

# High-Quality Human Resources Development In Vietnam: Current Situation, Necessity, And Recommendations Of Solutions

Associate Professor, Dr. Huynh Thi Gam

Academy of Politics Region II, Ho Chi Minh National Academy of Politics, No. 99 Man Thien Street, Hiep Phu Ward, District 9, Ho Chi Minh City, Vietnam

## ABSTRACT

In each historical period, each level of social development requires an appropriate human resource. Under the leadership of the Communist Party of Vietnam, to promote the great achievements achieved in recent years, before the trend of integration and knowledge economy, our country needs resources. These are natural resources, financial resources, scientific and technological resources, and human resources, etc. In which, human resources are considered the most important resource, decisive for growth and social development. Human resources, especially high-quality human resources play a decisive role in the socio-economic development of each country. In the context of the fourth Industrial Revolution taking place strongly, our Party and State attach special importance to building and developing high-quality human resources to meet the requirements of public promotion industrialization, modernization of the country, and international integration today. This study focuses on analyzing the current situation and the need for high human resource development, on that basis, proposing solutions to develop high-quality human resources in service of industrialization and modernization in Vietnam today.

**KEYWORDS:** High-quality, human resources, development, current situation, necessity, recommendations of solutions, Vietnam today

*Article Received: 10 August 2020, Revised: 25 October 2020, Accepted: 18 November 2020*

## INTRODUCTION

Among many resources of a country, the human factor, human resource is the most decisive factor, affecting, directly affecting the development of the country. High-quality human resources are a nuclear part of the nation's human resources. It plays a huge role in globalization, international integration, knowledge economy development, fourth industrial development (Industry 4.0), growth model innovation, etc.

Such progress has many opportunities for development in Vietnam, and at the same time, there are also many pressures of competition and challenges. Vietnam desperately needs high-quality human resources, that is, global citizens. For Vietnam to take advantage of opportunities, minimize challenges and negative impacts, increase the competitiveness of the economy, etc. then promoting the development of high-quality human resources is an urgent requirement and also strategic.

The Resolution of the XIIIth National Congress (2021) of the Party clearly stated the strategic breakthroughs in the XIIIth Congress term, which emphasized the "Development of human resources, especially quality high". This is a key issue to bring the country to develop in the future. In each historical period, each level of social development requires an appropriate human resource. At that time, the urgent task is to require qualified human resources, meeting the integration needs such as having skills, proficient skills, taking on the role of manufacturing, and using advanced technology. However, at present, there are

still different practices, there are inequalities between the human resource development index and the local economic development index.

To develop high-quality human resources, it must be through planning, appointment, examination, and remuneration. This will create positive and sustainable changes in terms of quantity and quality as well as a reasonable allocation of these human resources. In order to attract and appreciate talents and high-quality human resources, remuneration is an issue that needs to be focused on by arranging staff with the right expertise, promoting individual abilities, and a salary regime. Satisfactory rewards will help them feel secure, have conditions for their wholeheartedness and dedication to their work.

## RELATED CONCEPTS

### Human resources

The term human resources were first coined in the 1960s when the value of labor relations began to garner attention and when notions such as motivation, organizational behavior, and selection assessments began to take shape. William R. Tracey (2016), in "The Human Resources Glossary," defines Human Resources as: "The people that staff and operate an organization," as contrasted with the financial and material resources of an organization.

A human resource is a single person or employee within your organization. Human resources refer to all of the people you employ.

Human Resources is also the function in an organization that deals with the people and issues related to people such as compensation and benefits, recruiting and hiring employees, onboarding employees, performance management, training, and organization development and culture.

So, human resources are used to describe both the people who work for a company or organization and the department responsible for managing resources related to employees. Human Resources staff is also responsible for advising senior staff about the impact on people (the human resources) of their financial, planning, and performance decisions. Managers rarely discuss the effect of their decisions on the people in the organizations. It is often predictable that decisions are driven by more easily measurable processes such as finance and accounting.

### High quality human resources

Recent research documents show that the authors when approaching the concept of high quality-human resources are inclined to view and point out the criteria to identify high quality human resources.

