



## The Current Situation of Human Resources at Universities: A Study on Tan Trao University

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### ABSTRACT

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The Communist Party of Vietnam has determined that education and training are the top national policy and decisive factors for economic growth and social development. Education development is the responsibility of the whole Party, the people, and the entire society. Teachers and educational administrators are the core force, playing a decisive role in ensuring the quality of education. The article studies the current situation and proposes solutions to develop the lecturers of Tan Trao University to improve the number and professional capacity: professional skills and practical ability to meet the requirements of the times.

### KEYWORDS:

Human resources, development, quality of human resources, Tan Trao University.

### 1. OVERVIEW

In recent years, the Party and the State of Vietnam have paid special attention to building and developing human resources, meeting the requirements of the cause of accelerating industrialization and modernization of the country and international integration. Throughout the congresses of the Communist Party of Vietnam, human development has always been considered by the Party as both a goal and a driving force of economic and social development. At the 8th National Congress of Delegates (1996), it was determined: "Taking the promotion of human resources as a basic factor for rapid and sustainable development " [1; p. 85, 21], and "raising the people's intellectual level, fostering and promoting the great resources of the Vietnamese people are decisive factors for the victory of industrialization and modernization ". [1; p 85, 21 ]. That spirit continued to be emphasized at the 10th Party Congress: "Comprehensively renewing education and training, developing high-quality human resources... revitalizing Vietnamese education " [3; p.213 ]. At the same time, the Party advocates paying special attention to and improving the quality of human resources, paying special attention to the development of science and technology, education and training; implementing the policy of appreciating talents, and leading scientists in the industry .... The 13th Congress also added priorities: " Developing human resources for leadership, management, and key areas

based on focusing on improving and creating a strong, comprehensive and fundamental change in the field of health and safety. the quality of education and training is associated with the mechanism of recruitment, use, and treatment of talents, promoting research, transfer, application, and development of science - technology, and innovation; arouse the aspiration to develop a prosperous and happy country, promote Vietnamese cultural values, human strength, solidarity and national pride in the cause of national construction and defense. ; 4. p .99] . Therefore, improving the quality of education and training, especially the quality of science and technology human resources, is considered a vital factor for national development and international integration. As a developing university in the system of Vietnamese universities, Tan Trao University has made great efforts to innovate to improve the quality of training and scientific research. Which, improving the quality of human resources in science and technology, towards the development goal according to the announced mission and vision is considered one of the top tasks.

### 2. CONTENTS

#### 2.1 Reality Human Resources at Tan Trao University

The current human resources of Tan Trao University meet the training needs, the number of lecturers with master's and doctoral degrees is increasing, and there are starting to have lecturers studying and graduating from abroad. and is an important factor to connect international cooperation activities in training and research.

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The number of training majors at Tan Trao University at the university level has increased from 08 disciplines (2014), now has increased to 25 university-level disciplines in the fields of teacher training, agriculture, and forestry. fisheries, economics, medicine, culture, tourism, and travel service management..., 01 major of College of Early Childhood Education.

The basic technical and physical facilities of Tan Trao University meet the training scale and the demand for research and application of science and technology in the fields of agriculture, forestry, fishery, environment, and other industries. Facilities for boarding students, sports, and cultural activities meet the needs of learners and society.

Tan Trao University has the capacity and experience to organize national and international scientific conferences. Capable of organizing major events of the university system in the country as well as in Tuyen Quang province. The Science Journal of Tan Trao University is gradually becoming a quality and prestigious publication in the system of universities and research institutes.

Tan Trao University has successfully researched and transferred several scientific and technological products, especially in the field of agriculture and forestry [5]. The field of basic science has been published in prestigious international journals that rank ISI and prestigious domestic journals.

Tan Trao University has nearly 60 years of experience in training human resources for the socio-economic development of Tuyen Quang province, the Northwest region as well as the whole country, especially in the field of teacher training. Many alumni, students, and trainees have been holding managerial positions in the political, economic, and social systems of Tuyen Quang province. Graduates meet the requirements of society and recruit organizations and individuals.

However, Tan Trao University still has some shortcomings in the field of teaching staff. The quantity and quality of the teaching staff, especially those who are directly teaching lecturers, have not met the long-term requirements; the gap between generations of lecturers in each unit is still common; Lack of a contingent of core lecturers with high professional qualifications, permanent lecturers who do not qualify as professors, so they have not been able to open training courses at the masters and doctoral levels according to the regulations of the Ministry of Education and Training. Training.

The percentage of lecturers with doctorate degrees is low at 27.09% compared to the national average of 32.5% of universities and institutes; The structure of the doctorate level is not suitable, mainly focusing on the fields of teacher training, even in this field, it mainly focuses on some majors such as Educational Management or Education. ... Especially, fields such as medicine and pharmacy do not have lecturers with doctorate degrees.

Cooperation in the field of training and scientific research with domestic and foreign partners is still limited and

unsustainable. The number of state-level and ministerial-level projects is still small.; The content of transferring science and technology applications into production practice and life is not rich. Many training courses and refresher courses for individuals, production, and business households have not been opened yet. Human resources for international cooperation are still limited in both quantity and foreign language ability.

Inadequate facilities and working conditions; Equipment and specialized software for quality assurance work are limited. The arrangement and use of teaching staff have not promoted creativity and the working environment has not encouraged creativity. Because some lecturers have not yet settled into their assigned working units, they have moved to other positions, and some officials have changed positions several times a year.

## **2.2. The cause of the restriction**

Tan Trao University is a newly established university, that has not yet created a brand name, has a small number of training disciplines, and overlaps with the training disciplines of other nearby universities with experience. With many years of experience, the school's enrollment area is mainly in some difficult provinces in the Northwest.

