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**DEVELOPMENT OF HUMAN RESOURCES TO MEET THE NEEDS
OF INDUSTRIALIZATION AND MODERNIZATION IN QUANG NINH
PROVINCE TODAY**

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INTRODUCTION

1. Rationale for the research topic

Globalization and international integration have profoundly influenced the development of nations worldwide, including Vietnam. To ensure sustainable progress, every economy must rely on at least three fundamental pillars: the adoption of new technologies, the development of modern infrastructure, and the enhancement of human resource quality. Among these, human resources and their development are critical factors that determine national advancement.

In Vietnam, throughout the process of national construction and development, the Communist Party has consistently prioritized human resource development, particularly in the context of industrialization and modernization (IM). The Party's documents from the Eighth National Congress affirm that "human resource development is the fundamental factor for rapid and sustainable progress." By the Eleventh Congress, the Party introduced a socio-economic development strategy emphasizing the acceleration of human resource development, particularly high-quality personnel, through comprehensive and fundamental educational reform and scientific-technological advancements. The Party identified this initiative as one of three strategic breakthroughs essential for rapid and sustainable national development. At the Thirteenth National Congress, the Party reiterated the importance of human resource development: "Create breakthroughs in fundamental and comprehensive reform of education and training, develop high-quality human resources, and attract and effectively utilize talents." This underscores the Party's increasingly comprehensive and profound understanding in formulating socio-economic development strategies aligned with practical national and international demands.

Quang Ninh Province, within Vietnam's socio-economic development framework, is recognized as a region with substantial potential and favorable conditions for economic growth. Its strategic geographical location serves as an international gateway connecting various regions and provinces. The province

possesses abundant and diverse natural resources that foster the development of key industries, including marine resources, mineral resources, biodiversity for tourism and ecological tourism, geological resources for mining and energy, forestry resources for timber extraction and medicinal herb supply, and land resources for construction industries. Additionally, Quang Ninh's deep-water port system provides significant advantages for economic expansion.

Despite its advantages, Quang Ninh faces challenges in industrial development. Economic expansion and natural resource exploitation must be carried out alongside efforts to maintain environmental balance, protect natural landscapes, preserve biodiversity, and mitigate climate change. Consequently, Quang Ninh must adopt economic strategies focused on green industrial growth, aiming to reduce carbon emissions, limit the release of toxic chemicals, and utilize clean energy sources such as wind, solar, and bio-energy. The transition toward a green economy aligns with inevitable national and global economic trends, ensuring sustainable development.

To achieve these objectives, Quang Ninh must implement strategic policies for human resource training and development, emphasizing highly skilled personnel with strong technical expertise and ethical standards, tailored to specialized industries within the province. This workforce is essential for fulfilling industrialization and modernization requirements at both the provincial and national levels.

Based on the practical demands of socio-economic development in Quang Ninh Province, the researcher has chosen **"Development of Human Resources to Meet the Requirements of Industrialization and Modernization in Quang Ninh Province at Present"** as the subject of this doctoral dissertation in philosophy.

2. Research objectives and tasks

2.1 Research objectives

Based on clarifying certain theoretical and practical issues related to human resources (HR) and HR development to meet the requirements of industrialization and modernization (IM) in Quang Ninh province, this dissertation proposes perspectives and solutions to advance HR development aligned with the industrialization and modernization of Quang Ninh province.

2.2 Research tasks

This dissertation focuses on the following research tasks:

- Conducting an overview of existing research related to HR development in response to industrialization and modernization in Quang Ninh province.
- Clarifying theoretical perspectives on HR development aligned with industrialization and modernization.
- Analyzing the current state of HR development in Quang Ninh province, identifying prevailing challenges.
- Presenting viewpoints and proposing solutions for HR development in Quang Ninh province in the future.

3. Research subject and scope

3.1 Research subject

The subject of this dissertation is HR development in response to industrialization and modernization in Quang Ninh province at present.

