

DEVELOPING HIGH-QUALITY HUMAN RESOURCES IN GOVERNMENT BUILDING IN BINH DUONG PROVINCE TODAY

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Developing high-quality human resources is both a goal, a driving force and a decisive factor for the socio-economic development of the nation in general and of Binh Duong province in particular. Over the years, Binh Duong province has effectively performed the task of improving the quality of human resources, especially high-quality human resources, in order to create a premise for building a strong government. However, in the implementation process, there are still many difficulties and limitations. The article analyzes some results of human resource development in the province and at the same time highlights some shortcomings in human resource development in the construction of the government of Binh Duong province. At the same time proposes some solutions to develop high-quality human resources in Binh Duong province in the coming time.

Keywords: *Binh Duong province; Human resources; High-quality human resources.*

1. Introduction

Human resources is a decisive factor in the exploitation, use, protection and regeneration of other resources; in which high-quality human resources determine the socio-economic growth and development of each nation. In the modern world, when gradually shifting to a knowledge-based economy and in the trend of globalization and international economic integration, the most important drive of sustainable economic growth is people, especially high-quality human resources, that is, people who are invested in development, have skills, knowledge, skills, experience, and creative capacity to become “capital - human capital, human resources”. In the context of the world with many fluctuations and fierce competition, the victory will belong to countries with high-quality human resources.

Recognizing the importance of high-quality

human resources, Binh Duong province has learned valuable lessons in the development process of the past years, which is to prioritize the development of high-quality human resources. This is also one of the four breakthrough programs of the province in the 2020-2025 term. Binh Duong identifies high-quality human resources as the key factor for the sustainable development of the province in the current trend of 4.0 industrial revolution.

2. Research overview

In recent years, the research on human resource development in general and high-quality human resources in particular has been interested and researched by many authors, including a number of related research works, typically such as:

Pham Minh Hac (2001), “Research on people and resources going into industrialization and modernization”, Chinh tri quoc gia Publishing House, Hanoi. The research work analyzes the

theoretical and practical basis for implementing the human strategy with the idea that human factors, human development, and human resources are decisive for material and spiritual creation; present the relationship between education and training, employment and job creation and the development of the country's human resources; thereby determining the management responsibility of education and training for the development of human resources in the process of industrialization and modernization.

Bui Ngoc Lan (2002), "Intellectual resources in the cause of Doi moi in Vietnam", Chinh tri quoc gia Publishing House, Hanoi. This research work focuses on deeply analyzing intellectual resources in the cause of Doi moi in Vietnam; specifying the role of intellectual resources for social development and the main conditions for promoting intellectual resources; propose and analyze basic directions and solutions to promote intellectual resources in the process of renovation and building a socialist-oriented country.

Trinh Ngoc Thach (2008), Doctoral thesis in Educational Management "Completing the management model of training high-quality human resources in Vietnamese universities". The author has conducted a survey and analysis of high-quality human resource training management models at some key universities in Vietnam, in which the model at Hanoi National University has been studied quite carefully, thereby describing the characteristics of the management model of training high-quality human resources in universities in our country, pointing out the advantages, limitations and applicability; propose some basic solutions to perfect the management model of training high-quality human resources in Vietnamese universities.

Le Quang Hung (2011), Doctoral thesis "Development of high-quality human resources in the central key economic region", Institute of Development Strategy. Approaching from an economic perspective, the thesis has presented the importance of developing high-quality human resources in the central key economic region; assess the current situation including advantages, disadvantages and causes of high-quality human resources there; pointed out a number of requirements and solutions for developing high-quality human resources in the key economic region in the Central region, with special emphasis on education and training.

In general, the research works related to this article have shown a quite complete and comprehensive picture of both theory and practice on human resources, high-quality human resources, and high-quality human resource development. Many studies confirm that high-quality human

resources is an issue of special importance in the development strategies of countries, as a driving force for socio-economic development; affirming the great role of education and training and the need to innovate and improve the quality of education and training to develop high-quality human resources. Many works confirm that each stage has different requirements for high-quality human resources; Each type of high-quality human resources has its own specific requirements on quality criteria, qualities and capabilities, suitable to the characteristics, nature, functions and tasks of each type of human resources. Many works affirm the necessity of developing high-quality human resources to meet revolutionary tasks in the new era, of renovating education and training to develop high-quality human resources; It is clear that the need to accelerate industrialization and modernization of the country and international integration requires a high-quality human resource capable and capable of successfully carrying out that cause. These are also important contents for the author to refer to and inherit in this article, in order to further improve the research contents, especially the content on solutions to develop high quality-human resources in building provincial government in Binh Duong nowadays.