The school's economic and financial conditions are still facing many difficulties, facilities and equipment for practice and practice are not synchronized and have not been effectively exploited. Some modern experimental and practical equipment lacks qualified people to use.

The university's policy and remuneration regime is still low while private hospitals, clinics, and other medical facilities are higher, so Tan Trao University cannot attract highly qualified lecturers, and doctors. specialists and technicians with good expertise working at the University.

The majors of teacher training are supported and reduced, thus attracting students to study. The school has more than 20 university-level training disciplines, but many training disciplines overlap with other universities with many years of experience, so it is difficult to enroll.

The training program has not approached the advances in science-technology and integration, lacked soft skills, and has not promoted learners' self-study and creativity. There are no regional standard programs and not many highly competitive programs.

Due to the limited research capacity of lecturers due to both objective and subjective reasons (because of the small scientific potential, not much research experience; being busy with classroom lectures, and advanced learning. professional qualifications, improving foreign languages and informatics), so the lack of research works affects the duties of lecturers while teaching and scientific research are always a "dual" task. " for the university lecturer ;

The teaching capacity of a part of lecturers is still limited and passive. The number of professors and associate professors is not yet available, and the percentage of lecturers with doctorate degrees is still low. There is a shortage of lecturers

in some branches and low quality of training. Foreign language skills and international communication skills are still weak. Only a few lecturers are capable of teaching expertise in foreign languages.

School promotion activities have not been effective, and have not confirmed the position of the school in the university system as well as in the province, the enrollment target is low and there is no effective enrollment plan.

The professional management of the faculties and subjects is still loose and lacks inspection and urging, so it has not created the motivation to promote the intellectual potential of the staff.

Due to the incomplete awareness of some lecturers about the role and benefits of scientific research in the course of their work; Some part of the lecturers has a peaceful mindset, slow to innovate, study, and research.

Because the units in the University do not have a plan for a strategy to develop the teaching staff, the construction and development of the teaching staff are still weak, synchronous, and not sustainable.

The university's international integration capacity in training and science and technology has not met the requirements. Not having much experience and strong enough capacity to participate in bidding for national, regional, and international key science and technology tasks. Few research topics are applied in practice.

The link between training and professional activities, Scientific research of the faculty, and the subject is still weak. Scientific research has not yet become a real need of lecturers, most of the teaching staff are still heavily subsidized in scientific and technological activities. Not attracting many students to participate in science and technology activities.

Student counseling and support services are incomplete and ineffective. Surveys to collect information on training quality from employers and alumni have not received enough attention.

Strengthening the inspection, examination, and assessment of expertise and professionalism for the contingent of officials and employees.

### **2.3. Forecasting development trends**

At present, globalization has become an indispensable and objective trend of development. In the field of education and training, globalization is the process by which countries truly compete by prioritizing investment in resources, based on the advancement of science and technology, to develop a team of teachers as well as a scientist. The teaching staff of the university will have the main task of training qualified human resources, presiding over the research directions of the key scientific fields and branches of the country. It is the faculty in the university that is an important factor in accelerating the socio-economic development of the country. Creating a breakthrough in the fundamental and comprehensive innovation of education and training, developing high-quality human resources, and attracting and appreciating talents. Promote research, transfer, and strong application of the

achievements of the fourth industrial revolution to all areas of social life, focusing on several key industries and fields with potential advantages as a driving force for growth in the spirit of catching up, advancing with and surpassing in some areas compared to the region.

Improving the quality of lecturers and employees to meet the standards of academic titles and degrees, sufficient quantity, quality standards, and reasonable structure is an urgent need for our country. By 2025, strive to have 35% of the lecturers directly teaching the class have a doctorate, 65% have a master's degree, the ratio of main lecturers will increase to 30% or more and there will be from 5 to 10 associate professors. By 2030, 45% of lecturers who directly teach classes will have a doctorate, 55% will have a master's degree, the ratio of main lecturers will increase to 40% or more, and there will be 10 to 20 associate professors.

Investing in building and developing teaching staff is directly raising the intellectual level of the nation and the strength of the province and the country in construction and development. The increase in quantity, quality improvement, and reasonable structure maximize the potential of lecturers and workers in the university to contribute to society and serve the province, and the country.

The university's teaching staff has not been able to keep up with the increasing demands of society in terms of both quality and quantity. To develop human resources to meet the needs of the times, higher education and the teaching staff who directly implement the training program have a decisive position and role in the training quality of the university school.

Currently, 4.0 technology and digital transformation in all fields, at the same time, the impact of the Covid-19 pandemic (both a requirement and a condition) make the development of the digital capacity of the teaching staff. Universities in Vietnam are constantly developing in the field of training and scientific research.

### **3. CONCLUDE**

The Industrial Revolution 4.0 with the explosive development of the information technology industry and the introduction of machines applying artificial intelligence requires the quality of human resources to be continuously improved. To meet the requirements of the era set forth by the XIII Congress, while education - training is an important link of a human resource development cycle, it creates a qualitative change, Tan University The movement needs high-quality human resources. This is an urgent requirement of education in general and of Tan Trao University in particular. Human resources can only really develop when there are appropriate training, employment, and remuneration policies, creating conditions to improve the quality of officials and employees. Realizing the importance of officials and employees of Tan Trao University, over the past time, leaders of Tuyen Quang province, and leaders of Tan Trao University have paid attention to training, fostering, improve

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the quality of officials and employees. As a result, the quality of this team has been significantly improved, basically meeting the requirements of the training and retraining work of the University.

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