There are many workshops, writing pages giving insights on high quality human resources. For example: "High-quality human resources in the period of industrialization and modernization are the contingent of leaders and managers; scientific and technological human resources - those who have university or higher education and a group of high-quality technical workers "(Hai Phong City, Workshop on the project of high-quality human resources, 2008). High quality human resources "includes those with university and college degrees; human resources for leadership in management and policy making, science and technology human resources, lecturers at universities and colleges"(Industry Magazine, Workshop on the situation and solutions for developing human resources high quality force, 2008)

Thus, high quality human resources must be considered on all aspects of the quality of human resources: physical, intellectual and mental. As seen, the assessment of human resources is a high quality human resource or not, it is a comprehensive assessment on all aspects. Guaranteed in association with labor results.

The development of labor division is closely related to the development process of science and technology. Since then, the formation of different human resources follows the development trend of social labor division.

In short, high-quality human resources is the concept of specific workers who have good professional skills (in terms of professional and technical skills) for a specific job, according to the criteria of professional labor classification. certain subjects and techniques (undergraduate, postgraduate, skilled technical labor); good labor skills and the ability to quickly adapt to the rapid changes of production and business technology; have good health and qualities; be able to creatively

apply the knowledge and skills that have been trained in the production labor process to bring about labor productivity, quality and high efficiency.

## RESEARCH RESULTS AND DISCUSSION

### The needing to develop high-quality human resources in Vietnam today

High-quality human resources are not heterogeneous, not only reflected in degrees, degrees, and degrees but mainly in the quality of creative labor. High-quality human resources must be those who have the intelligence and deep knowledge of the profession, have high skills, have good labor skills, quickly receive, transfer and solve problems carefully technology - technology in each field, each discipline, capable of self-training, capable of acting, always completing work excellently, always being creative, having culture and making useful contributions to society, ... Since then, this human resource is the core in improving productivity, quality, efficiency in production, business, and many other fields, making high-quality products for society. High-quality human resources include many departments, in which the core talents are in leadership, management, production and business, and science and technology, etc. The XI National Congress of the Party of the Vietnamese Communist (2011) also requires to focus on developing high-quality human resources with special divisions in leadership, management, science, technology, culture and production and business such as good leadership and management", "a contingent of scientific and technological cadres, leading cultural houses", "a contingent of skilled entrepreneurs and workers ".

High-quality human resources are one of the driving forces to enhance the economy's competitiveness and autonomy in the context of Vietnam's active international integration and also a strategic solution to continue building the foundation to develop the country according to the roadmap set out by the XIIIth National Congress (January 2021). Accordingly, by 2025: to be a developing country with modern industry, surpassing the middle-low income level; by 2030: being a developing country with modern industries and high average income; by 2045: To become a developed country with high income. Since the XIth Congress of the Communist Party of Vietnam (January 2011), three strategic breakthroughs in national development have been identified, including perfecting the institution of a socialist-oriented market economy; fundamentally and comprehensively renovate education and training, develop human resources, especially high-quality human resources; building synchronous infrastructure system. At the same time, congress advocates: "Rapidly develop human resources, especially high-quality human resources" (Communist Party of Vietnam, 2011, p. 106). The XIIth Congress (2016) and XIIIth (2021) of the Party also reaffirmed and advocated continuing to implement the three strategic breakthroughs above.

The XIth Congress, the Party has oriented fundamental reform, comprehensive education and training, development of science and technology and requires "focus on fundamental innovation, comprehensive national education; closely linking human resource development with science and technology development and application"(Communist Party of Vietnam, 2011, p. 106). The XII Congress continued to affirm the point that education and training together with science and technology are the top national policy; investment in education and training and science and technology is an investment in development. Congress XIIIth emphasized: "Developing human resources, especially high-quality human resources, giving priority to human resources for leadership, management and key areas on the basis of improving, creating a transition. basic, strong and comprehensive changes in the quality of education and training associated with the mechanism of recruiting, using and treating talented people; promote research, transfer, application, and development of science and technology" (Communist Party of Vietnam, 2021, vol 1, pp. 203-204). Accordingly, high-quality human resources are the driving force, solution, and goal for the development of the above fields as well as many other areas of the country. Thus, education, training, and science and technology have close relationships that have a positive impact on the development of high-quality human resources.

