



THE IMPORTANCE OF DEVELOPING HIGH-QUALITY HUMAN RESOURCES IN THE CENTRAL HIGHLANDS OF VIETNAM NOWADAYS

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Abstract:

Vietnam in general and the Central Highlands in particular are in the process of accelerating industrialization, modernization and international integration in the context of the scientific and technological revolution that has strongly developed in the whole world. This is a favorable condition and opportunity for the Central Highlands to take advantage of the achievements of science and technology to accelerate industrialization and modernization by taking a shortcut to gain a head start. To take advantage of opportunities and overcome challenges created by globalization and international integration, it is necessary to have strong internal resources. But the first important resource is human resources, especially high-quality human resources. In this article, the author focuses on analyzing the importance of developing high-quality human resources in the Central Highlands today.

Keywords: human resources, high-quality human resources, the Central Highlands

1. Introduction

Human history ultimately is the very history of solving human problems and gradually liberating human from theocracy and tyranny in order to reach the ultimate goal. That is to fully develop the human individual and human society in a civilized world. In the process of existence and development, no country did not pay attention to human issues, promote human resources, especially capable people with good moral qualities. However, each country has a difference in purpose and method of solving. And, the practice has also proven, any country in the world which wants to develop rapidly and sustainably must rely on three basic factors: developing modern infrastructure, applying

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creatively the latest achievements of science and technology and improving the quality of human resources.

As a region with a particularly important strategic position in politics, economy, defense and security, the Central Highlands has many advantages and potentials in socio-economic development. In the context of globalization and international economic integration with the strong development of science - technology and knowledge economy, human resources, especially high-quality human resources always play a direct decisive role in the socio-economic development of the Central Highlands.

2. Research contents

2.1 Developing high-quality human resources is the decisive factor for the success of the industrialization, modernization and international integration of the Central Highlands

As mentioned above, at present, Vietnam in general and the Central Highlands in particular are in the process of accelerating industrialization, modernization and international integration in the context of the scientific and technological revolution that has strongly developed in the whole world. Successful implementation of industrialization, modernization and international economic integration requires a variety of resources, in which human resources, especially high-quality human resources, are the most decisive factor. Affirming the role of human resources in general and high-quality human resources in particular for socio-economic development, the Communist Party of Vietnam emphasized: "*Human resource is the most valuable one, which has a decisive role for our country when financial resources and material resources are limited. That resource is employees with high intelligence, proficient skills, good qualities; who are trained, fostered and promoted by an advanced education associated with a modern science*" [2, p.11]. With this viewpoint, our Party has advocated building and developing a comprehensive education with the aim of improving people's knowledge, training human resources, fostering talents and considering investment in education as investment in social development, not merely investment in social welfare.

Compared with other resources such as capital, science - technology, natural resources... human resources whose most quintessential part is high-quality human resource that always plays a decisive role as the subject of the process of exploiting and using those resources. Because other resources, even if they are so diverse, cannot participate in the socio-economic development itself, thus they cannot be the driving force for development yet. And, these resources can only become the driving force for development in general and socio-economic development in particular when influenced by humans, especially those who have qualifications, skills, and ethical qualities. It is people, with their strength, talent, intelligence and personality that are the decisive factor in the effectiveness of exploiting, using and developing other resources.

On the other hand, as an object, in the development process, high-quality human resources become the object of the exploitation and use. As an object of exploitation and use, high-quality human resources are inexhaustible resources.

The fact has shown that, no matter how diverse and rich other resources are, sooner or later they will be exhausted from human exploitation. And only human resources, including high-quality human resources, are endless resources and never-ending exploitation. However, human resources can only be endless when people both exploit and reproduce and develop it.

Today, the industrial economy has shifted to a knowledge economy, with the trend of globalization and international economic integration, each country is becoming more and more aware of the decisive role of human resources, especially high-quality human resources for the socio-economic development of their country.

For the Central Highlands, entering the stage of industrialization, modernization and international economic integration, in the condition that the level of socio-economic development is still low, the quality of human resources is required, especially the mental power which plays a decisive role in the success of industrialization, modernization and sustainable development. Because the Central Highlands is in the process of integrating into the world economy, this goal is reflected in expanding markets and exporting many goods and services. In order to do that, the Central Highlands must have advantages in competition, but if they want to have advantages, it is required that goods and services have good quality and reasonable prices. The quality and price of goods depend on two key factors: the level of production technology and the professional qualifications and techniques of workers. Moreover, the process of world economic integration is the process of exchange between Vietnam in general and the Central Highlands in particular with other countries in the world in terms of goods and services, currency, new technology, and human resources... in two directions: in and out. Foreign direct investment in Vietnam and the Central Highlands leads to new jobs, new occupations, experience and management skills... All of these have a direct impact on the development of human resources and high-quality human resources of Vietnam in general and the Central Highlands in particular.

From the above facts, it is very important to develop high-quality human resources in the Central Highlands today. If do not have a high-quality human resource with high education, professional and technical qualifications, good moral and physical qualities, the ability to organize and manage, enthusiasm for work, patriotism, self-reliance, national self-esteem..., it is impossible to have exploration and creativity to bring the Central Highlands out of poverty, successfully implementing industrialization, modernization. Only high-quality human resources can absorb, apply the latest achievements of science - technology and efficiently use other resources in the production process. As a result, they become vanguard, in the forefront of the industrialization, modernization and international integration of the Central Highlands.

