

THE RELATIONSHIP BETWEEN HUMAN RESOURCES DEVELOPMENT AND NATIONAL SUSTAINABLE DEVELOPMENT

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Abstract

The article analyzes the dialectical relationship between human resources development and sustainable development of the country. This is reflected in the role of human resources development for the country's sustainable development and the role of the country's rapid and sustainable development for the development of high-quality human resources. The article also proposes five solutions to perceive and resolve this dialectical relationship well.

Keywords: human resources, human resources development, sustainable development.

Human resources development is a proactive and positive process of relevant subjects to equip knowledge and skills to improve the professional capacity of human resources in a positive direction for national development. National sustainable development is a harmonious and reasonable development among the economy, society, and the environment with a focus on people as the goal, center and foundation. Therefore, there is a close relationship between human resources development and the sustainable development of the country. This is shown in the following main points:

1. THE ROLE OF HUMAN RESOURCES DEVELOPMENT IN THE SUSTAINABLE DEVELOPMENT OF THE COUNTRY

Firstly, human resources are the main resources, deciding the sustainable development of the country.

We all know that, when discussing human resources, it is about human resources in comparison with other resources such as financial resources, natural resources, scientific and technological resources, etc. Among the aforementioned, human resources are the most important, deciding the development in general and the sustainable development of the country in particular. Therefore, human resources development is both the basis, the foundation and the main resources, deciding the sustainable development of the country. Because development relying on natural resources, competitive

advantages in the market, etc. has reached a critical point where there is no more room for a breakthrough. Therefore, for sustainable development, it is necessary to rely mainly on human resources development. If there are good human resources, especially high-quality human resources, they will be able to utilize financial resources, natural resources and the market most optimally. Our Party is right when it states that for the sustainable development of the country, it is necessary to “make the most of the human factor, consider the human as the center, the most important subject and resources and the goal of development; take Vietnamese cultural and people values as the foundation and important internal strength to ensure sustainable development” [2]. At the same time, “Promote innovation, transfer, application, and strong development of science and technology”. However, we can only do this when we have high-quality human resources - that is, based on people who are qualified in all aspects from moral qualities and political bravery to professional, technical qualifications, life skills and work skills. In other words, we must rely on human resources for comprehensive development. Human resources in comparison to scientific and technological resources, innovation and digital transformation, human resources play a decisive role. Without human resources, science and technology, innovation and digital transformation cannot be achieved. Furthermore, how, rapidly, or in which direction scientific and technological resources, natural resources, etc. are used, manipulated, and developed depends on human

resources. Human resources are the most important resources for national sustainable development. This is also shown in the fact that while natural resources, financial resources, and other resources can be replaced, "borrowed, loaned, transferred, sent, bought, exchanged", etc., human resources cannot be replaced. Because human resources are special resources, they can create and produce other natural resources as well as resources not available in nature. In addition, other resources cannot create or replace human resources. Therefore, human resources are the most important resources for sustainable development. Therefore, it can be said that human resources are the main subjects that determine the tools, methods, content, and goals of development of a country and its people. In other words, human resources - people - are the main resources that determines the sustainable development of the country.

Secondly, human resources with knowledge, professional skills and inherent strength are the foundation and important endogenous strength to ensure the country's sustainable development.

Human resources are the foundation for sustainable development, meaning that without human resources, especially high-quality human resources, there will be no basis, no foundation, no strong endogenous talent for sustainable development. Because as we know, it is human resources - people - who set goals, steps, roadmaps, and measures for national sustainable development. It can be said that whether a country develops sustainably or not depends on its human resources. Not only that, human resources are also an important source of internal strength to ensure the country's sustainable development. Obviously, for sustainable development, the country must combine and promote endogenous strengths with exogenous strengths. In particular, endogenous strength is the entire internal strength of the country such as human resources with cultural qualities, traditional cultural values, professional qualifications, working skills, etc.; natural resources; national education, science and technology, etc. Among the resources that create internal strength, human resources are the most important, playing a decisive role in other endogenous resources and exogenous factors. Moreover, whether exogenous power can be promoted or not, and in which direction it is promoted, depend entirely on human resources. Therefore, developing human resources with knowledge, professional skills and inherent strength is an important foundation and

endogenous strength to ensure the country's sustainable development.

Thirdly, human resources development is the development of a decisive factor in the successful implementation of the national sustainable development strategy.