3. Research method

The article is based on the theoretical basis of Marxism - Leninism, Ho Chi Minh's thought, viewpoints and guidelines of the Party, and the State's policies on education and training development strategy, human resource development and high-quality human resources development in Vietnam. Using the methodology of Marxism - Leninism, Ho Chi Minh thought; close combination of theory and practice, correct and appropriate use of analytical and synthesis methods, logical and historical methods, sociological investigation, summarizing practice are the main methods applied in the article. On that basis, the author proposes some basic measures to develop high-quality human resources in building state government in Binh Duong province nowadays.

4. Research result

4.1. *The concept of high-quality human resources*

Approaching the concept of high-quality human resources must come directly from the concept of human resources and the actual situation of the country, locality and field in specific periods. Accordingly, high-quality human resources are a workforce with high education, professional qualifications and especially the ability to be creative, flexible, and quick to adapt to rapid changes in production technology and industry. It is a key part, playing a pivotal role in all activities

of human resources in all areas of social life. High-quality human resources is a historical concept. At different stages, the requirements for “high-quality” of this department are different, but regardless of the difference, this part is always “higher quality”, more comprehensive than the remaining part of human resources, has the core role and ability to lead the development of human resources in general to serve the needs of socio-economic development of the country, localities and fields in each specific historical period.

According to the above approach, it can be understood that high-quality human resources is a part of human resources in general, but a special part, including people with college, university or higher education or those who have experience, professional expertise, good problem-solving ability, working in different fields of social life, making positive contributions to community development.

For our country today, high-quality human resources are clearly defined by the Party in the 11th National Congress. That is, the high-quality department of human resources, which includes people who not only have talents and expertise in their fields of activity, but also have full revolutionary morals, are absolutely loyal to the Party, the Fatherland and the people are really “possess both political loyalty to Communist Party and professional competence” as President Ho Chi Minh taught. Those are people with good expertise in all aspects, fields of activity, the core in the national human resources.

High-quality human resources need to be understood comprehensively with quantitative, qualitative and structural factors. All three factors: quantity, quality and structure of dialectical relationship with each other in a unified whole create strength, working ability, the role of “leading”, the core and development of this human resources.

4.2. Evaluation of the development of high-quality human resources in the building of government in Binh Duong province nowadays

4.2.1. On achieved results

Firstly, the building and implementation of plans and projects on training and attracting human resources

Even in the Binh Duong Smart City Project, the province has set a long-term goal of striving to become a globally competitive locality in terms of attracting, training, developing and “retaining” scientific and technical talents to promote innovation and economic growth. Accordingly, experimental centers and creative spaces are deployed in the province to facilitate the development of creative ideas. This goal is also reinforced by good local education infrastructure, international standard

training programs in schools and dynamic working environment, helping Binh Duong have a talented workforce, quality. In the period of 2016-2020, in order to effectively implement the task of improving the quality of local human resources, the province has issued and approved many projects and plans related to training and improving the quality of human resources, such as: Project to ensure information technology human resources in state agencies of Binh Duong province in the period of 2013-2017; Project on training military cadres of commune-level military commands at the college and university level of grassroots military to 2020 and subsequent years; Project on fostering English teachers for the 2012-2017 period. Besides, the province has sent 19,568 turns of cadres, civil servants, public employees and People’s Council deputies at all levels to domestic training and retraining, and 282 turns of cadres, civil servants and public employees going abroad for training and retraining. Up to now, the province has attracted 135 cases of excellent university graduates, general doctors, people with post-graduate degrees who were newly recruited or received from outside the province to work at administrative agencies, non-business units of the province (Standing Committee of Binh Duong Provincial Party Committee, 2018). In general, the work of training and attracting high-quality human resources in the province in recent years has achieved many positive results, making great contributions to the local economic and social development.

Secondly, the results of training are associated with the need to use high-quality human resources in the locality.

The actual situation raises the issue that there should be many treatment and welfare policies to “retain” talented people, understanding this, Binh Duong has issued a compensation policy commensurate with qualifications, capacity and job position. In 2019, Binh Duong Provincial People’s Council issued Resolution No. 05/2019/NQ-HDND stipulating policies on attraction and support for training and fostering to improve the quality of human resources in Binh Duong province, with a level up to 600 million VND for human resources working in the health sector. Recently, universities and colleges in Binh Duong province have also focused on practical training and soft skills for students. In particular, schools do not follow the number of occupations but aim to train key occupations to meet the market demand. Schools and businesses have also embarked on training. With the “dual training” model, helping students get jobs right after graduation and enterprises have human resources that do not have to be retrained.