3.2 Research scope

- *Regarding content:* The dissertation examines HR development for industrialization and modernization in Quang Ninh province, specifically:

- Focusing on HR quantity and structure.
- Investigating HR quality from three dimensions: physical capacity, psychological capacity, and intellectual capacity.
- Developing education and training for HR.
- Improving policies for HR attraction, utilization, and incentives.

- *Regarding spatial scope:* The dissertation explores HR in various industries and sectors within Quang Ninh province.

- *Regarding temporal scope:* The research focuses on HR development for industrialization and modernization in Quang Ninh province from 2015 to the present.

4. Theoretical, practical, and research methodological framework

4.1 Theoretical framework

The dissertation is based on the theoretical foundations of Marxism-Leninism, dialectical materialism, and historical materialism; Ho Chi Minh's ideology; and the

policies, strategies, and legal frameworks of the Communist Party of Vietnam and the Vietnamese government regarding HR development for industrialization and modernization. Furthermore, it incorporates interdisciplinary scientific theories relevant to the dissertation topic to clarify its objectives, tasks, and content.

4.2 Practical framework

The dissertation builds upon the findings of prior theoretical and empirical studies related to the subject. It references reports, HR development projects in Quang Ninh province, and sector-specific HR development plans within the province.

4.3 Research methodology

The dissertation employs a combination of research methods, including:

- The methodological approach of dialectical materialism and historical materialism.
- Analytical and synthetic methods to consolidate data from various sources related to HR development in response to industrialization and modernization.
- Comparison and contrast to highlight insights from existing studies, allowing the author to derive scientifically grounded conclusions.
- Inductive and deductive reasoning methods.
- Logical and historical approaches to evaluating HR development trends.

5. New contributions of the dissertation

The dissertation provides several contributions as follows:

- *First*, the dissertation enhances the theoretical understanding of human resources (HR), HR development, and industrialization and modernization (IM). It thoroughly clarifies the role and influencing factors in HR development to meet the requirements of IM.
- *Second*, the dissertation summarizes the socio-economic development characteristics of Quang Ninh province; identifies specific provincial factors influencing HR development for IM; analyzes and evaluates the current state of HR development in Quang Ninh province, assessing achievements and limitations; and determines the causes of these achievements and limitations, as well as key issues that must be addressed in HR development for IM in Quang Ninh province.

- *Third*, the dissertation proposes perspectives and solutions for HR development to meet the IM requirements in Quang Ninh province in the coming period.

6. Theoretical and practical significance of the dissertation

6.1 Theoretical significance

- To a certain extent, the dissertation contributes to the clarification of theories regarding HR, HR development, and the factors influencing HR development to meet IM requirements.

- The dissertation may serve as a reference material for research and teaching in Marxist-Leninist philosophy, utilizing the methodology of dialectical materialism and historical materialism to analyze the significance of HR development as a prerequisite for advancing and fully realizing the role of socialist human resources in Vietnam.

6.2 Practical significance

- The dissertation objectively evaluates HR development in Quang Ninh province in response to IM requirements and proposes feasible perspectives and solutions for enhancing HR development in the province.

- The dissertation may serve as a reference document for formulating strategies for HR development in Vietnam broadly and Quang Ninh province specifically in future development phases.

7. Structure of the dissertation

In addition to the introduction, conclusion, and reference list, the dissertation consists of 4 chapters 13 structured as follows:

Chapter 1

LITERATURE REVIEW RELATED TO HUMAN RESOURCE DEVELOPMENT FOR INDUSTRIALIZATION AND MODERNIZATION

1.1 Research studies related to human resource development for industrialization and modernization

1.1.1. Research works related to human resource theory and human resource development

The thesis provides an overview of 24 research works related to human resource theory and human resource development, specifically:

First, research works related to human resource theory

The thesis provides an overview of 12 research works including: books, scientific topics, articles, theses.

Second, research works related to the theory of human resource development

The thesis provides an overview of 12 related research works including: books, articles, scientific topics, theses.

1.1.2. Research works related to the theory of human resource development to meet the cause of industrialization and modernization

The thesis provides an overview of 15 research works related to the topic according to the problem lines of research works related to the theory of human resource development to meet the cause of industrialization and modernization.