The 13th National Congress of the Party has identified three factors promoting the country's rapid and sustainable development: science and technology, innovation, and digital transformation. However, all three of these factors depend on the human resources factor - people. It is human resources, which are people, that will decide the development of science and technology as well as research, transfer and application of scientific and technological achievements, innovation and digital transformation. No one other than the people is the decisive factor in promoting the power of these three factors. Of course, the optimal promotion of these three factors also depends on the policies, guidelines, mechanisms, national directions, financial, material, technical resources, etc.; but it is determined by the human resources factor. In Vietnam today, the Party and State have very right policies to promote the role of science, technology, innovation and digital transformation in the development of the country. Thus, it is important to depend on human resources, and therefore, it is clear that human resources development is the development factor that determines the successful implementation of the country's sustainable development strategy.

2. THE ROLE OF THE COUNTRY'S RAPID AND SUSTAINABLE DEVELOPMENT IN THE DEVELOPMENT OF HIGH-QUALITY HUMAN RESOURCES

Firstly, national sustainable development requires and demands the development of high-quality human resources.

Developing high-quality human resources means building and developing Vietnamese human resources to meet the country's sustainable development requirements. In order to develop human resources in Vietnam to meet the requirements of sustainable development, the country must pay attention to and take care of various aspects from education, nurturing and protecting children and adolescents to patriotism education, teaching national pride, heroic historical tradition of the nation, and sense of responsibility for every Vietnamese, especially the young generation. At the same time, it is necessary to

implement breakthrough solutions to effectively prevent and repel the degradation of morality and lifestyle, social negativity, and social ills. The country has to gradually overcome the limitations of Vietnamese human resources. We must well implement the spirit of the Party's 13th Congress Resolution "Developing the Vietnamese people comprehensively and building an advanced Vietnamese culture deeply rooted in national identity so that Vietnamese culture and people can truly become an endogenous strength, a driving force for national development and defense.[...]. Build, develop, create the most favorable environment and social conditions to awaken patriotic traditions, national pride, faith, and aspirations to develop a prosperous and happy country; the talent, intellect, and character of the Vietnamese people are the most important center, goal, and driving force for the country's development" [2]. The main requirement for sustainable development of the country demands us to develop comprehensive high-quality human resources - Vietnamese people with physical strength, intelligence, spirit, moral character, qualifications, and ability, and with a high sense of responsibility towards themselves, family and society. Just as the Communist Party of Vietnam has requested: "Building Vietnamese people to develop comprehensively, with health, ability, qualifications, awareness, and high responsibility towards themselves, family, society, and the Fatherland" [2]. To realize this goal and continue to comprehensively develop human resources, the 13th Congress requires "Accelerating the implementation of fundamental and comprehensive innovation and improving the quality of education and training, with a focus on modernity and changing education methodologies, especially higher education and vocational education" [2]. At the same time, the 13th Congress also requires creating fundamental and strong changes in the quality and effectiveness of education and training Research to improve and stabilize the textbook system and examination system at all levels of education. Focus on training and retraining teachers to meet the requirements of a fundamental and comprehensive reform of education and training. To strongly shift the educational process from mainly equipping knowledge to comprehensively developing learners' capabilities and qualities; from studying mainly in the classroom to organizing a variety of learning forms, paying attention to teaching and learning online via the internet, television, social activities, extracurricular activities, scientific

research; School education combined with family education and social education. Training people with a focus on ethics, discipline, integrity, and a sense of civic and social responsibility, life skills, work skills, foreign languages, information technology, digital technology, creative thinking, and international integration (global citizenship) [2]. Only on this basis can we unleash the integrated strength of the Vietnamese people, especially the power of intellect, character, ethics, and the aspiration for development. Because in order to harness human resources, we must first educate and train individuals with strength.

Secondly, the country's sustainable development demands and requires the development of human resources - people - who know how to innovate, apply scientific and technological achievements and digital transformation.