Thirdly, the results of training, retraining and

career guidance work in the province

Currently, universities in the province have cooperation programs with many universities in countries with advanced academic backgrounds in the world in order to train and develop high-quality human resources to serve the development requirements of the province, such as: England, Australia, Korea, Japan, Russia, the United States,... thereby exchanging students for training programs and research cooperation between educational institutions; organizes many high-quality training courses suitable to social needs such as: Construction engineering, computer science, architecture, mechanical engineering, electrical engineering, finance - accounting, nursing. Up to now, the rate of leading civil servants, managers, administrative officers and teachers at all levels with training standards has reached over 99%. The operational capacity of the system of schools, training and retraining institutions is increasingly improved. Training cooperation with enterprises is promoted through the organization of vocational training seminars to meet the needs of enterprises in Binh Duong province.

Fourthly, the review, promulgation, amendment and supplementation of regimes and policies to serve the requirements of developing high-quality human resources were conducted in a timely and effective manner to meet the requirements of actual situation.

To ensure the requirements of developing high-quality human resources, meeting the requirements of industrialization, modernization and urbanization, the Provincial People's Committee has submitted to the Provincial People's Council for approval or promulgated according to its competence the documents that serve to improve the quality of human resources, such as: approving Resolution No. 37/2016/NQ-HDND, dated August 12, 2016 on support regimes and policies for units and civil servants, officials, pupils, students majoring in education, training and vocational training in Binh Duong province; Develop a draft resolution on policies to attract and support training and retraining to improve the quality of human resources to replace Resolution No. 58/2011/NQ-HDND, dated December 9, 2011 approving policies on attraction, support for training and human resource development in Binh Duong province and Resolution No. 18/2014/NQ-HDND, dated July 24, 2014 approving the policy of attracting people with academic qualifications, academic local work position. In addition, continuing to innovate state management and policies on human resource development and use. Implementing innovation in detecting and using virtuous and talented people in the public sector, contributing to improving the quality of the contingent of leading and managing cadres, civil servants and public employees, through

which, the Provincial People's Committee issued Decision No. 2614/QĐ-UBND, dated October 2nd, 2017 on the implementation plan of the pilot project to renew the way of selecting leaders and managers in Binh Duong province. Thereby, the province has established a Council to organize the recruitment exam for the positions of Deputy Director of Department of Education and Training, Department of Construction, Department of Culture, Sports and Tourism, Deputy Director of Binh Duong Radio and Television Station...

In addition, the province continues to develop the project on downsizing the payroll of Binh Duong province for the 2015 - 2021 period in the spirit of Resolution No. 18-NQ/TW dated October 25, 2017 on "Some issues on continuing to new, re-arranged the organizational apparatus of the political system to be lean, effective and efficient". As a result, as of June 2019, the whole province has reduced 444 payrolls, in which: 46 payrolls of the Party block agencies, Fatherland Front and mass organizations, and 398 payrolls of state management agencies, thereby creating a high level of unity and consensus among cadres and party members on organizational arrangement, downsizing the staff, contributing to improving the quality and efficiency of operations. activities of each agency in the political system from the province to the grassroots (Politburo, 2019).

The above results have brought great efficiency, high breakthrough, created a new and more optimistic view in the task of developing high-quality human resources in the building of the government of Binh Duong province.

4.2.2. Some existing limitations

Besides the achievements, the task of developing high-quality human resources in the building of the government of Binh Duong province still has some shortcomings and limitations.

Firstly, the quality of local high-quality human resources currently present has not yet met the needs of industrialization and modernization of production and international economic integration as well as the increasingly strong urbanization trend in the locality today. In particular, the impact of the 4.0 industrial revolution promotes the high-tech integrated industry structure to become a mandatory trend for human resources. The 4.0 Industrial Revolution will certainly create great changes in labor supply and demand as well as in labor structure. In some areas, the organic rate will change, machines, robots, and artificial intelligence will gradually replace human labor. This certainly has a great impact on the existing workforce of workers and employees, the department that cannot keep up with the changes is forced to accept dismissal.

Secondly, the implementation of projects such as: Project on ensuring human resources for health;

The project to improve the capacity of technical staff and personnel working in science and technology in the province has not been effective. The number of cadres sent to study has not yet met the necessary criteria. After completing the training program, the department returned to the locality where there was still confusion in arranging appropriate work. In particular, there are places where the arrangement of job positions is not close to the capacity, expertise and specialized training, causing waste of high-quality trained human resources of the locality.

