DEVELOPING LOCAL HUMAN RESOURCES, PRACTICE IN LAM DONG PROVINCE

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ABSTRACT: In the world, there are many countries that have proved that "All resources are important, but people are the most important resources", such as Japan, Korea, Singapore. ... Although these countries are poor in natural resources, their economies are still developing strongly and sustainably, and they are listed as countries with developed economies. Because they know how to "invest" in people, creating a high-quality resource for industrialization. They are aware that human resources are the leading factor in deciding fast economic growth. As such, developing human resources is a very important and crucial job. Our country has also been aware of the decisive role of human resources in the process of socio-economic development. High quality human resources will solve the problem of "redundant labor but still lack", and meet the needs of socio-economic development of the country. Lam Dong is a Central Highlands province of Vietnam, an area where "the proportion of labor force in agriculture is still high, laborers lacking jobs and no stable jobs are still high, the rate of trained workers is low". Therefore, research and development of current human resources in Lam Dong province is extremely necessary. Effective research and development of human resources will meet local development and economic integration needs.

Keywords: Human resource development, training, locality, Lam Dong.

I. SOME OF THE THEORETICAL ISSUES ON HUMAN RESOURCE DEVELOPMENT

A. Human concept

To understand the problem of human resource development, firstly, we have to identify what is human resource. According to the Vietnamese dictionary, in the context of productive labor, human resource is human power. "Human power" here can not be understood as human strength (physical health) that "human power" here needs to be understood in the direction of human ability to work.

Each person's working ability is a combination of three aspects: intelligence (intellect), strength (physical health) and personality.

Human intelligence is the ability to acquire knowledge, the level of acumen, the ability to create, think, and skills to carry out activities in work and life. Each person's intellect has varying degrees, intelligent and unintelligent or ordinary. There are intelligent people by nature, but there are also intelligent people by training and learning.

Everyone's strength is also different. And there are also people who are physically good, there are those who have to exercise to maintain normal health or improve their health. In the period of manual labor, strength is the most important factor. But in the current period of development, people are often looking for intellectual people rather than "haughty guys" because having intelligence will contribute to the development of industrialization to liberate labor force (physical health). However, every human resource needs to develop in parallel both strength and intellect because of the physical health to develop, maintain and "operate" intellectually.

“Personality is the personality and quality of a person. Personality will be assessed through a person's dignity system from social relationships, between people, people and the environment ... “. A person with a good personality will have a good attitude, good morality and positive thinking. These are factors that not only affect a person's individual development but also the overall development of the whole community and society because a person with a good personality will distinguish right from wrong and right, wrong, good and evil and better life. If having rich knowledge, but poor personality will greatly affect the collective development of the society, even making the society and the society develop backward.

Depending on the scope, human resources are considered at different limits.

Within a nation, a locality: Manpower is all people in the country, in that locality. “Human resources include student and nurturing students, studying at educational institutions. In short, human resources are the total of the employees' physical, intellectual and personality potentials in accordance with the orientation of socio-economic development in terms of quantity, quality and labor structure of a country, a locality, a region, a domain in certain periods “. In this view, human resources are not limited in age.

Within an organization, a business: human resources are the employees in that organization or business. According to this view, human resources are limited in age according to the labor law.
From the authors' point of view, when it comes to human resources, it refers to people who have working capacity and are capable of contributing to certain socio-economic development. Accordingly, human resources are capable of working, within the working age as prescribed by law.

**B. Human resource concept**

If manpower speaks of the power (mentality, strength and personality) in a human being, then the human resource is the number of people with strength. There are many different views when it comes to human resources.

- In "Management and development of social human resources" (2006 - Judicial Publishing House) of Prof. Dr. Bui Van Nhon, "Human resources of enterprises is the labor force of each enterprise, the number of people in list of businesses, paid for by the business ".

- In "Human resource curriculum of the National Economics University" (2007 - Publisher of National Economics University) by MSc. Nguyen Van Diem and Assoc.Prof. Dr. Nguyen Ngoc Quan are the editors, "Human resources of an organization include all employees working in that organization, and human resources are understood as the resources of every human being. This is physically and mentally. ".

