

Strengthening the Attraction of High-quality Human Resources in Vinh Phuc Province, Vietnam

Nguyen Thi Thu Ha and Trieu Van Huan

ABSTRACT

Attracting high quality human resources is a strategy in human resource development of Vinh Phuc province. This study focuses on analyzing and evaluating the status of policies on attracting high-quality talent and the results of policy implementation that Vinh Phuc province has achieved in recent years. The study has shown the limitations in activities of attracting high-quality human resources in the province such as: policies on attraction and reward of highly qualified labors have not been based on work efficiency, dedication to the development of the province; The province's policy on attracting high quality talent is still lacking in breakthroughs, not in sync with other policies. In order to overcome the limitations, and at the same time further promote the activities of attracting high quality human resources to Vinh Phuc province in the coming time, the study has proposed a number of possible policy solutions such as: Innovating in talent recruitment; Creating a favorable working environment and conditions; Implementing salary policy innovation; Enhancing treatment and honoring the attracted high quality labors.

Keywords: Attracting High-Quality Human Resources, High Quality, Human Resources, Labor.

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I. INTRODUCTION

High-quality human resources are the quintessential and important force constituting human resources of the country as well as of each locality, an important factor in socio-economic development. Especially in the context of international integration and a knowledge-based economy, human resources, especially high-quality human resources, increasingly play a decisive role in growth.

Determining the role and importance of high-quality human resources, Vinh Phuc province has implemented synchronously many solutions to improve the quality of human resources. The province has many mechanisms and policies to focus on developing human resource management, paying attention to building and implementing the policy of building a team of intellectuals, using talented people to work in agencies. The province's policy of attracting high-quality human resources has been gradually improved through many adjustments, but it still lacks breakthroughs and is lower than that of other provinces in the region and the private sector; has not yet created a really good and suitable working environment for high quality human resources. The working mechanism is still inflexible, the opportunities to improve the qualifications and be promoted are still limited ... causing barriers to attract and retain excellent labors. In this difficult status, Vinh Phuc province needs to have feasible solutions and policies in order to create a strong breakthrough in attracting and using human resources, meeting the requirements of tasks in the period of renovation and international integration of the province.

II. LITERATURE REVIEW

A. High Quality Human Resources

There are many definitions of high-quality human resources, in Vietnam for the first time the term high-quality human resources appeared in the Document of the 10th Communist Party Congress of Vietnam affirming: "Developing high quality human resources rapidly, especially the leading expert in the industry". It has shown that there are new points in Vietnam's human resource development strategy, in which focusing on developing high quality human resources, considering it as a breakthrough in order to soon get the country out of underdeveloped status, and at the same time create rapid development, meeting the requirements of the international integration process.

The high-quality human resource is a concept to refer to employees who have been trained, have high education and skill levels (professional and technical) corresponding to a specific occupation according to the criteria for classifying labor in certain professions and techniques (university, post-university, college, skilled technical workers) and having good working skills (Hung & Dinh, 2011). These workers have the ability to quickly adapt to the continuous changes of the working environment, have good health and quality, have discipline, have ethics and professional style, and want to contribute their talents, their efforts for the success and development of the collective. Moreover, it is the workers who are able to apply the knowledge and skills that have been trained in the production process in order to be creative, improve productivity, quality and bring high efficiency in work.

Human resource is the most quintessential part of human resources. This force has a high level of education and technical expertise, has good labor skills and is able to quickly adapt to rapid changes in production technology, has good qualities and is able to apply creatively knowledge and skills that have been trained into the production process in order to gain high productivity, quality and efficiency (Lan, 2011).

High quality human resource is a force that crystallizes the essence of human resources. They are the part of the labor force with high education and technical expertise or with good labor skills, creative capacity, industrial style, and ethics in their profession. Especially, they have the ability to adapt quickly, meet the requirements of reality, know how to apply the knowledge, skills and experience that have been trained and accumulated in the working process to achieve production results with high productivity, quality and efficiency.

B. Attraction of High-quality Human Resources

Attracting human resources is one of the important stages of human resource management to recruit qualified workers to meet the requirements to work in an agency or organization (Dung, 2011).

Attracting human resources is the process of finding and attracting people who are considered qualified to register and apply to work in an agency or organization. In the modern world, when the economy gradually transitions to a knowledge-based economy and in the trend of globalization and international economic integration, high quality human resources increasingly play a decisive role in economic - social efficiency.

The concept of "Attraction of high-quality human resources" can be understood as the necessary measures and methods of managers to attract high-quality human resources, meeting development requirements of organizations and localities.

III. METHODOLOGY

The study used secondary data, which were collected from Vinh Phuc Department of Home Affairs. In addition, the study collected and used secondary data from publications, related studies, and official websites. The methods of descriptive statistics and comparative analysis were used to present and analyze the data in order to describe the current state of the research problem.

