

DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES SERVING FOR SOCIOECONOMIC DEVELOPMENT OF DA NANG CITY

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Abstract: *Da Nang city is a national grade I, dynamic city in the Central Viet Nam and Central Highlands, plays an important role in contributing to the successful implementation of industrialization and modernization of the country. Therefore, Da Nang City should have high quality human resources, in particular, those who are virtuous, talented, intelligent, creative, well-prepared in terms of cultural knowledge, well-trained in terms of professional skills, production capacity, economic and social management, and high scientific and technical level. Since the implementation of the high-quality human resource development project in 2004, undergoing many changes, the development of the high technology of Da Nang has partly met the requirements of the economic development process of the country in general and Da Nang in particular. Derived from this, the paper is to clarify some aspects of the theoretical issues of high-quality human resources that provide a scientific basis for analyzing the situation of Danang City and proposing solutions for developing the high-quality human resources of Danang City in the future.*

Keywords: *Human Resources, High Quality Human Resources, Danang City*

Introduction

For development, a country needs to have the resources for economic development, such as natural resources, capital, science, technology and human resources, of which, the human resource is the decisive and important factor for growth and development economic of every country.

Recognizing that problem, the documents of the Party and the State have affirmed: People are always the center of the entire sustainable socio-economic development strategy; taking human resource development as the fundamental element for rapid and sustainable

development. Vietnam is in the process of industrialization and modernization, but we also lack many conditions for development such as capital, technology, and management knowledge and experience. In order to firmly grasp these elements, it is necessary to have strategies and solutions to improve the quality of human resources. In the target and direction of national development in 5 years period from 2016-2020, the political report at the XIIth Congress of the Party emphasized: “Industrialization and modernization in the coming period is to further accelerate the implementation of the industrialization and modernization model in the context of development of the socialist-oriented market economy and international integration with knowledge economy development, taking science, technology, knowledge and high quality human resources as the main driving force ” (Communist Party of Vietnam, 2016). This point of view of the Party shows the importance of human resource development, considering the training and effective use of high-quality human resources is one of the key factors for promoting socio-economic development.

Da Nang is a major city of the Central Vietnam, the center of socio-economic development of the region. The resolution No. 33 of the Politburo on “building up and developing Da Nang city in the period of industrialization and modernization” confirmed: “building up Da Nang city into one of the big cities of the country, a major socio-economic center of the Central Vietnam with the role of a center of industry, trade, tourism and services; a seaport city, an important traffic hub for domestic and international transport; a center of Post and telecommunications, finance and banking; one of the center of culture - sports, education - training and science - technology of Central Vietnam; a geographical location that holds the strategic position of national defense and security in the Central Vietnam and the whole country. Da Nang must strive to become one of the leading localities in the process of industrialization and modernization, basically become an industrial city before 2020”.

In order to achieve the above objectives, in the past years, the Party and authorities of City have set up and implemented many policies and guidelines to promote the city development in all aspects. As a result, Da Nang has made great strides in development, achieved important achievements in many fields. One of the main reasons that leading to many achieved successes is that Da Nang knows how to promote the human resource factor develops the high-quality human resource.

Data and Methodological Approach

This article uses various data collection techniques, including primary and secondary sources. Documentation analysis was the research method. It is because documentation was of particular importance for analysis at the provincial and national levels. Secondary data collected in terms of the political and institutional aspects of local governments in Danang City were prioritized, focusing on the analysis and understanding of to what extent the local governments prepared the high-quality human resource for socio – economic development. The official documents were analysed, including regulations, procedures, norms, decrees, official programs, government publications, official statistics, newspapers and magazines, records of meeting, project reports, and also web pages and the internet, as well as policy papers, researches published by non-governmental organizations (NGOs) and community organizations that were organized in a database.