- In the Doctoral thesis on "Development of human resources in small and medium enterprises in Vietnam in the process of economic integration" (2009 - National Economics University) by Le Thi My Linh: "An organization's human resources include all employees working in that organization with different health and qualifications, who can form a strength to fulfill the organization's goals if mobilized. tablets, encourage compliance ".

All the above concepts are proposed according to the limit within an organization or a business. According to the above concepts, human resources is the total number of people capable of working within an organization or a business, and these people are limited in age according to the labor law.

Consistent with the above points of view, the authors also identify that human resources are the total number of people within a certain capacity who can work in accordance with the provisions of the law on labor rights and obligations.

According to the current labor law, in principle, Vietnamese citizens have the right to enter into labor relations when they are full 15 years old and end of working age when men are full 60 years old and women full 55 years old. Thus, when determining human resources, it is only possible to consider those who are of working age, have rights and are able to participate in labor relations.

**C. Human resource development concept**

There are many different views on human resource development. Specifically:

In the PhD thesis in economics "Development of human resources in small and medium enterprises in Vietnam in the process of economic integration" (2009 - National Economics University) by Le Thi My Linh: " Human resource development is the process of promoting organizational learning to improve work performance and make changes through the implementation of training, development, initiatives and initiatives. management measures with the aim of organizational development and personal development ".

In "Human resources and human resource development" (Journal of Political Theory No. 2-2014) author Nguyen Sinh Cuc: "Human resource development of a country is the change in quantity and quality of human resources in terms of physical strength, intellect, skills, knowledge and spirit along with the process of creating progressive changes in the structure of human resources. In a most general way, human resource development is the process of creating and using all-encompassing human capacities for the socio-economic progress and the improvement of ourselves. Thus, the development of human resources with the above content actually refers to the issue of the quality of human resources and the social aspect of a country's human resources. ".

Both concepts mentioned that human resource development is to increase human knowledge and skills to improve the quality of human labor.

The views of the authors are not the same as the two views above. With the view that human resources are capable of working, within the working age as prescribed by law and human resources is the total number of people within a certain range of working capacity suitable to With the provisions of the law on labor rights and obligations, the authors put forward the concept of human resource development as follows: "Human resource development is a total of activities to develop workers both in terms of number quality and quality ".

**II. CONTENTS OF HUMAN RESOURCE DEVELOPMENT ACTIVITIES**

Based on the concept of human resource development, human resource development activities can consist of two contents: human resources development activities and human quality development activities.
A. Human resource development activities.

Human resource development activities are activities to increase the number of employees in a certain organization, a business or a locality. These activities include setting long-term, medium-term and short-term plans and policies; set policies to attract workers.

In the national scope, according to the General Statistics Office, at 0:00 on April 1, 2019, the total population of Vietnam was 96,208,984 people; in which, the male population is over 47,881 million people, accounting for 49.8%; and the female population is over 48,327 million people, accounting for 50.2%. Vietnam is the third most populous country in Southeast Asia and the 15th in the world. The proportion of the population aged 15-64 still accounts for the majority, about 68% of the total population, that is, Vietnam is still in the golden population period, which is a good signal for the country’s socio-economic development. In general and localities, businesses in particular. But the proportion of the population aged 65 and older is increasing at the fastest pace, accounting for 7.7%. This shows that, although Vietnam is in the period of golden population structure, the population aging rate is increasing rapidly, requiring the government to have policies to adapt to the aging population in the future. not far.

Within the local. The increase in the number of human resources depends on the general population development policy of the whole country and the local labor attraction policies. Currently, many provinces have come up with schemes to attract workers to their localities. For example: Quang Ninh, Kien Giang, Dien Bien ...

Within the enterprise. Enterprises are directly affected by the shortage of manpower. Therefore, to "save" yourself, businesses need to have specific plans to increase the number of employees.

First of all, businesses need to plan specific business and commercial development plans. In the development plan, it is not merely outlined business strategies that target economic profits, but must also clearly identify the positions to use, the level of employees to recruit, and synthesize them before the number of employees with the corresponding qualifications to use.

Second, set up incentive policies to attract workers combined with enterprise branding advertising. These remuneration regimes should be specified in the internal rules and regulations of the enterprise to ensure that the enterprise does not "make promises".