1.2. Research works related to the current status of human resource development to meet the needs of industrialization and modernization

1.2.1. Research works related to the current status of human resources and human resource development

The thesis approaches and summarizes 17 research works related to human resources and human resources development. Including:

Research works related to the current state of human resources: 6 works including books, newspapers, scientific topics, theses

Research works related to the current status of human resource development: 9 works including books, newspapers, scientific topics, theses

1.2.2. Research works related to the current status of human resource development to meet the needs of industrialization and modernization

The thesis has reviewed 8 works related to the current status of human resources to meet the industrialization and modernization cause, including books, articles, and scientific topics.

1.3. Research works related to human resource development solutions to meet the needs of industrialization and modernization

The thesis provides an overview of 14 research works including: books, scientific topics, articles, theses according to the following problem lines:

1.3.1. Research works related to human resource solutions and human resource development

There are 7 works including books, newspapers, and scientific topics Research works related to human resource development.

1.3.2. Research works related to human resource development solutions to meet the industrialization and modernization cause

There are 7 works including books, newspapers, and scientific topics related to human resource development solutions to meet the industrialization and modernization cause.

1.4. Relevant international research studies

The dissertation reviews 05 international research works, including books and articles, related to human resources and human resource development to meet the demands of industrialization and modernization.

1.5. Review of related research studies and summary of key issues for the dissertation

1.5.1 Summary of major findings from published research studies related to the dissertation

Through a systematic review of research studies related to the dissertation topic, the author has identified several key points:

First, research studies addressing theories on HR development in response to industrialization and modernization:

Many scholars have conducted studies clarifying various theoretical aspects related to HR, HR development, and HR development for industrialization and modernization, employing different perspectives and approaches. Most authors focus on defining and analyzing HR theories, HR development, and HR development in response to industrialization and modernization. Additionally, they highlight the role of HR development in the socio-economic progress of the country and emphasize the

necessity of HR development in response to industrialization and modernization for Vietnam and its provinces.

It is evident that existing studies primarily focus on the theoretical foundations of HR, HR development, and HR development in response to industrialization and modernization. Through research works on the theory of human resources and human resource development, graduate students can inherit and refer to the research works of previous authors to specifically develop the problem of human resources research in their thesis. At the same time, there is a comparison and contrast of the practice of human resources development in localities to have a more general view of the trend of human resources development in the current context. However, most of these studies provide broad theoretical discussions without conducting in-depth analyses of specific regional or local factors affecting HR development. This gap presents an opportunity for the researcher to contribute to the theoretical framework of HR development in response to industrialization and modernization, particularly in Quang Ninh province.

For research works on human resource theory, human resource development and human resource development to meet the cause of industrialization and modernization, all focus on clarifying the theoretical basis of human resources, human resource development and human resource development to meet the cause of industrialization and modernization. Many authors have delved into research and pointed out the concept, characteristics, quality, structure of human resources, human resource development; the role of human resource development in the cause of national development, especially in the process of promoting industrialization and modernization; factors affecting human resource development. Although research on different aspects of human resource development, scientists all emphasize the need to develop human resources, which is the process of changing the quantity, quality and structure of human resources to meet the practical requirements for socio-economic development. The process of human resource development includes the increase and development of physical strength, intelligence, mental strength, cognitive ability, etc. of human resources. However, most of the works only stop at the level of general

research, not going into specific analysis of specific factors for each region and locality in human resource development. This is a gap for graduate students to research and supplement the theoretical framework on human resource development to meet the cause of industrialization and modernization in general and in Quang Ninh province in particular.

