

IMPROVE THE EFFICIENCY OF TRAINING AND FOSTERING DOMESTIC HUMAN RESOURCES IN VIETNAM TODAY

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ABSTRACT

The article uses qualitative research methods, methods of collecting secondary documents to research the current situation of training human resources in the interior sector in Vietnam today. The results show that the internal human resource training has initially met the practical needs of society, however, there are still many difficulties to overcome. The article also proposes a number of solutions to improve the efficiency of training internal human resources in Vietnam.

KEYWORDS: Human Resources; interior human resources; Vietnam

1. INTRODUCTION

In the context of accelerating the state administrative reform and building and perfecting the socialist rule of law State in the current context of market economic development and international integration, the interior sector must continuously building, renovating. Officials, civil servants and employees of the interior sector must rise to the level of their duties, always renew their thinking and working styles, not only to be able to meet the requirements of assigned tasks, but also must be at the forefront of administrative reform. To improve the efficiency of public service, the requirements for the training and retraining of civil servants in the interior sector must achieve practical results for the organization as well as individual civil servants trained and retrained. In order to have a contingent of cadres and civil servants who are virtuous, talented, enthusiastic in their work, knowledgeable, capable of practical operations in market economic conditions and international integration, the training and retraining of human resources in the interior sector must be particularly respected. Therefore, researching the current situation of training internal human resources and proposing solutions to improve the effectiveness of this human resource training in Vietnam is now necessary.

2. THE SITUATION OF INTERNAL HUMAN RESOURCE TRAINING IN VIETNAM

Human resources in the interior sector, in a broad sense, mean the contingent of civil servants working internally, in the internal affairs of a country, including: State administrative and non-business organizations; local government; Public servants; training and retraining; Emulation and Reward; religion; archives; youth work... In a narrow sense, the contingent of civil servants in the interior sector is a contingent of civil servants working in the Ministry of the Interior, affiliated units under the Ministry of the Interior; civil servants working at the Department of Home Affairs of provinces and cities directly under the Central Government and working in the interior department of the district, town or city directly under the province.

Over the past years, our Party and State have paid special attention to the training and retraining of cadres and civil servants in order to improve the quality of the contingent of cadres and civil servants and the efficiency of public service execution. President Ho Chi Minh said: "Cadres are the root of all jobs. Therefore, training cadres is the Party's root task" [4, p.269]; or "Learn to work, be human, work as an officer, study to serve the unions, class and people, the Fatherland and humanity" [4, p.684].

Training and retraining of civil servants in the Interior sector is an important and urgent content in the process of public administration reform of the public administration in our country in the current period. The training and retraining of civil servants plays an important role to improve the capacity of public service implementation, improve the quality of civil servants in the Interior sector. Thereby contributing to improving the efficiency of training and retraining for civil servants of the Interior sector from determining training needs, retraining, building plans to selecting trainers ... evaluating training results. The ultimate goal of training and retraining is to build and develop a contingent of truly capable civil servants in the Interior sector, meeting the requirements of administrative reform, civil service reform in the current period.

According to statistics, by the end of 2013, the domestic industry had about 39,000 people, at central agencies accounting for nearly 42% and localities accounting for 58% (including: leading civil servants, managers; group of civil servants and public employees; group of lecturers participating in training programs, fostering human resources in the interior industry); Professional qualifications are relatively high: bachelor and postgraduate account for nearly 68%, college and intermediate level 30%, elementary level 2%. Approximately 90% of the total human resources in the interior industry have the ability to use computers well, to meet job requirements.