Thirdly, make plans for hiring employees through many different channels. It is possible to go to universities to conduct tests and test students for recruitment, this method is quite effective and has been used by some large enterprises (FPT, TMA ...), businesses also have via job placement centers, job exchanges to search for employees or on websites ...

B. Activities to develop human quality

Development of quality of human resources is not exclusive to anyone. From the employees themselves, to training institutions, to businesses and state agencies are responsible for the development of human quality.

Human resource development activities are those aimed at increasing the ability to acquire knowledge, the level of acumen, the ability to create and think, skills to carry out labor activities, ethics, and attitudes. ...

For the state: There have been many schemes and policies to encourage learning, not only for cultural studies but also for vocational training and learning at higher levels such as colleges, universities and postgraduate. For example: Policies to encourage business agencies to invest in training highly qualified human resources; Supplementary policy for people who have had academic titles and degrees, including college graduates to supplement new knowledge; Prime Minister's Decision No. 579 / QD-TTg approving Vietnam's human resource development strategy for the period of 2011-2020. Strengthening and expanding international cooperation to send Vietnamese to overseas training, cooperation in the field of training consultants in the field of policy making, international law, international trade, and talent banks, architects, project supervisors ...; Project 599 prioritizes training in the fields of basic science, engineering, economics, agriculture, forestry, environment, public management, social sciences and humanities, especially for occupations. but in the country, there are no training conditions yet, in specific fields and areas of high demand; Scheme 911; Program 322 ... All of the above-mentioned policies and schemes are aimed at improving the quality of human resources.

In order to ensure the sustainable economic development in general and the profession and the work of the employees in particular, it is very important to focus on fostering young workers to increase both intellect, physical and personality. The State has policies to train and foster a young workforce to develop not only intellectually and physically but also focus on personality. Because doing any job need to put the word "mind" first. There is a new way to ensure the quality of work, to serve society well and not harm others. The issue of training ethics and personality for employees is defined and implemented in each specific profession, integrated in the curriculum of each profession and the teacher is the most important factor in forming word "heart" and develop good personality of workers, especially today's young people.
Need to expand human resources regardless of age. This means that there are still workers who are at the end of working age (called the elderly workers) but with good health and working skills, they can continue working under labor contracts. But there should be a selection of occupations that can be used by elderly workers with certain conditions. In particular, it is advisable to use the elderly workers in the professions with high professional qualifications. Because according to common sense, the longer an employee works in a field, the more knowledge and experience accumulated. That will be beneficial in exploiting the brain for certain industries. But it is forbidden to use the elderly workers on a large scale to avoid exploiting the labor force of the elderly workers.

Currently, Vietnamese labor law allows the employment of elderly workers with certain conditions. Specifically, according to Articles 166 and 167 of the 2012 Labor Code, the employment of elderly employees must satisfy the following conditions: First, it is necessary to agree (but not force) the elderly employee to continue working after the end of working age; Second, the elderly employees must be healthy enough to undertake the job; Third, do not use the elderly employee to do heavy, hazardous or dangerous jobs that adversely affect the health of the elderly employee, except for special cases as stipulated by the Government; Fourthly, the working time of the elderly is shortened at least one hour a day but still guaranteed the same benefits as normal workers; Fifth, employers have the responsibility to take care of the health of elderly workers in the workplace.

For training facilities. Universities, colleges and secondary schools are tasked with training (e.g. innovating teaching methods, improving skills, training soft skills, training personality, organizing activities). physical training and sports to improve health and endurance).