Literature Review

The Concept of Human Resources and High-Quality Human Resources

Human Resources

In the past, people have recognized the role of human resources as a mean, a resource for development same as all other material resources. Nowadays, this perception has changed. Human resources are not only the main motive but also the goal of development. Human intellect is highly valued because it is the most powerful source of progress and social development. According to Alvin Toffler, all-natural resources can be exhausted, only intellect is endless because "knowledge never ceases" (Alvin Toffler, 1991). High quality human resources, Specific representative of the knowledge, if it is reasonable exploited and fostered, will develops more and have capacity of rapid regeneration. Because of this, human resources have become the object of research in many different majors of economics, and since then people have come up with different ways to improve their human resources for socio-economic development.

According to social labor theory, human resources is understood in two meanings, the broaden meaning is the supply of labor for social production, providing human resources for development. Therefore, human resources include the entire population can develop normally. In the narrow sense, the human resources are the working capacity of the society, a source for socio-economic development, including groups of people in working age and participation in the production of society.

In the theory of human, the human is the most important element of the production process, a means of socio-economic development. Human resource is considered as all other resources, so also need to invest.

Nowadays, when talking about the concept of human resources (human resource force), there are many different concepts: The World Bank organization states that "human resources are understood as the total potential of human including: Physical, intellectual, mental strength that each individual own". The United Nations argues that human resources are "all human knowledge, skills, experience, competence and creativity that are relevant to the development of individuals and of the country" (Griffin & Mc Kinlly, 1999). Therefore, the United Nations has called for countries to pay more attention to the development of human resources.

Bao (1993) states that "Human resources are a combination of physical and mental power, showing creativity, quality of human performance and development prospects".

Professor. Academic. Hac (1996) states: "Human resources are understood as population and human quality, including physical and mental, health and intellectual, capacity and quality".

It can be seen that, although different approaches, the concepts of human resources are consistent with the basic content: human resources are the labor supply for the society, which

constitutes the force of production, keeping the decisive role for the socio-economic development of every nation.

High Quality Human Resources

High quality human resources are a wide concept and are still being understood from many opinions. From the Marx's period, also the term "high quality human resources" was not mentioned, Marx cites the notion that is relevant to this issue: the human with the capacity to develop comprehensively have enough expertise the whole production system" (Marx- Engels ,1995, set 4). Here, Marx wants to talk about qualified people, capable of applying scientific and technical achievements to production. In addition, Marx also put forward the concept of talent for high quality human resources: "talented people are not just a few, talented people, great people who have talented professionals and advanced workers are talented" (Marx- Engels,1995, set 3). He said that the people are the greatest talent treasure.

In the "Great Economic Dictionaries" of China, there is also the concept of talents: "these are the people who, in certain social conditions, have certain specialized knowledge, high technical ability, creative nature of their own in the practical conditions of social activities, capable of contributing to the development of society and of humanity". Similarly, politician Deng Xiaoping has also emphasized the role of high-quality human resources, who are talented in the cause of socio-economic development of the country. He gave the thought: "Respect for knowledge people, respect for talents is the great success of the country".

In Vietnam, the term "high quality human resources" is officially stated in the document of the Xth National Party Congress: "Through the comprehensive reform of education and training, development of high-quality human resource, promotion of the education sector of Vietnam"(Communist Party of Vietnam, 2006). However, until now, there is not a unified concept and the basic criteria to determine what is the high-quality human resources that exist different ideas.

According to prof. Academic Hac (1996): "The high quality human resources are highly qualified and capable force, the mobile Strike Force to receive advanced technology transfer, effectively use the application in the conditions of our country, the Nuclear power to bright the major into the industrialization and modernization expanding as the oil spill pattern driven by the ability to drive lower-level parts and power up quickly the capacity of the oil spills by leading qualified and less capable parts, moving up quickly".

Prof. Dr. Chuan said: "A new human resource is an educated work force with high professional qualifications and is able to adapt quickly to the rapid changes in production technology"(State-level Science-Technology Program KX05, 2003).