However, the results of a sociological survey of Hanoi University of Home Affairs through the project on Training and retraining for human resources in the interior sector implemented in June 2014, in 3 groups of human resources in the interior sector have shown the Restrictions are quite pressing. Specifically, 81.1% of respondents think that it is limited in professional skills, 74.6% think that it is limited in work experience, 68.8% think that it is limited in professional knowledge and 51, 1% rated that the limitation in public ethics. On the other hand, up to 57.4% of the lecturers' opinion that the training institutions under the Ministry of Home Affairs currently have not met the requirements of developing human resources in the interior sector. The two groups of leading civil servants, managers and civil servants and civil servants in the interior sector also had up to 77.3% of the opinions that restrictions on the content and training program were not appropriate [3]. Basically, the human resources of the interior sector can meet the regular work requirements, but there is still a lack of leaders, planning experts, managerial and executive officers. To perform well the roles and responsibilities of the advisory agency on the organization and human resources, it is necessary to add

a significant number of high-quality human resources.

However, there is still inconsistency in training management from central to grassroots level; Not synchronous in the promulgation of ideas and regimes for the training and retraining of human resources in the interior sector.

- The work of planning, training and retraining plans has not been focused, the plan has not come from the needs of the unit;
- Contents, training and retraining programs are somewhat overlapping, overlapping, heavy in theory, less practice and practical working skills.
- Training and retraining methods have been slowly improved and modernized; teaching facilities have not been enhanced to suit the modernization requirements.
- The teaching staff is weak and lacking, has not been focused on, fostered and developed both professionally and professionally.
- The use of funding for training and retraining is not reasonable and ineffective.
- In addition, the team in charge of training and retraining management is not fully equipped with necessary knowledge, so this work result is not high [2].

Facing the requirements of the country's development to 2020 requires promoting the development of the contingent, civil servants and public employees in both quality and quantity; the requirement to build and develop the contingent of cadres, civil servants and public employees is more urgent than ever, including the contingent of interior workers, civil servants and public employees.

3. SOME SOLUTIONS TO IMPROVE THE EFFICIENCY OF TRAINING INTERNAL HUMAN RESOURCES IN VIETNAM IN THE CURRENT PERIOD

Innovating content and training program

The training program focuses on soft skills training, communication skills, cultural and social knowledge, thinking capacity, practical working skills, job response right after graduation. Training content needs a balance between theory and practice. Develop a lesson set for each course outline, helping students to streamline basic knowledge, while introducing in-depth materials to help students with extensive research needs, practice skills as well as personal values to have a solid luggage step into life. Publicize the school's training program, training plan, and learning materials on the website to facilitate the learning and monitoring progress.

Regarding the content of training and retraining programs, attention should be paid to updating new knowledge, new skills, new experiences (both in the world and in the country), and on new legal regulations related to State management and public service delivery are the responsibility of the state apparatus, without greed, spread, heavy in general theory, lack of specific public service execution

skills and experience, lack of Practical like ours today.

Training methods need to be flexible, diversified, and spend more time practicing in reality than listening to presentations in lecture halls. Training institutions should coordinate with experts and managers with rich practical experience to teach and develop training programs.

The training and retraining work not only focuses on equipping professional knowledge and skills, to improving the capacity of public service, but also must pay proper attention to fostering quality and personality. Because, the current country context is posing the need to foster and improve the quality, personality, and public ethics of the cadres, civil servants as a pressing requirement and a key task, is a priority for the training and retraining of human resources in the interior sector today.

Enhancing extracurricular activities, practical learning for students/learners in the learning process, organizing student exchange programs with overseas training institutions to give students the opportunity to study and absorb new things, create motivation for students to learn. Building a financial mechanism suitable for learners, increasing financial support for student activities. Establishing a study promotion fund for students, officials and employees, connecting with employers to increase funding for learners. Clearly identify the recipients of scholarships, support from the beginning, specific and widely communicated in the media, reasonable support level and competitive with other schools, creating motivation for students.

Develop policies for long-term coordination and links with employers to create an environment for practice, practice in the learning process of learners; Introduce suitable jobs for students after completing the school's training program and provide the right manpower to suit each requirement of the employer.

