



Thai Nguyen University
Socialist Republic of Vietnam



Southern Luzon State University
Republic of Philippines

**HUMAN RESOURCE DEVELOPMENT (HRD) PRACTICES IN BAC THANG LONG
AND NAM THANG LONG INDUSTRIAL PARKS: BASES FOR A COMPREHENSIVE
HRD PROGRAM FOR INDUSTRIAL PARKS IN VIETNAM**

A Research Proposal

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Doctor in Business Administration

PHAM HAI HUNG (JO)

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APPROVAL SHEET

In partial fulfillment of the requirements for the degree Doctor in Business Administration, this research entitled :"*Human resource development (HRD) practices in Bac Thang Long and Nam Thang Long industrial Parks: bases for a comprehensive HRD program for industrial Parks in Vietnam*" has been submitted by Pham Hai Hung - Jo, and is hereby recommended for oral examination.

PROF. CONRADO L. ABRAHAM
Research Adviser

Approved by the Oral Examination Committee, in partial fulfillment of the requirements for the degree Doctor in Business Administration offered by Southern Luzon State University, Republic of the Philippines in collaboration with Thai Nguyen University, Socialist Republic of Vietnam.

Dr.....	Member
Dr.....	Member
Dr.....	Member
Dr.....	Member
Dr.....	Chairman

Accepted in partial fulfillment of the requirements for the degree Master in Business Administration.

SOUTHERN LUZONG STATE UNIVERSITY

Dean

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ABSTRACT

Human Resources Development (HRD) as a theory is activities for the expansion of human capital within an organization through the development of both the organization and the individual to achieve performance improvement.

Bac Thang Long and Nam Thang Long industrial parks are two large industrial Zones in Hanoi with a hundred of companies are operating; the companies in there have achieved great successes in their business so far. However, the companies are also facing challenges related to human resources. For that reason the study: *"Human resource development (HRD) practices in Bac Thang Long and Nam Thang Long industrial Parks: bases for a comprehensive HRD program for industrial Parks in Vietnam"* was conducted.

The study aims to identify aspects of the real situation of human resource development in Bac Thang Long and Nam Thang Long industrial Parks. The study answered the questions of What is the profile of the respondents at both industrial Parks in terms of: Age, Gender, Educational level, Position; What are the human resource development practices of the foreign companies and Vietnam companies in terms of Training; Which of the HRD practices were perceived to be acceptable and common among group of respondents; What HRD program can be developed as bases of implementing HRD practices in industrial parks.

From analysis, training and development proposal along with a comprehensive HRD program.

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Chapter 1

INTRODUCTION

To develop an economy that requires the resources: capital, science - technology, natural resources and manpower; to grow rapidly and sustainably it should be based on three basic elements: apply new technologies, development of modern infrastructure and improve the quality of human resources.

The socio-economic development depends on many factors, and conditions, but most remain largely dependent on human factors, compare with other resources, the human resource is more dominant. Therefore, more than any other resources, human resource always occupies the central location and play leading role in socio-economic development of the country, especially in the promoting period of industrialization modernization and international economic integration.

The exploitation and utilization of human resource effectively is extremely important issue, human resource should promote the diversity and abundance of Eastern cultural traditions such as hospitality, the talent, intellectual, science... However so far, the important potentials have not been exploited fully, properly and may have not used effectively.

Today, when the world enters the intellectual economic, the problem of talent is a critical issue, because talented people are the nucleus of intellectual economy. Although talented people at any time is always important, but nowadays it is even more important than ever, To take a short-cut and leader in the development it must have advanced human resource, not to forget talented people and not to waste human resource. Therefore, countries should actively plan, create sources, training and retraining of human resources to

develop most effectively

For Vietnam, is in the modernization and industrialization process, many industrial zones and export processing zones have been established and attracted millions of employees working inside that promoted the country's economic growth. However, the industrial zones are facing some difficulties; one of them regards to human resource, workforce has not satisfied requirements yet, because of low trained percentage, Government's report in 2009 said: "The quality of human resources of Vietnam today is low; the percentage of trained labor reaches only about 38%." Therefore, if it would be trained that will be the resources with strong impact on growth and economic development of the country.

For company, in the strong competitive environment, many companies have paid attention to training and human resource development, because human resource is the basis for existence and development of the company. Through training that can provide skilled staff for the company to accomplish tasks given and also increase productivity. Moreover, along with advance in technique – technology requires company has to train a team of hi-skilled, hi-tech and creative staff to handle complex problems which they can not do before. Beside, in market economy, companies compete by using knowledgeable, highly skilled and creative human resource in production. That makes human resource development in companies increased rapidly as today.

1.1. Background of study

Bac Thang Long and Nam Thang Long industrial Parks are located in Hanoi city, since found they have gained a lot of successes but also cope with challenge of human resource.