In addition to the above conceptions, there are other terms that refer to high quality human resources that close-up or commonly used. These terms have narrower and more specific implications for qualified laborer who are highly qualified in the manufacturing sector. For example, in the field of material production there are terms such as professionals, artisans, skilled workers ... or in the field of mental production have terms such as professionals,

scientists, experts ... Besides, people often used the term talent, great people to honor the high-quality human resources.

The Role of High-Quality Human Resources for Socio-Economic Development

The most decisive resource for the socio-economic development of a nation today is no longer a natural resource, a material resource, a financial resource (capital, monetary resources), it is human, human resources, in particular, the high-quality human resources.

High quality human resources are the main source of decisive growth and socio-economic development. Human resources, labor force is the decisive factor in the exploitation, utilization, protection and regeneration of other resources.

The human resources, capital, natural resources, technical facilities, science and technology are always interrelated, in which human resources are considered as endogenous. It governs the socio-economic development of each country. Compared with other resources, human resources with the leading factor is intelligence with the advantage of not being exhausted if it is trained, exploited and used properly, and other resources. However, it is only limited and only effective when combined with effective human resources. Thus, human beings as the human resource, the creator of creativity, are the elements of the production process, the center of internal resources, the main source of decisive development of the socio- society.

High quality human resources are one of the factors that determine the success of industrialization and modernization. Human, High quality human resources is not only the subject, the goal of the industrialization and modernization but also the development of that work. We say that High quality human resources is the motive force of the industrialization and modernization process, because it is a high-quality labor force, mastering the production lines, modern technologies and creating products with high labor productivity. This is a resource capable of developing strategies, policies for industrialization and modernization, creating modern scientific and technological achievements and applying them to the process of economic restructuring and material production, socio-economic management; To work out solutions to adjust and settle the contradictions arising in the process of industrialization and modernization; forecasts of development potential, potential risks of lagging and the role of training of other human resources.

In order to successfully implement the industrialization and modernization process, it is necessary to know how to approach and apply new achievements in science and technology of mankind, maximize the inherent advantages of the human resources of Vietnam, transforming people, High quality human resources into motives for the cause of industrialization and modernization of the country. Only high-quality human resources – the people with capacity to develop comprehensively, quickly capture the entire production system in practice, meet the need to exploit and use natural resources for social development, then can bring the work of industrialization and modernization to be victory. It cannot mention to industrialization and modernization of the country in the era of civilization, intellect, revolutionary era of science and technology and shortage of high quality human resources, good scientific staffs. Understanding this, during the Fourth Conference of the

Party Central Committee, the VIIth Congress confirmed that "human develop intellect, physical strength, spiritual morality, the dynamics of the cause of social construction, as well as the goal of socialism"

High quality resources are the conditions to shorten the lag, promote economic growth and ensure sustainable development.

The existence of society is indispensable to economic development. But, for civilized society, socio-economic development is not self-destructive, but rather to serve human beings, to develop human beings. Therefore, human resource development, furthermore, develops high quality human resources, is the goal of development. In order to go straight to the modern and developed knowledge economy, the key issue for a later country is: how to train quickly to have a powerful enough knowledge force that is really useful for a strategy, shorten development. One of the typical human resource development experiences in the country after the success of the effort to catch up is from the beginning and not limited to even creating conditions to encourage young people to study abroad, especially in the leading scientific and technological centers. The force trained in these centers, after returning homeland, will play a key role in the economic and scientific-technological development process.

Vietnam has the same direction, but it has not turned it into a strategy, a stature and a determination to act for country more unitedly and strongly.

Situation of High-Quality Human Resource Development In Da Nang City

High-Quality Human Resource Development Policy

Since 1997, after becoming a centrally-run city, Da Nang faced a shortage of resources, especially in the public sector. To deal with this situation, the city's leaders have issued and implemented many policies on human resource development in a timely manner, especially policies on attracting human resources and training human resources.