Second, research studies related to the dissertation on the current state of human resource development for industrialization and modernization

Research works on solutions to improve the effectiveness of human resource development and human resource development in the process of promoting industrialization and modernization play an important role for the author of the thesis in researching and proposing viewpoints and solutions for human resource development to meet the cause of industrialization and modernization in Quang Ninh province. Research works, articles, theses, focus on analyzing quite specifically the viewpoints: thoroughly grasping the viewpoints, policies, guidelines of the Party, and the legal policies of the State in developing human resources. At the same time, the works also propose specific solutions to improve the effectiveness of human resources development in line with practical requirements; in which, focusing on solutions to improve the quality of education and training, policies to attract, use, and reward talents; building plans and planning for human resources development; strengthening human resources management.

Through research studies analyzing the state of human resources (HR) and HR development in response to industrialization and modernization (IM), it is evident that scholars have focused on examining HR conditions; HR development within the IM process based on an evaluation of achievements and limitations; the causes of those achievements and limitations; and the discrepancies between HR development and practical demands. However, existing studies primarily conduct assessments within specific aspects and have yet to provide an in-depth examination of HR development for IM in Quang Ninh province. Some research papers lack supporting statistical evidence, while many data points remain general and outdated. Additionally, several presented issues remain broadly defined and fail to highlight the

contradictions between practical needs and the existing state of HR development, thereby limiting solutions to unresolved challenges.

Third, research studies related to HR development solutions for industrialization and modernization

Studies concerning solutions for improving HR development effectiveness in response to IM primarily propose various approaches to addressing key challenges. However, these solutions often remain generalized, lack coherence, and fail to present strategic measures suitable for prevailing development conditions. Moreover, these studies rarely incorporate specific analyses of Quang Ninh's development context or align proposed HR development strategies with the province's IM requirements.

1.5.2. Issues that the dissertation continues to address

The dissertation focuses on the following key areas:

Firstly, the thesis focuses on studying the theoretical and practical basis of the issue of human resource development in the process of promoting industrialization and modernization today. In terms of theory, the thesis focuses on clarifying the basic concepts of human resources, human resource development; industrialization and modernization; factors affecting human resource development; human resource structure, the role of human resource development in socio-economic development. In terms of practice, the thesis delves into the characteristics of natural, economic, political, cultural and social conditions; the industrialization and modernization process of Quang Ninh province; thereby, analyzing the role and factors affecting human resource development to meet the industrialization and modernization of the province.

Secondly, based on research, analysis and evaluation of the province's reports. The thesis assesses the current status of human resource development in the province through analyzing achievements and limitations; causes of achievements and limitations. On that basis, the thesis raises issues for human resource development to meet the industrialization and modernization of Quang Ninh province: How is the province's human resource developing? What are the

requirements of the province's industrialization and modernization process? How to develop human resource to meet the industrialization and modernization of Quang Ninh province? What are the roles and responsibilities of management agencies in the development of human resource in the province?

Thirdly, the thesis proposes viewpoints and solutions to improve the effectiveness of human resource development to meet the industrialization and modernization of Quang Ninh province. In presenting viewpoints, the thesis focuses on proposing viewpoints based on the Party's guidelines and policies, the State's laws and policies on human resource development; and the policies and strategies of Quang Ninh province on human resource development. At the same time, the thesis proposes 6 specific solutions to improve the effectiveness of human resource development to meet the industrialization and modernization of Quang Ninh province. The solutions are proposed in accordance with the specific conditions of the province in the process of promoting industrialization and modernization to promote the advantages and achievements, overcome the limitations, solve the problems raised, contributing to improving the effectiveness of human resource development to meet the industrialization and modernization of Quang Ninh province.

Summary of Chapter 1

Through studying and summarizing domestic and foreign research works related to the issue of human resources, human resource development and human resource development to meet the cause of industrialization and modernization. Therefore, the author has chosen the research issue "Developing human resources to meet the cause of industrialization and modernization in Quang Ninh province today".

The research results of the research works related to the thesis are important documents in implementing the above tasks of the thesis. Successfully implementing the set goals and tasks has great significance for contributing theoretically and practically to the issue of developing human resources to meet the cause of industrialization and modernization in Quang Ninh province in particular;

contributing to the successful implementation of the cause of socio-economic development of the country, the successful implementation of the industrialization and modernization process; building Vietnam as a "rich people, strong country, democracy, fairness, civilization".

