3.72	Quite good	3.73	Quite good
24	Selection of teaching content appropriate to the athlete's level	57	3.8	Quite good	682	3.75	Quite good	92	3.68	Quite good	3.7	Quite good
25	Control of emotional and psychological state of athletes	55	3.67	Quite good	749	4.12	Quite good	95	3.8	Quite good	4.03	Quite good
26	Skills in teaching, research and game analysis	58	3.87	Quite good	720	3.96	Quite good	98	3.92	Quite good	3.96	Quite good
27	Communication and behavior	52	3.47	Quite good	678	3.73	Quite good	90	3.6	Quite good	3.7	Quite good
III	Occupational attitude											
33	Professional ethics	58	3.87	Quite good	784	4.31	Good	96	3.84	Quite good	4.16	Quite good
34	Sense of organization and discipline	61	4.07	Quite good	800	4.4	Good	106	4.24	Good	4.32	Good
35	Sense of responsibility with work	59	3.93	Quite good	772	4.24	Good	100	4	Quite good	4.17	Quite good
36	Spirit of learning, demanding for progress at work	58	3.87	Quite good	739	4.06	Quite good	93	3.72	Quite good	3.95	Quite good

The survey's results in Table 2 showed that:

a. Regarding general and specialized knowledge:

From the point of view of group 1 (employers), Bachelors of Sports majoring in Basketball had 3/4 of the criteria assessed as quite good (average point from 3.53 to 4.20 points), for criterion 1 only, they thought that it was at an average level with 3.40 points. Through the data table, it could also be seen that group 3 (training institutions) had the same viewpoint as group 1, when assessing criteria 2, 3, and 4, they are at quite a good level, while criterion 1, it was only at average level with 3.36 points. However, from the viewpoint of self-assessment of basketball graduates, most of them considered themselves to basically meet the practical requirements of general and specialized knowledge at a quite good level (average point from 3.89 – 4.07 points). As a result, the rating of all four criteria of general and specialized knowledge groups of Bachelors of Sports majoring in Basketball was at quite a good level with an average of 3.72 - 4.03 points.

b. Regarding the group of general skills:

The statistical data showed that there was a similarity between all three groups surveyed in terms of assessment of general skills of basketball graduates in work practice. They all rated 7/10 criteria as quite good with an overall average of 3.69 - 3.92 points, especially the criterion of creative thinking skill was rated as good with an overall average of 4.33 points. However, there were also 2/10 criteria that were teamwork skill and ability to adapt to the working environment, all respondents thought to be due to limited aspects of Bachelor of Sports majoring in Basketball, they only rated it at an average level with an overall average of 3.38/5.00 points and 3.32/5.00 points. The above actual situation may be due to the specificity of the type of movement in the Basketball major that is mainly intellectual with independent thinking and requires creativity to achieve high efficiency in problem-solving while its disadvantaged aspect is that the sensitivity to changes in the external environment as well as the ability to coordinate with others in work is limited.

c. Regarding the group of professional skills:

The Bachelor of Sports majoring in Basketball was rated by employers and training institutions with 5/5 criteria as quite good. Similarly, the employees themselves also self-assessed that they had enough necessary professional skills to ensure a good level of performance in the job requirements after graduation. The overall average point according to the assessment of all three groups in this skill group is quite high, from 3.62 to 3.93 points.

d. Occupational attitude:

All three groups of employers, employees and training institutions surveyed by us had the same viewpoint that basketball graduates had the satisfaction with these qualities in practice highly appreciated with 3/4 of the criteria reaching the level of quite good to

asymptotically good (overall average from 3.95 to 4.17 points); Especially for the criterion of the sense of organization and discipline that is a very important quality to assess employees, the Bachelor of Sports majoring in Basketball was rated at a good level with an overall average of 4.32 points. Through the statistical data, it could be said that this group of criteria was the advantage of Basketball graduates.

4. Conclusion

Most of the Basketball graduates have had a job. However, the percentage of those who did jobs contrary to the trained major was still quite high, and most of them were satisfied with their jobs.

As a result, the study selected 23 criteria under the ASK model to assess the degree of meeting social needs for professional capacity of human resources who are Bachelors of Sports majoring in Basketball at Bac Ninh Sport University, including 3 groups: General and specialized knowledge (4 criteria), Working skills and self-control capacity (10 criteria for general skills, 5 criteria for professional skills), Occupational attitude (7 criteria), ensuring practical basis and reliability.

Through the survey, the majority of Bachelors of Sports majoring in Basketball at Bac Ninh Sport University met the social needs of professional capacity with 19/23 criteria rated at a good level, especially 2/ 23 criteria rated at a good level and still 2 criteria rated at an average level.

Source of the article

The article is quoted from the school-level topic "Actual situation and solutions to meet the needs of training bachelor in Basketball major at Bac Ninh Sport University by 2025, with a vision to 2030". 10/2021. Chairman Dr. Pham Duc Toan.

Conflict of interest statement

The author declares no conflicts of interests.

About the author

Dr. Pham Duc Toan is Head of Basketball Department of Bac Ninh University of Physical Education and Sports, Vietnam. email: ductoansport@gmail.com.

References

Ministry of Education and Training (2017). *Official Letter No. 2919/BGDĐT-GDDH dated 10/7/2017 on Survey of the actual situation of graduate's employment.*

- Ministry of Culture, Sports and Tourism (2015). *Decision No. 2972/QD-BVHTTDL dated September 1, 2015 on approving the Scheme of building Bac Ninh Sport University into a national key university.*
- Luu Quang Hiep (2013). Actual situation and demand for sports human resources by 2020 in the Northern provinces, *Science and technology project at level of Ministry of Culture, Sports and Tourism.*
- Nguyen Duc Van (2000). *Statistical methods in physical training and sports*, Hanoi Sports Publishing House.

Creative Commons licensing terms

Authors will retain the copyright of their published articles agreeing that a Creative Commons Attribution 4.0 International License (CC BY 4.0) terms will be applied to their work. Under the terms of this license, no permission is required from the author(s) or publisher for members of the community to copy, distribute, transmit or adapt the article content, providing a proper, prominent and unambiguous attribution to the authors in a manner that makes clear that the materials are being reused under permission of a Creative Commons License. Views, opinions and conclusions expressed in this research article are views, opinions and conclusions of the author(s). Open Access Publishing Group and European Journal of Physical Education and Sport Science shall not be responsible or answerable for any loss, damage or liability caused in relation to/arising out of conflict of interests, copyright violations and inappropriate or inaccurate use of any kind content related or integrated on the research work. All the published works are meeting the Open Access Publishing requirements and can be freely accessed, shared, modified, distributed and used in educational, commercial and non-commercial purposes under a [Creative Commons attribution 4.0 International License \(CC BY 4.0\)](https://creativecommons.org/licenses/by/4.0/).