Develop a set of evaluation criteria for the quality of training and retraining of human resources in the interior sector

Measuring the effectiveness of the training and retraining of civil servants of the Interior sector must be linked to the requirements of the job position and capacity framework; the results of public service are characteristic of the Home Affairs field; level of satisfaction of organizations and citizens; development requirements of organizations and individuals to be trained and fostered. In the current period, it is necessary to develop a set of evaluation criteria for the quality of training and retraining of human resources in the interior sector.

The set of criteria may include: Criteria for evaluating concepts, institutions, policies on training and retraining; evaluation criteria for program design, content of training and fostering materials; evaluation criteria for the form, method and level of meeting learners' expectations in training and

retraining; evaluation criteria for training and retraining establishments; evaluation criteria for a contingent of trainers participating in training and retraining; evaluation criteria for the training and retraining process; evaluation criteria for investment funding for training and retraining.

Completing the training and retraining process for civil servants. The process of training and retraining civil servants in the Interior sector must be built on the basis of State and industry regulations on training and retraining of civil servants. In addition, it is necessary to study in association with the specific reality of the Home Affairs sector to develop the most effective training and retraining process from the stage of identifying training needs, planning, organize training and testing, evaluating the quality and effectiveness of training and retraining of civil servants. When there is a reasonable and scientific training and retraining process, the training and retraining will help to choose the right subjects, the right content of the program, easily build a scale to evaluate the quality of training, special costs for training and retraining are lowest but most effective.

Developing the capacity of the contingent of trainers participating in training and retraining programs

Lecturers are not only program implementers, under a certain angle and within a certain framework, teachers are also and must be "re-editors", "creators" of the program. Because, any training and retraining program, even though there is an elaborate and scientific compiled organization here, cannot fully express the learning needs of the learners. When teaching a particular program, teachers are faced with specific needs that must be addressed without eliminating the possibility that those needs are not foreseen.

The goal of the training and retraining courses is to equip the skills and methods to perform public duties, to "train" civil servants. How to train, specifically and how effective it is, depends on the capacity of the instructor. In fact, the same program, even the same subject, but if the instructor has good experience and good training methods, the program is implemented effectively, the learner can do the job and vice versa.

Build an organic teaching force to meet teaching standards, reduce the number of part-time lecturers, periodically evaluate the quality of teaching of organic and guest lecturers; recruiting new lecturers, having preferential policies to attract experts and lecturers with high professional qualifications, suitable to the training disciplines of the school. Increase the sending of lecturers to study and exchange with domestic and foreign educational institutions.

To increase investment in material and technical foundations for the training and retraining of human resources in the interior sector

To increase investment in upgrading and repairing facilities and equipment for teaching and learning

to meet training requirements such as large halls; fully equipped with equipment, air conditioning for classrooms; building multi-purpose rooms, creating a playground for students to practice and develop physically and mentally. Investment in standard libraries; expanding the usable area of the dormitory; building a student service area ... to meet the learning needs and activities of students when participating in learning at training and retraining institutions.

Promote international cooperation in training and retraining of human resources in the interior sector
Enhance the expansion of international cooperation in training such as: inviting foreign lecturers and experts to teach, make thematic reports, exchange experiences, to create conditions for domestic lecturers and experts to study abroad, to seminars and to exchange experiences. Send cadres and civil servants to overseas training and retraining and must really come from the needs of reality, not follow the current regime, policy and egalitarianism.

4. CONCLUSION

Comprehensive innovation, bringing the country to a new height requires a contingent of qualified, capable, knowledgeable cadres and civil servants. Therefore, the training and retraining of human resources for the interior industry is the top priority. Over the past years, the training and retraining of internal human resources has achieved certain results, contributes significantly to the results of economic growth and social stability that we have achieved in recent years. However, it is also necessary to seriously recognize the weaknesses and shortcomings in training and retraining the current contingent of cadres and civil servants. Therefore, the training and retraining of cadres and civil servants need to go into practice, improve the practical capacity of the contingent of cadres and civil servants. The management agencies need to unify the mechanism from central to grassroots level to create uniformity.

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