Vietnam is continuing to promote industrialization and modernization, developing a socialist-oriented market economy and deepening international integration associated with the knowledge economy and the fourth industrial revolution, etc. The fourth industrial revolution is developed on the basis of highly integrated systems that connect digital, physical, and biological with the center and the breakthrough is the development of artificial intelligence. , internet connecting things, robots, nanotechnology, biotechnology, etc. That is fundamentally changing production and all sectors of the world, creating huge opportunities, but also poses challenges for each country in many fields, including high-quality human resources. The XIIth National Congress of the Party (January 2016) clearly defined: "taking science, technology, knowledge and high-quality human resources as the main driving force" (Communist Party of Vietnam, 2016, p. 90). Resolution of the XIIth Congress also affirms one of the key tasks as: "Continuing to effectively implement three strategic breakthroughs" (Communist Party of Vietnam, 2016, p. 432). When implementing the Resolution of the XIIth Congress on "improving the quality of human resources", the focus and main focus should be on developing high-quality human resources. In fact, Vietnam has got the right understanding and strives to build and develop high-quality human resources to serve the requirements of the country.

The XIIIth Congress of the Party has also oriented a number of major targets on socio-economic development in the next 5 years (2021- 2025) such as: "The growth rate of average social labor productivity is over 6.5 %/year"; "Digital economy is about 20% of GDP"; "The rate of trained labor is 70%" (Communist Party of Vietnam, 2021, vol 1, p. 113), etc. All these indicators are derived from the quality of human resources, have a close relationship, and influence the development of high-quality human resources.

In recent years, three strategic breakthroughs have been focused on implementation, initially achieving positive results. As a result, the development of human resources, including high-quality human resources, has been invested in training, retraining, and development with certain results.

### **The current situation of high-quality human resources in Vietnam**

Vietnam's human resources basically have the advantages of being young, abundant, intelligent, creative, responsive, flexible, industrious, tolerant, hard-working, etc. Our country is still in The golden population period - the period when the population in the working-age is the highest, in 2016, the labor force of the whole country reached about 54.4 million people, accounting for about 58.9% of the total population (Propaganda Department Central Government, 2017, p. 112), by 2020 an estimated 54.6 million people (Communist Party of Vietnam, 2021, vol 2, p. 34) - very favorable for national development.

According to the XIIIth Congress (2021), "The scale of human resources has increased in all branches and fields, especially high-quality human resources in breakthrough branches and fields" (Communist Party Vietnam, 2021, vol 2, p. 34); and "High-quality human resources increase in both quantity and quality, in which some sectors and fields reach a regional and international level such as information technology, health, construction industry, engineering, etc." (Communist Party of Vietnam, 2021, vol 2, p. 34).

The development of high-quality human resources is closely linked to the education, training, and development of science and technology. The fundamental and comprehensive renovation of education is being actively implemented; National scientific and technological potential has been strengthened.

In addition to the advantages and achievements, high-quality human resources in Vietnam still have shortcomings and shortcomings: That is, "The quality of human resources, especially high-quality human resources, has not met the requirements development demand yet"(Communist Party of Vietnam, 2021, vol 2, p. 70). A part of this human resource is still heavy in theory, light in practice has not paid enough attention to creative skills, social skills, life skills, and self-study. The capacity of the scientific and technological



contingent is still limited, the "lack of leading scientists" (the Communist Party of Vietnam, 2016, p. 250), the shortage of scientists, highly qualified specialists, and a contingent of managers, good businessmen, skilled worker. The rate of trained labor has been improved, but not yet high: By 2020, it is estimated to reach 65% of the total labor force in the country; including degrees and certificates reached 24.5%, an increase compared to 2015 (19.9%) (Communist Party of Vietnam, 2021, vol 2, p. 43). Up to November 2016, there were only 200 students / 10,000 people. The XIIIth Congress of the new Party has set a target: "the number of university students will reach 270 per 10,000 people by 2025" (Communist Party of Vietnam, 2021, vol 2, p. 129)

That is, "some tasks of education and training innovation have been implemented slowly, confusing, with low efficiency", "science, technology, and innovation have not really been the driving force to improve labor productivity dynamic, competitive capacity, promoting socio-economic development" (Communist Party of Vietnam, 2021, vol 2, p. 70). The relationship between research and training, research with market and business is still weak, not very close.

The limitation of human resources, especially high-quality human resources, is one of the reasons for "low productivity, quality, efficiency and competitiveness of the economy" (Communist Party of Vietnam, 2021, vol 1, p. 80). That requires high-quality human resources to be focused on development.