The first Party Congress after the city was established (XVII Congress - October of 1997), there was a policy on attracting human resources for the public sector. This was followed in Action Program No 01-Ctr/TU dated 15/12/1997 by the Party Committee on the implementation of the Resolution of The 3rd Central Committee of the Communist Party of Vietnam (VIIIth Congress) on " Staff strategy for the period of accelerating industrialization and modernization of the country ", the People's Committee of the City has issued the Official Letter No. 93/CV-UB of January 17, 1998 on the reception and arrangement of work for graduates of the university with very good rank, good rank who has not job yet. This is the first legal basis in the policy to attract human resources to work in the agencies, units in the city.

However, due to the demand of the City, on December 11th, 2014, the Danang People's Committee signed the commitment for Implementation of the Resolution No 83/NQ-HDND, section VIII on suspending the implementation of the policy on attraction of Human Resources.

Together with the policy on attracting human resources and undertaking the industrialization and modernization of the city under Resolution No. 33-NQ/TW of the Politburo, the Da Nang Party Committee has defined the task of “establishing the program on training of high-quality human resources in line with the requirement of economic restructuring and development in the coming years”. The program is issued together with the Decision No. 117/2004/QĐ-UB dated July 07th, 2004 of the People's Committee of the City on approving the program on development of education and training, science and technology, quality improvement of training of high quality human resources to meet the requirements of the industrialization and modernization period and also clearly states: "paying attention to train the high quality human resources for the key economic branches of the city, Especially good experts in management and technology transfer".

The resolution of the 20th Party Congress of the Da Nang city (2010-2015) and the 21st Party Congress (2015-2020) has continued to affirm the task of developing high quality human resources as one of the breakthroughs in the socio-economic development of the city

The policy on attracting and training high quality human resources of the city is the right policy, consistent with the central direction, in accordance with the requirements of the actual development of the city. These policies affirm the city's strategic vision of human resources, especially high-quality human resources in the public sector.

Results of Implementation of High-Quality Human Resource Development Policy

About Policies to Attract and Pay for Human Resources

Attracting people to work for the city has been implemented since 1998 with the policy of preferential treatment for people who voluntarily come to work in the city. From then to now, the city has made adjustments to the policy to suit the socio-economic conditions and human needs of the city and there are policy adjustments for each object.

Up to December 2014, the city has received and arranged work for 1,269 people graduated from public universities (including 25 doctors, 283 masters and Doctor of medicine, 961 people with undergraduate degree). Arranging for administrative office, 591 people (76 of them in district office and 76 in ward and commune office) and 678 in non-productive units.

Regarding the structure of training major of the people employed: 25.9% of social sectors, 17.3%, 15.8% of education sector, 10.2% of science and technology, construction 7.5% in law sectors - administration and management, 9.2% in accounting and finance, 2.4% in information technology and telecommunications, 11.82% in other sectors. In 1,269 people, there were 591 people in the administrative office (including 128 people in wards and communes) and 678 in non-productive units.