Chapter 2

THEORETICAL FOUNDATIONS OF HUMAN RESOURCE DEVELOPMENT FOR INDUSTRIALIZATION AND MODERNIZATION

2.1 Human resources and human resource development: Basic concept and content

2.1.1 Human resources and the structure of human resources

2.1.1.1 Basic concept of human resources

Based on various perspectives on human resources, this dissertation defines human resources (HR) as follows:

Human resources refer to the human potential, encompassing all psychological, physical, and intellectual capacities of individuals within a society who engage in productive activities, thereby contributing to the socio-economic development of the nation.

Furthermore, the dissertation defines human resource development as follows:

Human resource development refers to the progressive transformation and enhancement in both quantity and quality: encompassing psychological, physical, and intellectual aspects of individuals within society participating in productive activities. This development leads to advancements in the structure of human resources, contributing to national socio-economic progress.

2.1.1.2 Subjects, content, and methods of human resource development

Subjects of human resource development

First, the primary subject responsible for human resource (HR) development in response to industrialization and modernization (IM) in Vietnam is the Communist Party and State of Vietnam.

Second, an essential subject influencing HR development is human resources themselves, as the transformation and advancement of HR originate from the workforce.

Third, entities involved in HR utilization, such as companies, enterprises, agencies, and organizations, as well as educators and administrators within educational institutions, constitute additional key subjects engaged in HR development processes.

Fourth, family plays an important role in the development of human resources.

Content of human resource development

- *First*, focusing on the quantity and structure of human resources.
 - + about physical strength
 - + about mental strength
 - + about mentality
- *Second*, emphasizing the quality of human resources.
- *Third*, prioritizing education, training, and HR development.
- *Fourth*, formulating policies for HR attraction, utilization, and incentives.

Methods of human resource development

- *First*, developing human resource through education and training as a fundamental approach to enhancing human resource (HR) quality and capabilities.
- *Second*, developing human resource through agencies, organizations, enterprises, and units utilizing HR, ensuring effective workforce deployment within various industries and sectors.
- *Third*, developing human resource by strengthening collaboration with relevant agencies, enterprises, and organizations, fostering strategic partnerships to optimize HR development efforts.
- *Fourth*, through policies to attract, use and treat human resources.

2.2 Industrialization and modernization – the necessity of the industrialization and modernization process in Vietnam

2.2.1 Concept of industrialization and modernization

Currently, industrialization and modernization are understood as the fundamental and comprehensive transformation of economic and socio-economic activities. This process involves shifting from a labor-intensive economy based primarily on manual work to an economy utilizing general labor, advanced technology, modern equipment, and innovative methods to achieve high social labor productivity.

2.2.2 The necessity and characteristics of industrialization and modernization in Vietnam

Vietnam is progressing toward socialism from a historically underdeveloped industrial base, with limited material-technical infrastructure, an unadvanced productive force, and newly established socialist production relations.

Industrialization and modernization play a crucial role in enabling Vietnam to overcome poverty and underdevelopment, ensuring the country's transition into a civilized and modern socialist society.

Characteristics of the industrialization and modernization process in our country go through 2 stages:

- + Pre-renovation period (before 1986)
- + Post-renovation period (from 1986 to present)

2.3 Role and influencing factors in human resource development for industrialization and modernization

2.3.1 Role of human resource development in industrialization and modernization

First, human resources constitute the primary determinant of socio-economic growth and development, including the industrialization and modernization process.

Second, human resources are one of the decisive factors in the successful implementation of industrialization and modernization in Vietnam.

Third, high-quality human resources serve as a crucial condition for narrowing economic development gaps between Vietnam and other developing economies worldwide.