### **Some solutions to develop high-quality human resources in Vietnam in the coming time**

From the above advantages and limitations, in order to develop high-quality human resources, it is necessary to have a number of suitable solutions for the development of this human resource to meet the revolutionary cause in the new context. As follows:

Firstly, the planning on developing high-quality human resources in Vietnam needs to be in sync with the requirements of national development. Vietnam is in the process of implementing the "Vietnam Manpower Development Strategy for the period 2011-2020" and achieving satisfactory results. But it is essential to plan for high-quality human resource development in the new context. It is necessary to develop a strategy to develop human resources for the country, for each sector, each field, each locality, and each organization with synchronous solutions. Ministries, branches, and localities must formulate long-term human resource development plans, forecast demand for quantity, quality of human resources, industry structure, qualifications, etc.; on that basis, ordering and coordinating with educational and training institutions to organize the implementation (Communist Party of Vietnam, 2013).

Planning for human resource development must start and be closely linked with the planning of economic

development social-economic. Strengthening state management of human resources, linking supply and demand, promoting labor restructuring, facilitating labor mobility, and rational and effective distribution of labor. It is necessary to identify groups of high-quality human resources in fields with high criteria in terms of qualifications, competencies, qualities, etc. that they need to be trained and used practically and effectively. That is "Focus on building a contingent of cadres at all levels, especially at the strategic level, qualified, capable and reputable, on a par with the task" (Communist Party of Vietnam, 2021, vol 1, p. 187). That is "Building and developing a team of entrepreneurs who are strong in both quantity and quality, have good management and business skills, professional ethics and high social responsibility" (Communist Party of Vietnam, 2016, p.162); develop a contingent of teachers and administrators to meet the requirements of education and training innovation, etc.

Secondly, developing high-quality human resources associated with the development of education, training, and strengthening science and technology potentials. Developing education and training aimed at improving people's knowledge, training human resources, fostering talents associated with the needs of socio-economic development, national construction, and defense, with scientific and technological advances. , with the requirements of developing human resources and the labor market, etc. To educate Vietnamese people to develop comprehensively and bring into full play the potentials and creativity of each individual; attach importance to the development of learners' qualities and capacities. Renovating and improving the quality of education and training will make an important contribution to the development of high-quality human resources.

Continue to implement the solutions set out from the document of Congress XIth (2011), Resolution No. 29-NQ/TW of the 8th session of the 11th Central Conference (2013) on the fundamental innovation of education and training and other relevant documents of the Party and State.

Accordingly, the need to: Strengthen the Party's leadership, the State's management of education and training innovation; continue to strongly and synchronously renovate the basic elements of education and training in the direction of attaching importance to the development of students' quality and capacity; fundamentally renovate the exam forms and methods, test and evaluate the results of education and training, ensuring honesty and objectivity;

To perfect the national education system in the direction of an open education system, lifelong learning and building a learning society; fundamentally renew the education and training management, ensuring democracy and unity; increased autonomy and social responsibility of education and training institutions; attach great importance to quality management;

developing the contingent of teachers and administrators, meeting the requirements of education and training renewal; reforming financial policies and mechanisms, mobilizing the participation of the whole society; improving investment efficiency for education and training development; improve the quality and efficiency of science and technology research and application, especially educational science and management science; proactively integrate and improve the efficiency of international cooperation in education and training.

Continue to synchronously implement mechanisms, policies, and solutions to develop human resources, especially high-quality human resources to meet the requirements of socio-economic development; focus on solutions to renovating education and training, renewing educational content, programs, and methods; training and retraining human resources in the school as well as in the production and business process, focusing on improving professionalism and practical skills, etc. Diversifying training methods and investing in human resources high-quality force. Renovate education and training, focus on training and retraining human resources, especially high-quality human resources.

The development of high-quality human resources must also be closely linked with strengthening scientific and technological potentials: Strongly develop science and technology, making science and technology truly the top national policy. The most important driving force to develop a modern production force, knowledge economy, improve productivity, quality, efficiency, and competitiveness of the economy, etc. develop and apply science and public technology is a content that should be prioritized to invest one step in activities of all sectors and levels. The development of science and technology requires high-quality human resources to meet demand; at the same time, it also makes an important contribution to training and improving the quality of human resources.

To develop science and technology, it is necessary to have appropriate human resources. Therefore, it is necessary to develop human resources in this field. The quality of human resources has been improved from the requirement of science and technology development. It is necessary to synchronously implement mechanisms and policies to develop human resources, especially high-quality human resources, to meet the requirements of socio-economic development and national development.