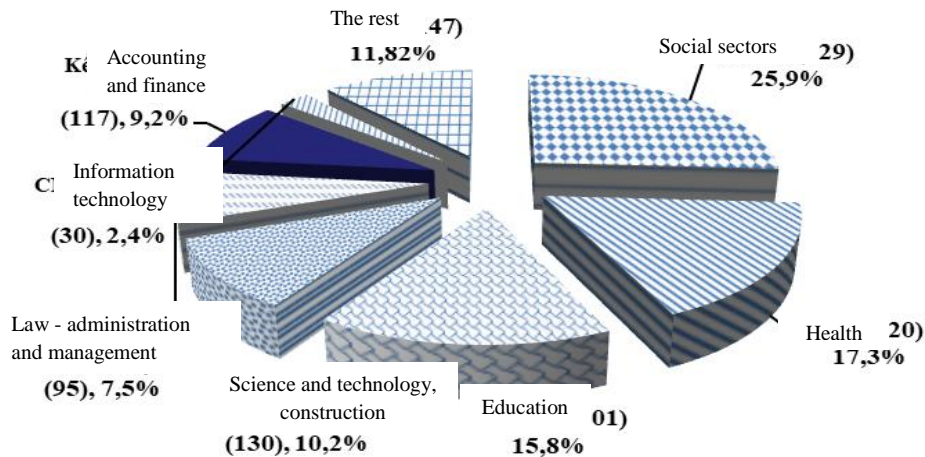


Figure 1: Structure of Training Programs of The Attracting Program

(Source: Da Nang Center for Promotion of Human Resources Development)

The city has paid attention and facilitated the working environment, implemented the policy to ensure superiority to other subjects in the same agency such as the initial treatment regime, monthly support, arranging housing for a number of subjects from other localities to work in Da Nang, these subjects shall also be given priority in recruiting public servants and officials.

Most of the staff attracted quick access and adapt to work, worked effectively, many staffs have matured, succeeded in the field; Many people are arranged to take leadership positions in management: 145 people are appointed leaders, manager of Department (accounting for 11.42% of the total attracted staff); Among them, ward and commune leaders: 16; Leader of agency and equivalent: 114 people; The 15 leaders managed by the Standing Committee of the City Party Committee. The initial fund and monthly allowance (1,000) are estimated at over 56 billion VND.

About the Training Program for High Quality Human Resource

With the attraction of human resources, in 2004, the city began to train to develop human resources quality. Unlike other localities in the country, the training activities only focuses on the postgraduate level, Da Nang has granted scholarships to train immediately from the university. This policy is implemented by the project of training at university level at domestic and abroad for students of Le Quy Don High School (approved by Decision No. 151/2004/QD-UB dated September 6th, 2004, referred to as Project 151, then adjusted to Scheme 32, Scheme 47). On March 22nd, 2006, the Standing Committee of the City Party Committee issued Decision No. 393-QD/TU approving the scheme "Training 100 Masters and PhDs in foreign institutions" (Scheme 393). By the year 2011, these two projects have been merged into the High-Quality Human Resource Development Project issued in accordance with Decision No. 922-QD/TU dated 11/02/2011 of the Standing Committee of the City Party Committee (Scheme 922).

In the process of organizing to implement the scheme, the Party Committee of the City (directly the Standing Party Committee and the Steering Committee of the Scheme) regularly directs and draws up guidelines suited to the practical situation to modify, complete the

project gradually. Therefore, the results have been very high.

According to the statistics of Da Nang Center for Promotion of Human Resources Development, up to September 2018, 647 trainees were sent to study under Project 922, of which 398 undergraduate trainees (163 domestic training and 235 abroad training), 128 training were trained with Doctor degree, Doctor of Medicine degree as project and 121 graduate trainees (99 master's degrees and 22 doctoral degrees).

About the structure of the training major: health sector: 190 (29,37%), Engineering – technology: 123 (19,01%), administrative management: 122 (18,86%), economy: 97 (14,99%), urban construction - management: 50 (7,73%), pedagogy: 42 (6,49%), law: 23 (3,55%).