2.3.2 Factors influencing human resource development for industrialization and modernization in Quang Ninh province

2.3.2.1 The impact of natural conditions and geographical location in Quang Ninh Province

2.3.2.2 The impact of socio-economic development and scientific-technological advancements in Quang Ninh Province

2.3.2.3 The impact of policies, strategies, and directives on human resource development in Quang Ninh Province

2.3.2.4 The impact of knowledge-based economy development and international integration in Quang Ninh Province

Summary of Chapter 2

In this chapter, the thesis focuses mainly on theoretical research on human resources, human resource development; industrialization, modernization and human resource development to meet the cause of industrialization and modernization. On that basis, clarify the role, requirements and factors affecting human resource development to meet the cause of industrialization and modernization of the country in general and for Quang Ninh province in particular.

Chapter 3

HUMAN RESOURCE DEVELOPMENT TO MEET THE REQUIREMENTS OF INDUSTRIALIZATION AND MODERNIZATION IN QUANG NINH PROVINCE – CURRENT STATUS AND KEY ISSUES

3.1 Current status of human resources meeting the requirements of industrialization and modernization in Quang Ninh Province

3.1.1 Current State of Human Resource Quantity and Structure

3.1.1.1 Achievements

- Regarding the scale of human resources
- Regarding the structure of human resources

3.1.1.2 Limitations

3.1.1.3 Causes of achievements and limitations

- *Causes of achievements*
- *Causes of limitations*

3.1.2 Current state of human resource quality

3.1.2.1 Achievements

Psychological strength (tâm lực):

Physical strength (thể lực):

Intellectual strength (trí lực):

3.1.2.2 Limitations

Regarding psychological strength (tâm lực):

Regarding physical strength (thể lực):

Regarding intellectual strength (trí lực):

3.1.2.3. Causes of achievements and limitations

Causes of achievements

Causes of limitations

3.2. Current status of collaborate human resource development for industrialization and modernization in Quang Ninh province

3.2.1. Current status of training and capacity building for human resource development to meet the requirements of industrialization and modernization

3.2.1.1. Achievements

The development of human resources (HR) in Quang Ninh province has benefited from various mechanisms and policies aimed at improving vocational training and employment creation, including:

Mechanisms and policies for vocational training and job creation to equip workers with relevant skills and knowledge.

Mechanisms and policies for vocational education to strengthen technical and professional expertise among the workforce.

Mechanisms and policies for vocational training in rural areas to ensure skill development among local labor forces.

Mechanisms and policies for employment generation to expand job opportunities and reduce unemployment rates.

Mechanisms and policies for HR development in the public sector to enhance government workforce efficiency and professionalism.

Mechanisms and policies for HR development in the private sector to support enterprises in attracting and retaining skilled employees.

Mechanisms and policies for organizational reform in HR development to optimize management structures for talent cultivation.

Mechanisms and policies on job positions to define clear career pathways and employment structures.

3.2.1.2 Limitations

3.1.1.3 Causes of achievements and limitations

Causes of achievements

Causes of limitations

3.2.2 Current state of human resource utilization, recruitment, and incentives for industrialization and modernization

3.1.2.1 Achievements

Mechanisms and policies for talent attraction to ensure a competitive labor force.

Mechanisms and policies for HR development among ethnic minorities, fostering inclusivity in workforce planning.

Labor management and utilization strategies to optimize employment efficiency in Quang Ninh Province.

3.1.2.2 Limitations

3.1.2.3 Causes of achievements and limitations

Causes of achievements

Causes of limitations

3.3 Key issues in human resource development for industrialization and modernization in Quang Ninh province

3.3.1. *The growth rate and quality of human resource development have not met the requirements of the 4.0 Industrial Revolution*

3.3.2. *Some mechanisms and policies are contradictory and not suitable to the province's potential and strengths; human and material resources are limited.*

3.3.3 *Practical requirements for sustainable socio-economic development of the province, the shift in economic development from "brown" to "green" with emerging issues: society, environment, disparities between regions, areas, and population classes*

3.3.4 *Globalization and international integration require maintaining independence, sovereignty, unity and territorial integrity with the goal of building Quang Ninh into a solid defense zone in terms of national defense and security, and at the same time a frontline of international economic cooperation and competition.*

Summary of Chapter 3

In this chapter, the author of the thesis focuses on clarifying the following issues: focusing on analyzing the current status of human resources (structure, quantity, scale, quality of human resources) and human resource development (training, fostering and using, attracting and treating human resources) in Quang Ninh Province. Based on the assessment of achievements and limitations of human resources and human resource development in Quang Ninh Province. From there, clearly indicate the causes of achievements and limitations and the issues raised for human resource development to meet the cause of industrialization and modernization in Quang Ninh Province today.