We all know that innovation is the creation and application of achievements, technical solutions, technologies, and management solutions to improve the efficiency of socio-economic development, and to improve productivity, quality and incremental values of products and goods. Therefore, without innovation, we can still develop socio-economically but slowly and unsustainably. There are many different approaches to understanding digital transformation; but we can agree with the concept that " Digital transformation is the process of total and comprehensive change of individuals and organizations in the way of living, working and production methods based on digital technologies" [3]. In other words, it must be based on digital technology to change the way of working, production, and management. On that basis, it is made possible to improve productivity, quality, efficiency of production and business and social governance. This is the foundation for promoting rapid and sustainable development of the country. The application of scientific and technological achievements is an active and proactive process of research entities, applying, and transferring scientific and technological achievements into production, business, and social management, making production, business, and social management as effective as possible. Therefore, if innovation, digital transformation and application of scientific and technological achievements can be realized, it will create a basis for rapid and sustainable development of the country. To do so, there must be human resources - people - who know and can carry out innovation, digital transformation, and application of scientific and technological achievements to production,

business and social governance. Therefore, achieving sustainable national development sets requirements and demands for the innovative development of human resources in Vietnam, the application of scientific and technological achievements, and digital transformation. That is, human resources - people - are still a decisive factor for the success of innovation, research, application of scientific and technological achievements and digital transformation.

The reality shows that 'Renewing thinking, educational activities, and training is still slow, not resolute enough, and has not met the requirements; some tasks and renewal solutions are still lacking in systematization and stability. The quality and effectiveness of education and training are not high. The education and training system has not ensured the consistency and coherence between different levels, methods, and content of education and training. The educational content and programs are still too theoretical and lack practicality. Training still lacks integration with scientific research, production, and the labor market's demands. There has not been sufficient emphasis placed on the development of character and skills of learners. Education on "civil moralities, ethics, appropriate lifestyle are still overlooked" [2]. This reality calls for a fundamental and comprehensive reform of education, training, and vocational training. Only through this can we establish and develop human resources in Vietnam who are capable of innovation, applying scientific and technological achievements, and undergoing digital transformation to meet the requirements of rapid and sustainable national development.

Thirdly, sustainable national development places demands that require the development of a workforce with high educational levels, professional expertise, vocational skills, and life skills in the context of globalization.

We all understand that a high-quality workforce is a type of human resources with good physical health; high educational qualifications, professional expertise, proficient vocational skills, good language skills, and information technology; possessing political integrity, ethical lifestyle, and the ability to work in a multicultural environment with qualities such as tolerance, sharing, empathy, compassion, mutual respect and assistance, etc. of individuals to collectively form the social labor capacity of a nation. For Vietnam to implement a strategy of rapid and sustainable development in the context of the Fourth Industrial Revolution and

extensive international integration, it must focus on developing human resources, especially high-quality human resources. As mentioned above, high-quality human resources are a decisive factor in the success of the process of industrialization, modernization, international integration and national development. In order to train high-quality human resources, the 13th Party Congress proposed the following requirements: "Accelerate the implementation of fundamental and comprehensive reform and improve the quality of education and training, with a focus on modernizing and changing the mode of education and training, especially higher education and vocational education; focus on training high-quality human resources, discovering and fostering talents; have outstanding policies to attract and utilize talents and experts both at home and abroad. Building a team of leaders, managers and civil servants with good quality, professionalism, dedication, serving the people" [2]; "Training people in the direction of morality, discipline, integrity; sense of civic and social responsibility; to have life skills, work skills, foreign languages, information technology, digital technology, creative thinking, and international integration (global citizens)" [2]. It is clear that without building and developing people with ethics, discipline and integrity; sense of civic and social responsibility; having life skills, working skills, foreign languages, information technology, digital technology, creative thinking and international integration, it is not possible to build high-quality human resources to promote rapid and sustainable development of the country.

Fourthly, sustainable national development places demands that require the development of human resources in Vietnam with the ability to adapt to a multicultural work environment.

We are all aware that one of the characteristics of the new global context is deep and extensive globalization and international integration. International integration is the process by which countries conduct activities to strengthen cohesion and connectivity based on shared interests, goals, values, resources, power and adherence to common regulations within the framework of international institutions or regulations of organizations to which the country is a member. Therefore, international integration affects all aspects of Vietnam's social life. Vietnam's international integration is deepening and widening, requiring each Vietnamese person to build their own integration and integration skills, and be able to

work in a multicultural, multi-religious and multilingual environment. International integration also creates opportunities and conditions for us to expand our reach to learn from the experiences of other ethnic groups, on which basis we can develop the country quickly and sustainably. Furthermore, as of the end of 2022, Vietnam has: 4 Comprehensive Strategic Partners; 17 Strategic Partners (including the four Comprehensive Strategic Partners), and 13 Comprehensive Partners. Vietnam has established high-level diplomatic relations with all member countries of ASEAN, with 5 countries as Comprehensive Strategic Partners, 2 countries as Comprehensive Partners, and 2 countries, Cambodia and Laos, as special relationships. This creates opportunities for us to quickly and sustainably develop the country, but at the same time requires us to build and develop Vietnamese people with skills to live and work in a multicultural environment. Only on that basis, can we have enough human resources to meet the requirements of rapid and sustainable development of the country.