III. CURRENT SITUATION OF LABOR DEMAND AND CURRENT SITUATION OF HUMAN RESOURCES IN LAM DONG PROVINCE

A. The recent socio-economic situation of Lam Dong province

Lam Dong is a developed locality with three main economic sectors: agriculture, forestry and fishery; industry and tourism sectors. The general growth rate of these industries is always quite good. According to the report on the implementation of the socio-economic plan in 2019; tasks and solutions 2020 of the People's Committee of Lam Dong province: In 2019, the agriculture, forestry and fishery sector has an economic growth rate of 5.3 % compared to 2018, the area of public agricultural production high technology reached about 57,714 hectares (3,237 hectares compared to 2018), accounting for 19.5 % of arable land. The coffee replanting area is 8,919 hectares, up 16 % compared to the plan. Total area of application of VietGAP, GlobalGAP, 4C ... is 77,619 ha; For industry - construction (according to the comparative price in 2010), it is quite good, up 12.3 %, of which: industry increases 13.3 %, construction increases 10.2 %; And trade and service activities continue to develop equally, abundant goods, relatively stable prices; total retail sales of goods and services reached VND 58,025 billion, up 14.9 %, reaching 100 % of the plan. Export turnover in 2019 is estimated at US $ 720 million, up 14.1 % over the same period, key export items have grown well. Particularly for the situation of enterprises and collective economy, the number of newly registered enterprises in the year reached 1,130 ones, up 12 %, the number of enterprises dissolved or suspended operation decreased compared to the same period. By the end of 2019, the total number of enterprises in the province reached 8,980 enterprises; there are 03 unions of cooperatives; 324 Cooperatives (an increase of 38 cooperatives compared to 2018).

Before the above-mentioned economic development, it has created favorable conditions, contributed to promoting the labor market to develop, creating many jobs for laborers.

B. Current situation of labor demand and human resource in Lam Dong province

By studying the actual data, the authors realized that the current situation of labor demand in Lam Dong province has some following points:

Firstly, labor demand is higher than supply

In 2019, according to the "Estimation of annual labor - employment survey" of Lam Dong Statistical Office, the recruitment needs are as follows:
- University degree: 2,777 (12.32 %),
- College: 3,379 (14.99 %),
- Intermediate: 3,601 (15.98 %),
- Technical workers: 3,282 (14.56 %),
- Unskilled labor: 9,496 (42.14 %)

And the proportion of manpower supply is:
- University degree: 2,759 (38.35 %),
- College: 1,188 (16.51 %),
- Intermediate: 544 (7.56 %),
- Technical workers: 251 (3.49 %),
- Unskilled labor: 2,453 (34.09 %).

Thus, demand exceeds supply from 1 to 13 times. We will see that clearly in the chart below.

Second, labor needs are diverse. Specifically:

- University degree, concentrated in industry groups such as: Tourism, restaurants, hotels, services 409 positions (14.73 %); Sales, marketing, sales of 384 positions (13.83 %); Accounting, finance, banking, insurance 338 positions (12.17 %); Agriculture, forestry, and biology 324 positions (11.67 %); Management, Administration and Administration 270 positions (9.72 %).

- College level, concentrated in industry groups such as: Tourism, restaurants, hotels, and services accounting for 668 positions (19.77 %); Sales, marketing, sales 594 positions (17.58 %); Accounting, finance, banking, insurance 542 positions (16.04 %); Agriculture, agroforestry, biology 239 positions (7.07 %); Management, Administration and Administration 229 positions (6.78 %).

- Intermediate level, concentrated in groups such as Accounting, Finance, Banking, Insurance 646 positions (17.94 %); Tourism, restaurants, hotels and services accounted for 641 (17.80 %); Sales, marketing, sales 517 positions (14.36 %); Electricity, electronics, mechanics and engineering 310 positions (8.61 %); Information technology, information technology and telecommunications 196 - Qualification of technical workers, concentrated in groups such as: Security guards, bodyguards, drivers; Garment, weaving, spinning;

- Unskilled laborers concentrated in agriculture such as planting coffee, vegetables and flowers.

Although the labor demand is quite diverse in terms of industry and the number of demand exceeds the supply, there are still unemployed workers of working age, specifically in 2019, there will be 1.09 % of the labor rate. Unemployment, and the labor force with technical and professional qualifications working in 2019 accounted for only 18.3 %. This can stem from many causes, including a number of reasons such as:

- The training of specialties is skewed compared to the demand for labor recruitment. This has resulted in the fact that there are no properly trained human resources that employers want to recruit. And sometimes the scarcity of labor makes the employer have to recruit workers with specialized training near or even not specialized, then the employer to train and refine appropriate suitable for your needs This was evidenced by a small, random survey of 190 university students graduating in 2017-2018 and had jobs. Of the 190 students, 47 (about 25 %) work unrelated to the major, 78 people (about 41 %) work in the field. Thus, more than 50 % of students work in different fields, this situation is similar to that of the whole country.