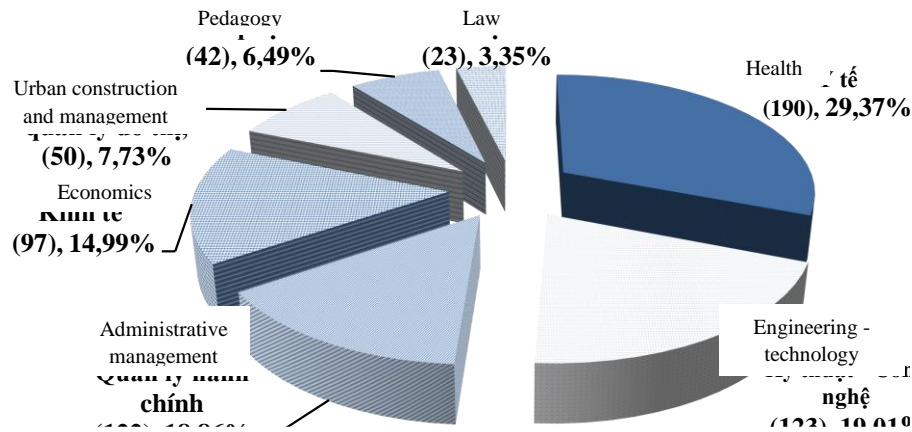


Figure 2: Structure of The Training Major as Project 922

(Source: Da Nang Center for Promotion of Human Resources Development)

In 647 participants, 460 people has graduated including 268 undergraduates, 82 masters, 13 Ph.D, 69 doctors, 28 doctor of Medicine). The detail result: 64.35% achieved excellent and very good, 32.17% good, the remaining rate completed PhD program.

In 460 trainees who have graduated, there are now 380 people working in the city's agencies, including 136 people in administrative offices, 210 people are arranged in non-productive units, the rest people are arranged in the party and mass organizations. Many of them have grown up, specifically: 207 trainees have been recruited as civil servants, 60 trainees are appointed as managers (44 trainees are departmental or equivalent officers, and 16 trainees are deputy Director upward).

Based on the data above, we have found that training activities of high-quality human resource in Da Nang City has made many significant improvements, from source generation to professional training. That has created a high-quality workforce to meet the socio-economic development needs of the city.

Status of Short-Term Training

In addition to regular training and retraining of cadres and civil servants in accordance with regulations and requirements of work, since 2011, the city has begun to pay attention to the

implementation of high-quality short-term training courses. Mostly, international experts are invited to teach and share experiences for city cadres and civil servants, provide in-depth knowledge and experience in solving problems of the city, especially in the fields of tourism, urban management, health, leadership and management, skills, etc. Specialized courses have been organized such as: 1. “Using and retaining talent” inviting lecturers of National University of Singapore; 2. “Building a green city” inviting lecturers of University of the West of England, England; 3. “Inter-sectoral coordination for tourism development in Da Nang city” inviting lecturers of Southern Cross University, Australia; 4. “Planning for climate change adaptation for local communities” inviting lecturers of Griffith University, Australia... addition to the city budget, funds for organizing refresher courses are also mobilized from international partners to support part of tuition fees.

2017 is the first year the city approves plans to deploy a large number of high-quality training courses, including abroad courses; in particular, the city has completed the organization of 05 training courses overseas for a total of 32 students. In addition, under the direction of the city, the Da Nang Center for Promotion of Human Resources Development also held 11 domestic training courses.

With the above results, we can say that the initial development of the high-quality human resources has achieved important achievements. The quantity and quality of the high-quality human resources of the city have been improved, and annually, highly skilled workforce has been trained. The policy of recruiting talent has brought about positive results, improved the working environment and socio-economic development of the city.

However, besides the achievements, the development of high-quality human resources of Da Nang city in recent years is still limited, weak. The quantity and quality of the city's high-quality human resources have increased rapidly but in general, it uneven over time and do not meet the requirements of city development. The education and training process are inadequate, limited, the quality of education is not high, compared to the population of Danang, the education and training sector annually creates a small number of high-quality human resources. The number of skilled workers accounts for a very small proportion of the city's total workforce. High quality human resources development projects managed by the "Da Nang Center for Promotion of Human Resources Development" are still limited, regulations of the project have not been institutionalized in terms of state, working procedures, the performance result is still not high, the results of some students are not good, some students after the training is not completed tasks. The policy of treatment, retention of attracting and training subjects is limited, spread and lack of synchronism, not based on capacity and dedication. The city has not fulfilled commitment to consider on leasing houses for attracting and training subjects.