IV. RESULTS AND DISCUSSION

Implementing strategies and policies of Vinh Phuc province to create favorable conditions for intellectuals to improve their qualifications, from 2016 to 2020, Vinh Phuc Provincial Party Committee and People's Committee have sending about 700 people to post-graduate training; 226 civil servants and officials go to training courses to update their professional knowledge and improve their English skills abroad.

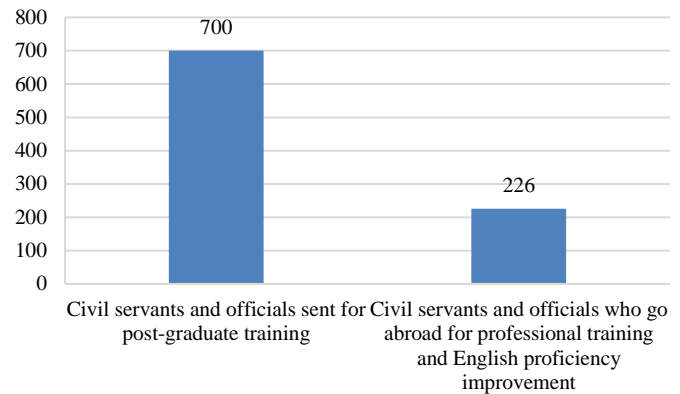


Fig. 1. Number of civil servants and officials sent for training and qualifications improvement of Vinh Phuc province, 2016-2020 (Vinh Phuc Department of Home Affairs, 2021).

Because of implementation of policies to attract high-quality human resources in recent years, Vinh Phuc province has attracted 119 graduates of full-time systems of medical and pharmaceutical universities, thereby sending them to train and implement support policies during the training process; Has attracted and employed 56 trained people, in which, there are 42 doctors, 13 pharmacists and 1 master in engineering working in the province. The province has implemented the regimes of incentives, encouragement, and support for those who go to training and retraining and enjoy the attraction policies. This has created the motivation for civil servants and officials to study, train and improve their qualification.

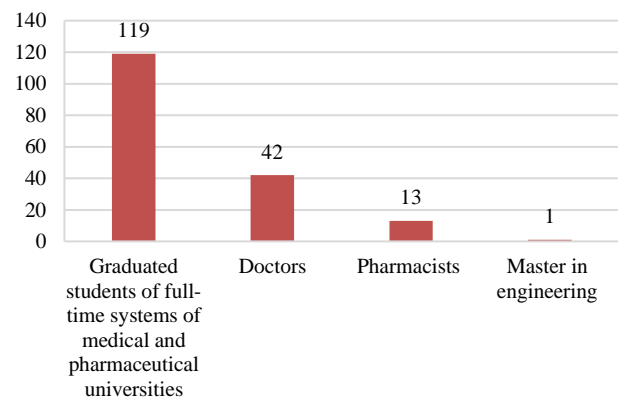


Fig. 2. Number of talents attracted by Vinh Phuc province, 2016-2020 (Vinh Phuc Department of Home Affairs, 2021).

Implementing policies and activities to attract and develop high-quality human resources, Vinh Phuc province in recent years has achieved certain achievements. At present, 100% of leaders, managers, civil servants and officials at the provincial, district and commune levels have met the standards of training qualifications as prescribed, the province has 91 people with doctorate degrees, 2,957 master degree, 16,975 bachelors are working at agencies.

According to a report by the Department of Home Affairs of Vinh Phuc province, by the end of 2020, out of a total of 24,767 civil servants and officials at all levels in the province, 22 people have doctoral degrees, 1,842 masters, 16,022 bachelors, 57 second degree specialist and 396 first degree specialists.

TABLE I: PROFESSIONAL QUALIFICATIONS OF OFFICIALS, CIVIL SERVANTS AND OFFICERS AT ALL LEVELS OF VINH PHUC PROVINCE
(AS OF DECEMBER 31, 2020)

Levels	Doctor of Philosophy	The 2nd degree specialist	Master	The 1st degree specialist	Bachelor	College	Intermediate	Others	Total
Commune level	0	0	44	0	1,724	110	456	53	2,387
District level	1	0	342	0	7,386	2,035	518	0	10,282
Provincial level	21	57	1,428	396	3,462	428	636	201	6,629
Kindergarten and medical facilities	0	0	28	0	3,450	619	1,372	0	5,469
Total	22	57	1,842	396	16,022	3,192	2,982	254	24,767

Unit: People (Vinh Phuc Department of Home Affairs, 2021).

The majority of commune-level civil servants have bachelor's degrees (accounting for 72.22%), the proportion of cadres with master's degrees is still very low (accounting for only 1.84%). Civil servants at the district level are also mostly bachelors (accounting for 71.83%), college degrees accounting for 19.79%, the proportion of cadres with postgraduate qualifications is very low (doctorate accounted for 0.02%, masters accounted for 3.33%). Particularly at the provincial level, the proportion of civil servants with postgraduate degrees is higher than at the district and commune levels (master's degree accounts for 21.54%, doctorate accounts for 0.32%), and there is a team of the 1st degree specialist and the 2nd degree specialist (accounting for 6.83%).