- The training of majors is not really suitable to the reality, making it difficult for students after graduation to work in the early stages. Also in the aforementioned small survey. Of the 190 graduates, 112 (nearly 59 %) answered that the major they trained in was only partially relevant to the reality, 44 (about 23 %) answered it was less appropriate. reality.
This problem shows that the labor force of Lam Dong province is quite abundant, but the qualifications and skills are not high and do not meet the requirements of employers. Therefore, it can be seen that the current human resource training is quite limited. It is necessary to attach importance to developing human resources so as not to waste existing labor resources.

IV. SOME SOLUTIONS IN TRAINING AND DEVELOPING HUMAN RESOURCES IN LAM DONG PROVINCE IN THE CURRENT PERIOD

Firstly, there is a policy for investment in vocational training and policies to encourage enterprises to recruit according to training orders. The government needs to invest heavily in education and training, such as upgrading, expanding and building new training facilities in accordance with the conditions to proactively meet the requirements of human resources for socio-economic development. Priority is given to investing in material facilities for vocational schools and educational establishments in poor districts and districts with high rates of ethnic minorities; encourage the expansion of vocational training according to the province's key economic sectors (tourism, services, hi-tech agriculture).

Secondly, apply preferential mechanisms and policies as prescribed by law to vocational training enterprises such as exemption from land rent, tax exemption, credit support, etc.

Thirdly, to implement socialization of vocational education and training in order to mobilize all resources in society to develop education and vocational training, diversify training forms. Identify career structure, labor demand for the province’s economic restructuring. Give priority to training for key projects and key fields in the province’s economic development such as tourism, trade and services; High-tech agriculture; processing industry, mining industry. To adopt policies to encourage enterprises, organizations and people to send laborers or their children to study and study abroad to work locally.

Fourthly, there is a linkage mechanism between state management agencies, research agencies, universities, vocational training institutions and enterprises to support each other in training, supplying and using effectively human resources. Best.

Fifthly, develop policies to attract talents, have adequate policies to support wages and housing to attract leading experts, excellent scientists, skilled workers from other places to work for Lam Dong province. Invest in developing talents by sending them to study and abroad training. Focusing on high quality workers, leading managers, supporting study funding associated with a number of sanctions to ensure the participants return to serve the locality.

Sixthly, to build employment transaction floor, complete and regularly update job information; provide information on labor market, employment and labor export to create opportunities for finding jobs for workers. Implement career guidance for students in high schools, centers Continuing education to guide students to career options.

Seventhly, to build information on annually trained human resources, the situation of using human resources, to promptly adjust them appropriately and attract investment in setting up vocational training institutions; encourage organizations, enterprises and individuals to invest in vocational training, develop private vocational training establishments and foreign-invested job-training establishments.

Among the proposed solutions, the author thinks that the first solution is considered the most important, because the training of human resources is needed most is to create output for that human resource. If the training we do not focus on the needs of the business, the society, the excess of human resources will be trained. Therefore, human resource development must be associated with the local human resource needs. According to the General Statistics Office of Vietnam, as of April 1, 2019, there are 43 ethnic groups and 18 foreigners living in the whole province of Lam Dong. Of which the Kinh is the largest with 901,326 people, ranked second is the Co Ho with 145,665 people, the Ma is the third with 31,869 people, the fourth is the Nung with 24,526 people, the Tay has 20,301 people, Chu Ru with 18,631 people, Hoa with 14,929 people, Mmong with 9,099 people, Thai with 5,277 people, Muong with 4,445 people and other ethnic minorities such as Mong with 2,894 people, Dao with 2,423 people, Kho Me with 1,098 people ... at least Lo Lo, Co Lao and Cong each have only 1 person . Therefore, the priority of human resource development as ethnic minorities should also be focused to help the socio-economic development of Lam Dong province.

Conclusion, training and developing local human resources is a key task to help the locality develop, with a potential locality like Lam Dong province, to be able to develop as a number of provinces in both In addition, the country needs to focus on many contents, including human resource training and development, and this is an urgent requirement, based on the situation analysis, we boldly propose solutions. with the hope of contributing to the local development

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