Improve human resources potentials, creative skills, and scientific and technological application; Science and technology must stick with and through trained human resources to penetrate deeply into production, business, and social life. Developing and applying science and technology, thereby improving the quality of human resources in order to improve the quality and efficiency of the economy's competitiveness in the

process of international integration, serving the development of the country. Developing high-quality human resources in association with science-technology development should focus on a number of factors: building a national innovation system, promoting the creative capacity of each individual and enterprise organization, etc.

Thirdly, building and perfecting mechanisms and policies in building, developing, preserving, and gathering, attracting, and utilizing high-quality human resources. Strengthen the development, completion, and implementation of policies on training, retraining, appreciating, treating, and honoring high-quality human resources that have made contributions to the country. These are: a contingent of caring leaders and managers ranging from local to central; a team of successful businessmen in the domestic and international market; a contingent of skilled and creative workers; the contingent of scientists and technologies, especially good experts, etc. "Applying intellectuals on the basis of properly evaluating the quality, capacity, and results of dedication", "rewarding and honoring worthy contributions of intellectuals", "There are special mechanisms and policies to attract talents" (Communist Party of Vietnam, 2011, p. 106). All levels, branches, and localities need to quickly and often contribute to building, supplementing, completing, and implementing well mechanisms and policies to achieve better and better results in the construction and develop high-quality human resources to meet the requirements and tasks set out. Quickly overcome the brain drain problem, preserve high-quality human resources. Create favorable conditions, suitable working environment with adequate remuneration to attract virtuous people, talented domestic and foreign, etc.

Fourthly, to attach importance to investment in developing Vietnamese people. People are closely related to human resources in general and high-quality human resources in particular, so they must develop them comprehensively in terms of morality, mind, body, and beauty. It is necessary to pay attention to building and developing people, including a fundamentally and comprehensively high-quality human resource in terms of capacity, physicality, personality, ethics, lifestyle, a sense of respect for the law and civic responsibility, etc. Along with those requirements, it is necessary to equip them with knowledge of political, professional, and professional theory; scientific method and style; cultivating high and beautiful emotions; arousing the spirit of patriotism, community, self-reliance, national pride, and aspiration to rise, etc. It is necessary to invest in improving the quality of the population, human development index, "Strive for maintain the human development index (HDI) of the highest group in the world (over 0.7)" (Communist Party of Vietnam, 2021, vol 2 p. 129). Continue to implement human development strategies, policies for the care and protection of people. Continue

to implement the population law policy associated with building prosperous, progressive, and happy families. Provide public health services, ensure basic services, and receive health management, care, and protection for the people. Developing physical training and sports in the community and the entire population, contributing to improving the health of the people. Development of gender equality support services, etc.

Along with those basic solutions, a number of resolutions of other Party Conferences also concretize many contents related to the development of high-quality human resources and human resources:

Resolution No. 05-NQ/TW dated November 1, 2016, of the Fourth Conference of the XII Party Central Committee, requires: Focusing on developing human resources in Vietnam to meet the development and integration requirements of the country. To fundamentally and comprehensively renovate education and training in accordance with the spirit of the Central Resolution 8, Session XI to improve the quality of human resources, to meet the requirements of growth model renewal. Well implement mechanisms, policies, and laws on development of education - training, science-technology; attach importance to the university and postgraduate training and vocational training according to regional and international standards. Create rapid and clear changes in the development of human resources, especially high-quality human resources for potential and advantageous industries and fields; improve capacity, state management qualifications, and corporate governance. Promote socialization, give autonomy to public universities, colleges, and vocational training; encourage enterprises to participate in vocational training (Communist Party of Vietnam, 2016).

In the general policy of Resolution No. 06-NQ/TW dated November 5, 2016, of the Fourth Conference of the XII Party Central Committee "on effectively implementing the process of international economic integration. , maintaining socio-political stability in the context of our country's participation in new-generation free trade agreements" (FTA, 2016) also determined: "Continuing to implement three strategic breakthroughs". In specific policies and guidelines, Resolution 06-NQ/TW clearly states "to attach importance to developing Vietnamese human resources to meet the country's development and integration requirements" (Communist Party of Vietnam, 2016).