2.2. High-quality human resource is a condition to narrow the gap between backwardness and fast growth

In the process of accelerating industrialization, modernization and international economic integration, the Central Highlands is facing a huge challenge of high-quality human resources. After decades of focusing on developing human resources on a large scale, the intellectual level of the people in the provinces in the Central Highlands has increased significantly, up to now. However, compared to many countries in the region as well as with other localities in the country, especially compared to Hanoi, Da Nang and Ho Chi Minh City, the level of high-quality human resources in the Central Highlands is generally low. According to Nguyen Hoa author, in the period 2011 - 2018, the proportion of labor with high professional and technical qualifications of the whole country increased from 15.5% to 21.85%, while this rate in the Central Highlands only increased from 11% to 14%. The majority of labors in the Central Highlands (86%) has no technical expertise. They are mainly unskilled workers, doing simple jobs. The level of education, working capacity, sense of discipline, the industrial work style is still low, so they cannot meet the requirements of the employers [6].

Considered as a region with strategic defense and spearhead economic development with many particular strengths. However, the proportion of trained workers in the Central Highlands have increased quite slowly compared to the whole country. The Central Highlands has an average annual increase of less than 1%. In particular, the Central Highlands is still the region with the highest proportion of labors working in the "*agriculture, forestry and fishery*" sector (72.2%, figures in 2017). The rate of trained workers in the region is low, only 26.3% (the target by 2015 is 35%, by 2020 is 50-55%), the quality of training is still limited [7].

The whole Central Highlands region currently has more than 20 universities and colleges. Compared with other economic regions, the Central Highlands currently has the lowest number of universities and colleges in the country, of which Dak Nong province completely has "no" universities, there is only one Dak Nong Communist College. As of August 2017, the whole country has 235 universities, but the Central Highlands has only 4 universities (by 2020 there are 5 schools as planned in Decision 37/QD-TTg), accounting for 1.7% of the total number of schools in the country (the lowest of the 6 economic regions). This shows that the training of highly qualified and skilled workers is not sufficient for the development needs of economic sectors, especially the high-tech sector and the foreign-invested sector. And a total of 409 colleges of the country are concentrated in only 3 key economic regions: the Red River Delta (33%), the North Central and the South Central Coast (21%), the Southeast (18%), while the Central Highlands has the lowest rate in the country (4%). The network of intermediate schools accounts for 4.4% and vocational education institutions is similar. The quality of vocational training in the Central Highlands is still low, enrollment scale is limited and the training mainly focuses on the elementary level. Furthermore, the Central Highlands has lacked technical vocational training institutions, especially high-tech occupations.

Graduates here have not yet met the needs of the employers. In many cases, when being recruited, employers have to retrain them [6].

From the above analysis data, it can be confirmed that the high-quality human resource has not met the requirements of the process of industrialization, modernization and international economic integration of the Central Highlands. While the Central Highlands has a surplus of unskilled labors, there is a serious shortage of highly qualified labor, especially labors for industrial zones and for labor export. This is an alarming situation, inconsistent with the law of growth that is the growth rate of labor with technical expertise must always be higher than the economic growth rate to ensure a sustainable economic growth.

With a low starting point, the process of industrialization, modernization and international integration in difficult economic conditions, even the so-called high-quality human resources still have habits and practices of small farmers, lack dynamism, like freedom. Their sense of organization and discipline in modern industrial production are still weak. And industrial work styles and education level are low. This is one of the reasons why the labor productivity is not high, causing many difficulties for the socio-economic development of the region. Over the past years, with the special attention of the Party and State, the cooperation of all levels of government and people in the region, the Central Highlands has made various achievements in socio-economic development, the people's life has been gradually raised. However, compared with other localities in the country, the Central Highlands provinces still face many difficulties and backwardness. There are a number of reasons for the lagging of the Central Highlands compared to other regions, but one of the important reasons is the limitation of high-quality human resources.

In the context that all countries in general and each locality in particular are strongly affected by globalization and international economic integration with the rapid changes of science - technology and knowledge economy, the development of high-quality human resources will be internal resources, be endogenous factors and be an important driving force for the development of the country. These resources ensure leapfrogging, overcome the risk of lagging and narrow a development gap with other countries in the area and the world. Therefore, a fundamental and strategic issue in the socio-economic development of the Central Highlands is to focus on developing high-quality human resources with the goal of a rapid increase in quantity to improve the proportion of trained workers. Special attention should be paid to vocational training. Besides, it is necessary to ensure a reasonable training structure of universities, colleges compared to trades schools and vocational training facilities. At the same time, it also needs to improve the quality of human resources with standards of professional qualifications, professional skills, qualities and competencies in accordance with the requirements of industrialization, modernization and knowledge economy. Thus, shortening the gap behind countries in the region in general and with other provinces and cities in the country in particular, especially with Ha Noi, Da Nang and Ho Chi Minh

City, step by step bring provinces in the Central Highlands to integration with the area and the world.

3. Conclusion

It can be said that among all the resources contributing to socio-economic development, human resources, especially high-quality human resources always play a decisive role. Therefore, the development of high-quality human resources is a decisive factor to the success of the industrialization and modernization of Vietnam in general and of the Central Highlands in particular. At the same time, it also creates conditions for the Central Highlands to take shortcuts, to narrow a backwardness gap, and to quickly integrate with the world economy. Facing the requirements of economic restructuring, integration and development, the issue of quality, qualifications of the labors is an urgent requirement for the provinces in the region. The Central Highlands should soon have a plan to build a structure of career and training level which is suitable to the trend of economic development. Additionally, the Central Highlands must have a priority policy in building and developing, high-quality workforce to meet the requirements for the region's socio-economic development.

Conflict of Interest

The author has no conflicts of interest to declare. I have seen and agree with the contents of the manuscript and there is no financial interest to report. I certify that the submission is my original work and is not under review at any other publication.

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