High Quality Human Resources Development Solution for The Socio-Economic Development of The City.

Deeply aware of the importance of high-quality human resources for socio-economic development, in the past few years, the leaders of Da Nang city have put forth practical guidelines and policies for the development of high-quality human resources to meet the requirements of the socio-economic development, the industrialization and modernization of

the city, from that Da Nang has made significant development in all aspects. However, in order to successfully implement the Resolution of the 21st Party Congress, effectively implementing three strategic breakthroughs, Da Nang has to continuously push up the development of high-quality human resources. With that in mind, along with the shortcomings in the recent development of the high technology, and on the basis of the guiding viewpoints on the development of high technology, we have proposed some solutions with urgent nature for Da Nang city to develop high quality human resources as following:

Firstly, strengthening the leadership of the Party for the development of high-quality human resources, strengthen the organization of the organization of the implementation of the development of high-quality human resources.

Strengthening the leadership of the Party for the development of high quality human resources, raising the sense of responsibility of the Party committees, administrations, the Fatherland Front and socio-political organizations in implementing the breakthrough direction of fast development of high quality human resources, in order to unify the direction of the development of high quality human resources, the municipal Party Committee appoints a city leader to directly advise the Party Committee and take responsibility before the Party Committee for steering and directing the city's high quality human resources development and at the same time to direct the arrangement of work for those who are attracted and trained

Consolidating the organization and apparatus of Da Nang Center for Promotion of Human Resources Development into the direction of attaching this unit to City's Department of Home Affairs and incorporate the contents and functions of the Center into operations of general public training of the public sector of the city. In addition, it is necessary to ensure that the operation mechanism of the center is the city's advisory body for the development of the high-quality human resources and the unit that directly organize development of high-quality human resources as professional direction, continuing investment in facilities and human resources to build this agency to be strong contingent that has officials and employees with good moral and political qualities ensuring the completion of assigned tasks.

Secondly, perfecting the system of mechanisms and policies for developing high quality human resources: developing and finalizing legal documents related to mechanisms and policies for implementation of high-quality human resource development that ensure a strict legal corridor that meets the new objectives and orientation of the city. In addition to funding for investment in developing high quality human resources from the city budget, actively mobilizing and encouraging socialization, especially strengthening the search and mobilization of scholarships from organizations, international training institutions and individuals.

Thirdly, improving the effectiveness of management and use of high quality human resources, setting up the work arrangement process, clearly defining the functions and tasks of each relevant agency, organizing to study, providing information to the target audience about training and the employer before the placement of work, each department, branch,

locality of the City continue to build and improve working environment, office culture in accordance with modern and friendly administration, applying mechanism for evaluating and recognizing practical achievements, evaluating the results of work performance, job placement, incentives to create motives and creativity of the subjects attracted and trained.

Fourth, dramatically renovating education and training - the decisive factor for the development of high-quality human resources

To improve the high-quality human resources, the education and training is the most important factor. According to scientist Jacques Hallak (senior expert on education of the Institute for International Planning), education plays an important role not only because it increases human force, but also education is to make human to be able to accept and adapt to changes. Education enables individuals to have new scientific methods and forms of thinking that are far different from old ones.

Before the strong development of the socio-economy, the increasing and high demand of the industrialization and modernization, the city's education and training has not met and still weak in many aspects as size and structure, quality and effectiveness, discipline in education, implementation of social justice, teachers). Therefore, in order to overcome these weaknesses, we need to address the following issues in the city: Firstly, it is important to be aware of the position and role of education and training. Secondly, continue to renovate and improve the education and training system (both content and methods). Thirdly, it should to implement the principle of socialization, democratization and the human culture of education and training. Fourthly, developing quantity, improving quality of teachers and investing for education and training. Fifth, strengthening international cooperation to improve the quality of education and training.

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