This is the basis for the author to present his views and propose solutions for developing human resources to meet the industrialization and modernization cause in Quang Ninh province in the coming time in chapter 4.

Chapter 4

KEY PERSPECTIVES AND SOLUTIONS FOR HUMAN RESOURCE DEVELOPMENT TO MEET THE REQUIREMENTS OF INDUSTRIALIZATION AND MODERNIZATION IN QUANG NINH PROVINCE IN THE FUTURE

4.1 Key Perspectives on Human Resource Development for Industrialization and Modernization in Quang Ninh Province

4.1.1 Human resource development must be regarded as a crucial responsibility of the entire political system across the province.

4.1.2 Human resource development for industrialization and modernization must be integrated with the socio-economic development goals and tasks of Quang Ninh Province.

4.1.3 Human resource development must be considered a top priority and one of the three breakthrough areas in Quang Ninh Province’s industrialization and modernization strategy.

4.2 Fundamental Solutions for Human Resource Development to Meet the Requirements of Industrialization and Modernization in Quang Ninh Province in the Future

4.2.1 Solutions to Enhance the Role of Key Actors in Human Resource Development in Quang Ninh Province

4.2.1.1 Raising Awareness Among Leaders, Departments, and Government Authorities in Quang Ninh Province Regarding the Importance of Human Resource Development

Ensuring that all levels of leadership and governmental bodies recognize the significance of human resource (HR) development and actively implement strategies to support workforce growth.

4.2.1.2 Raising Public Awareness About the Role of Human Resource Development for Industrialization and Modernization in Quang Ninh Province

Promoting a widespread understanding of HR development and its impact on the socio-economic transformation of the province.

4.2.1.3 Raising Awareness Among Workers About the Need to Improve Their Competence, Professional Qualifications, and Physical Capabilities

Encouraging laborers to prioritize skill enhancement, professional training, and physical well-being to meet the demands of industrialization and modernization.

4.2.2 Solutions to Develop and Improve the Policy System for Human Resource Development in Quang Ninh Province

4.2.2.1 Developing and Enhancing Policy Frameworks, Reforming Mechanisms, and Creating Tools for Human Resource Development to Ensure Workforce Readiness for the Economic Transition From a “Brown” to a “Green” Economy

- Perfecting human resource development policy in a breakthrough direction
- + In attraction and recruitment

- + In using talent and high quality human resources
- + About the environment and working conditions
- + About material and spiritual treatment
- Build and perfect the system of mechanisms and policies to attract local workers and migrant workers for businesses in the province.

4.2.2.2 Improving Planning and Establishing Standards for Educators and Training Institution Outcomes

4.2.2.3 Enhancing the Efficiency and Expansion of Domestic and International Training Partnerships; Creating Effective Collaboration Between the Government, Educational Institutions, and Enterprises

4.2.3. Solutions to improve the quality of human resources in quang ninh province

4.2.3.1. Solutions to improve the quality of government officials, civil servants, and public employees in Quang Ninh province

Firstly, for training, retraining and development

Secondly, Focus on innovation in recruitment

4.2.3.2. Improving the quality of human resources at the commune level

4.2.3.3. Enhancing the quality of rural labor

4.2.3.4. Improving the quality of high-skilled human resources

Firstly, Strengthening methods to improve the quality of high-quality human resources.

Secondly, improve the quality of planning, training and development of high-quality human resources.