Although Vinh Phuc province has had certain achievements in developing high-quality human resources, the policies that the province has implemented over the past time have not been effective as expected. There are limitations in building a team of intellectuals and taking advantage of talents in recent years. The province's intellectuals have increased in number but are not strong enough, there is a shortage of scientific and technical staff, highly qualified managers, and a lack of good experts in most fields, especially fields of science and technology, finance, investment, agriculture, construction, and healthcare. Some cadres, civil servants and officials have high educational qualifications, but their practical capacity is still limited and has not contributed much to the development.

The activities of training and retraining cadres and officials are not really associated with the planning and use of cadres, not really associated with employment positions; have not yet trained leading experts and officials capable of consulting and making policy. The sending of civil servants and public servants to overseas training and retraining has low efficiency, the number of highly qualified cadres attracted to the province is still small.

Some sectors and localities in the province cannot retain good cadres. There is a situation where doctors, teachers, civil servants and officials with good professional qualifications and high professional skills move to big cities and non-public areas to work.

The policies to attract and treat highly qualified civil servants and public servants are still based on diplomas but are not based on work efficiency and dedication to the development of the province. There are no policies and solutions to use retired intellectuals, private sector intellectuals, and experts from the central government. The

province's policy to attract high-quality talent is still lacking in breakthroughs and is not synchronized with other policies such as housing, development opportunities; not as attractive as some other provinces in the region and compared to the private sector; have not yet created a really good and suitable working environment... creating barriers to attracting and "retaining" talents.

The above situation stems from the following main reasons: Some Party committees, authorities and heads of agencies in many localities are not fully aware of the position and role of intellectuals and talents; not really interested in leadership, directing closely to the work of building a team of intellectuals and respecting talents; while the ideology holds back talented people, has not created conditions for intellectuals and talented people to work, dedicate and promote their full potential. The provisions of the law on the recruitment of civil servants and public employees are rigid, inflexible, and do not create conditions for localities to have open and specific policies to attract and utilize talents.

V. CONCLUSION AND RECOMMENDATION

Understanding the growing importance of high quality human resources for the province's socio-economic development in the context of deep international integration and the strong industrial revolution 4.0, the Provincial Party Committee and People's Committee of Vinh Phuc province has promulgated many policies and implemented activities to attract high quality human resources to the province, achieved certain achievements but not really effective, there are still some limitations from policy to actual implementation in sectors, localities, units and organizations in the province. In order to overcome the existing limitations as well as promote the activities of attracting high quality human resources to Vinh Phuc province further in the coming time, the study proposes a number of policy solutions as follows:

(1) Developing and completing a specific and practical policy on recruitment of qualified human resources. Developing recruitment criteria for subjects such as: PhD, master, bachelor, engineer, college, professional intermediate, vocational intermediate, vocational workers. It is necessary to develop for each object a separate criterion, suitable to the requirements to be selected. Developing recruitment criteria by region or by major economic sector..., with special priority given to disadvantaged areas, mountainous areas or the Agriculture-Forestry-Fisheries sector; private sector of the economy. Determining the form

of selection such as: entrance exam, interview, recruitment examination. Combining two forms of selection, which is: entrance exam combined with face-to-face interview, eliminating the admission form...

(2) Creating a favorable working environment and conditions. It is necessary to arrange personnel with the right expertise and forte, boldly assign jobs to the people who are attracted, and create conditions for them to strive. It is necessary to have a proper objective assessment attitude, to recognize their dedication and create conditions for them to advance if they do well and make their best efforts. Agencies need to create favorable conditions in terms of facilities to support their work, friendly colleagues who are always ready to help in their work, and leaders to acknowledge their qualifications and capacity... Building a salary payment mechanism according to the working position for a number of necessary job positions. The province needs a breakthrough mechanism in allocating and using young human resources. Leaders of agencies need to boldly assign jobs, and at the same time have an appointment mechanism to ensure fairness between young people and longtime employees.

(3) Implementing salary policy innovation, creating motivation for employees. Continue to speed up the wage reform in the state sector in accordance with the characteristics and requirements of the market economy. Develop a regulation on salary and bonus payment, unifying the general principle in the distribution of wages in the direction of linking the level of enjoyment with the results of contribution, responsibility, and efficiency at work.

(4) Strengthening the treatment and honoring for the attracted high-quality talent. It is necessary to study the special treatment policy for outstanding talented people, leading experts and scientists. Creating adequate conditions for facilities and facilities to work and research for scientists, young talents currently working and working in the province, with emphasis on both material and spiritual aspects. Priority in buying land and houses; increase the level of initial support funding; quickly deal with preferential policies. Regularly honoring talents comes with an incentive mechanism for material benefits for those whose contributions bring many benefits to society.

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