In addition to the above solutions, there may also be many other solutions for developing high-quality human resources. These are: planning, supplementing and completing strategies, mechanisms, policies, programs and plans in training (Hang & Van, 2020), general human resource development and high quality human resources. in particular (Van, 2020); Each branch, locality and enterprise should soon have a plan to train and use high-quality human resources in a specific, clear, open and transparent manner; creating

real demands of professions for employees to rise up to meet; Developing high-quality human resources needs to be closely linked with the process of restructuring and reforming growth models; Effective and rational use of high-quality human resources is the key to developing this human resource; helping businesses to access and recruit the country's brainpower; focusing on development, at the same time attracting high-quality human resources, attracting talents, leading experts, building strong research groups; pay attention to improving the quality of human resources of ethnic minorities (Gam, 2014 & 2015); promote international cooperation in education and training, attract talented and experienced teachers and scientists from abroad and overseas Vietnamese to participate in training and scientific research technology in Vietnamese higher education institutions; etc.

## CONCLUSION

High-quality human resource is the condition for international economic integration. Economic globalization continues to grow in size, extent, and manifestation with complex positive and negative impacts, opportunities, and challenges. The interdependence, integration, competition, and cooperation between countries are becoming more and more common. Knowledge economy develops strongly, so high-quality human resources become the decisive factor for the development of each country. Our Party advocates developing high-quality human resources, attaching special importance to the development of a contingent of good leaders, managers, experts, good corporate governance, skilled workers, and science-public leading technology; consider this as a necessary condition for regional and international integration and competition, as well as affirm the position of Vietnamese knowledge and intelligence in the global playing field.

Thus, the process of regional and international integration is increasingly deepened, especially the ASEAN Economic Community was officially established and Vietnam's participation in the Trans-Pacific Partnership Agreement, recently the Comprehensive and Progressive Trans-Pacific Partnership (CPTPP or TPP-11), the more high-quality human resource requirements, global citizens, are required. That requires trying to implement the directions, tasks, and solutions to develop high-quality human resources that the Party pointed out, and at the same time, it needs to be supplemented and developed by many other solutions and concretized to quickly overcome the shortage in quantity and quality in order to have high-quality human resources to best meet the requirements of building and developing the country to meet the objectives according to the immediate roadmap and castle.

## REFERENCES

1. Communist Party of Vietnam. (2011) Document of the XIth National Congress. Hanoi: National Politic.
2. Communist Party of Vietnam. (2013). Resolution No. 29-NQ/TW of the 8th session of the 11th Central Conference on the fundamental innovation of education and training.
3. Communist Party of Vietnam. (2016) Document of the XIIth National congress. Hanoi: National Politics.
4. The Communist Party of Vietnam. (2016) Resolution No. 05-NQ/TW dated November 1, 2016, The Fourth Conference of the XIIth Party Central Committee "On a number of major guidelines and policies to continue to innovate growth model, growth quality improvement, labor productivity, economic competitiveness ", Office of the Party Central Committee.
5. The Communist Party of Vietnam. (2016). Resolution No. 06-NQ/TW dated November 5, 2016, Fourth Conference of the Central Committee of the Communist Party Session XIIth "on the effective implementation of international economic integration and maintain socio-political stability in the context of our country's participation in the new generation of free trade agreements", the Party Central Office.
6. Communist Party of Vietnam. (2021). Document of the 13th National Congress of Delegates, Volume I. Hanoi: National Political Truth.
7. Communist Party of Vietnam. (2021). Document of the 13th National Congress of Delegates, Volume II. Hanoi: National Political Truth.
8. Gam, H. T. (Editor, 2014). Developing human resources of ethnic minorities in the Southeast to meet the requirements of industrialization and modernization. Hanoi: National Political.
9. Gam, H. T. (2015). Solutions to develop and improve the quality of human resources to meet the development requirements of the economic sector in the South. Journal of Political Science 8.
10. Government of the Socialist Republic of Vietnam. (2019). Resolution No. 02/NQ-CP on continuing to perform key tasks and solutions to improve the business environment, enhance national competitiveness in 2019 and orientations to 2021.
11. Hang, L. T. & Van, V. H. (2020). Building Strong Teaching and Learning Strategies through Teaching Innovations and Learners' Creativity: A Study of Vietnam Universities. International Journal of Education and Practice 8(3), pp. 498-510.
12. Van, V. H. (2020). Identify methods of teaching and learning to create interest, self-study, and creativity of students. Humanities & Social Sciences Reviews 8(3), pp. 646-656. <https://doi.org/10.18510/hssr.2020.8369>
13. William R. Tracey. (2016). The Human Resources Glossary. St: Lucie Press.