4.2.3.5. Enhancing the quality of human resources in key economic sectors

For human resources for industrial parks and economic zones

For human resources for key economic sectors

For management personnel of enterprises

4.2.4. Solutions to strengthen training institutions and mobilize resources for human resource development in Quang Ninh province

4.2.4.1. Improving the quality of lecturers

4.2.4.2. Enhancing and refining training program quality

4.2.4.3. Investing in infrastructure development

4.2.4.4. Expanding partnerships and collaboration in training

4.2.4.5. Strengthening resource mobilization for human resource development

4.2.5. Solutions to expand regional and international collaboration, strengthen links between schools and businesses, develop a shared database, and enhance digital competency in Quang Ninh province

4.2.5.1 Expanding regional cooperation and international partnerships

4.2.5.2 Strengthening training collaborations between schools, businesses, public sector, and economic zones

4.2.5.3 Focusing on developing a shared database, improving digital competency, and enhancing population quality

Summary of Chapter 4

Based on the assessment of the current situation and issues arising in the process of developing human resources in Quang Ninh province to meet the industrialization and modernization cause, the author of the thesis initially proposes some basic viewpoints and basic solutions with orientation to develop human resources to meet the requirements of industrialization and modernization in Quang Ninh province:

Firstly, to provide a system of strategic viewpoints and orientations for the development of human resources in Quang Ninh province in the coming time.

Second, the author proposes some basic groups of solutions to develop human resources to meet the requirements of industrialization and modernization in Quang Ninh province in the coming time.

It can be said that, from proposing orientations and solutions for developing human resources to meet the industrialization and modernization of Quang Ninh province in the coming time, it will create human resources that meet the practical requirements of socio-economic development commensurate with the potentials and strengths of Quang Ninh province.

CONCLUSION

Human resources (HR) and HR development are essential both theoretically and practically for the sustainable development of Vietnam in general and Quang Ninh Province in particular. HR plays a critical role in relation to other resources in the industrialization and modernization (IM) process as well as in socio-economic development.

Marxism-Leninism posits that humans are both products and agents of history. Throughout the leadership of the Vietnamese revolution, the Party has consistently prioritized human development, considering people as both the goal and driving force of socio-economic progress. Consequently, HR development has been placed at the center of the Party's strategy, aiming to maximize national potential and strengths.

During the country's renewal (Đổi Mới) period, the Party has upheld the guiding principle of placing humans at the core of development: seeing them as both the objective and engine of progress. The Party has creatively applied Marxist-Leninist principles and Ho Chi Minh's ideology to Vietnam's specific realities. The remarkable socio-economic achievements over nearly 40 years of renewal serve as clear evidence of the Party's sound policies and strategies. Among these, HR development has been regarded as a key strategic element, forming one of the three breakthrough areas that have helped Vietnam grow rapidly and sustainably, laying the foundation for the nation to enter a new era: an era of strong national advancement.

HR development is the responsibility of the Party, the people, and the entire political system. In the context of the Fourth Industrial Revolution, Vietnam's future development must be primarily driven by HR growth, particularly high-quality HR. To achieve HR development that meets the requirements of IM, the Party and State, as well as Quang Ninh Province, must swiftly refine policies and mechanisms, fully address HR limitations, expand education and training, and regularly update governance policies to optimize HR planning and utilization across sectors,

industries, and regions. Additionally, a special talent strategy is needed to attract skilled professionals across all fields.

With strong expectations, deep awareness, and decisive actions from the Party, State, and political system, HR development will contribute to Vietnam's prosperity and strength, ensuring the nation's successful progression into an era of robust advancement while meeting the demands of IM.

LIST OF RELATED RESEARCH WORKS

1. Nguyen Van Hoan (2024), “*Marxist Philosophical Perspectives on Overcoming Human Alienation and Their Significance for Human Development in Vietnam Today*”, Political Theory and Communication Journal, Special Issue No. 1/2024.
2. Nguyen Van Hoan (2024), “*Human Resource Development to Meet the Requirements of Industrialization and Modernization in Vietnam*”, Political Theory and Communication Journal, Special Issue No. 2/2024.
3. Nguyen Van Hoan (2025), “*Human Resource Development, breakthrough in national development strategy*”, Political Theory Journal, May 2025.