Thirdly, the task of reviewing, amending, supplementing and promulgating regimes and policies to implement the High-quality human resource development program whose contents have not yet met the set progress such as: Policy attracting and supporting training and retraining regimes to improve the quality of human resources; policies to support medical and pharmaceutical students who are trained according to the intended employer. Funding to support training has not kept up with the inflation rate and increase in tuition fees of schools.

Fourthly, the recruitment work for some professions with college degree or higher at some training institutions has not met the target; the quality of training for some occupations is not high; Many vocational training institutions currently lack practical facilities, have not yet agreed on a new set of standard textbooks, lack a team of highly qualified teachers, and have not clearly defined the target audience leading to a large part of students, graduates still do not meet the requirements of the intended employer.

5. Discussion

Recently, Binh Duong province has implemented many policies on public employee recruitment; regulations on management of training and retraining activities for civil servants and public employees; regulations on appointment, re-appointment, rotation... in order to manage, train and use high-quality cadres, civil servants and public employees more and more effectively. Accordingly, the structure of high-quality human resources working in the government apparatus has been gradually improved in accordance with the development orientation of the province. Human resource training and development have been paid attention, the scale and quality of training has been expanded, but the effectiveness has only partially met the actual requirements. In order to develop the quality of high-quality human resources of Binh Duong province in the coming time, we propose the following solutions:

First, continue to implement well the projects and plans approved by the province, and at the same time complete the development of the proposed

human resource assurance projects including: Project to ensure medical human resources; Project on capacity building of technical staff, science and technology staff in the province.

Second, complete documents on regimes and policies for the development of high-quality human resources to submit to the Provincial People's Council for approval (Policy on training, attracting and supporting to improve the quality of human resources; Support regime for medical and pharmaceutical students trained by intended employer instead of the current Decision...).

Third, promulgate Regulations on training and retraining of cadres, civil servants and public employees instead of current regulations in order to be consistent with documents issued by the Central Government as well as current actual conditions.

Fourth, review training requirements according to the standards of civil servant ranks, standards of professional titles of public employees, standards of leadership and management positions, and employment positions; fostering and updating public service knowledge, skills, methods and ethics..., on that basis, develop a plan to open appropriate classes to improve the capacity of public employees to perform official duties. Rearrange the network of vocational education institutions in the province, orienting to retain only effective units and switch to an autonomous mechanism in the form of self-financing recurrent expenditures for units. Review the qualifications of vocational education teachers to arrange and plan appropriate training and retraining for each subject.

6. Conclusion

High-quality human resources, with a reasonable quantity and structure, with intelligence, will, aspiration and enlightened revolutionary ideals, will be the driving force to soon turn our country basically into a industry in the direction of modernity, meeting the requirements of the Fourth Industrial Revolution, which is taking place strongly today. Grasping the importance of high-quality human resources today, in the next stages, Binh Duong will expand the model of high-quality vocational education and training institutions in the direction of meeting the needs of users. At the same time, they will consider implementing training cooperation programs with domestic and foreign universities to conduct training according to the ordering mechanism for cadres, civil servants, public employees and a team of fresh graduates who wish to work in Binh Duong province in order to better perform the task of improving the quality of human resources to meet the requirements of industrialization and modernization, urbanization and construction of Binh Duong smart city in the future.

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PHÁT TRIỂN NGUỒN NHÂN LỰC CHẤT LƯỢNG CAO TRONG XÂY DỰNG CHÍNH QUYỀN Ở TỈNH BÌNH DƯƠNG HIỆN NAY

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Phát triển nguồn nhân lực chất lượng cao vừa là mục tiêu vừa là động lực và là yếu tố quyết định đến sự phát triển kinh tế-xã hội của đất nước nói chung và của tỉnh Bình Dương nói riêng. Trong những năm qua, tỉnh Bình Dương đã thực hiện có hiệu quả nhiệm vụ nâng cao chất lượng nguồn nhân lực, đặc biệt là nguồn nhân lực chất lượng cao, nhằm tạo tiền đề cho xây dựng chính quyền vững mạnh. Tuy nhiên, trong quá trình triển khai thực hiện còn gặp nhiều khó khăn, hạn chế. Bài viết phân tích một số kết quả phát triển nguồn nhân lực của tỉnh, đồng thời nêu bật một số tồn tại trong công tác phát triển nguồn nhân lực trong xây dựng chính quyền của tỉnh Bình Dương. Thông qua đó, đề xuất một số giải pháp phát triển nguồn nhân lực chất lượng cao ở tỉnh Bình Dương trong thời gian tới.

Từ khóa: Tỉnh Bình Dương; Nguồn nhân lực; Nguồn nhân lực chất lượng cao.