3. SOME MAIN SOLUTIONS

The above shows that between the sustainable development of the country and the development of human resources - people - have a dialectical relationship, influence and interact with each other. In particular, human resources development is the basis and foundation for the sustainable development of the country. On the other hand, sustainable national development demands and sets new requirements for the development of human resources in a way that meets these practical demands. In order to properly perceive and on that basis to properly resolve this relationship, it is necessary to implement some main solutions as follows:

Firstly, promote deep and wide propaganda and education throughout the Party, the entire army and the people about the Prime Minister's Resolution on sustainable development, No. 136/NQ-CP, dated September 25th, 2020 as well as the dialectical relationship between the country's sustainable development strategy and the Vietnamese human resources development strategy and the relationship between these two strategies. Because these two strategies have a dialectical relationship, they interact with each other. Therefore, no strategy should be underestimated in this dialectical relationship. However, the strategy of developing human resources - people - in the long run is fundamental

and primary; The country's sustainable development strategy is important. We must be instilled with the concept that investing in human resources is investing in the sustainable development of the country; it is an investment in the future of the nation. Investing in sustainable development without investing in the comprehensive development of human resources is, in essence, not investing at all.

Secondly, effectively embracing the five principles of sustainable development outlined by the Prime Minister in Resolution No. 136/NQ-CP, dated September 25, 2020. Especially the third perspective, 'People are at the center of sustainable development. Maximizing the role of individuals as subjects, the primary resources, and the goal of sustainable development. Meeting the increasingly comprehensive material and spiritual needs of all social strata; building a strong, democratic, equitable, and civilized country; developing an independent and self-reliant economy and actively integrating into the international community for sustainable national development" [7]. At the same time, in human resources development, we must "create conditions for everyone and every community in society to have equal opportunities for development, access to shared resources, and the ability to participate, contribute, and benefit, thus creating physical, intellectual, and cultural foundations for future generations. Ensure that no one is left behind, with a focus on reaching the most difficult-to-reach populations, including children, women, the elderly, the poor, people with disabilities, economically and socially disadvantaged communities, border areas, islands, and other vulnerable groups" [7].

Thirdly, for our country, fundamental and comprehensive reforms in education and training, coupled with the development of science and technology, are the most important solutions to developing high-quality human resources and building and developing the Vietnamese people to meet the requirements of rapid and sustainable national development. We must fulfil the requirements set forth by the 13th Party Congress: "Establish a coherent system of institutions and policies to efficiently implement the policy of education and training, coupled with science and technology as a top national priority and the key driving force for the country's development" [2]. At the same time, diversify forms of education and promote the development of a learning society, lifelong learning. Implement breakthrough policies to enhance the quality of higher education,

postgraduate education, etc. Foster the connection between education and training with scientific research and the transfer of new scientific and technological achievements; establish centers of excellence and strong innovation groups.

Fourthly, in the development of human resources - people, it is essential to integrate the construction and promotion of the values of national culture, family values, and human values in alignment with the practical requirements of the country and the era. Among these, human values are the core, cultural values are the foundation, and family values provide support. To build and develop the Vietnamese people comprehensively, it is necessary to combine family education, school education and social education, in which family education is the basic element of educating personality, morality, and bravery; School education is a basic element of knowledge, expertise and professional education; Social education is a basic element of educating social responsibility and orienting human personality.

Fifthly, regularly assess the implementation of the country's sustainable development strategy as well as human resources development practices. Based on these assessments, we can have a foundation to adjust, supplement, and perfect both of these aspects in the most optimal way. Only on the basis of overall assessments of practice do we have a basis to find achievements, limitations, and inadequacies, especially the causes of limitations and inadequacies. On that basis, we can adjust the country's sustainable development strategy as well as human resources development practices to suit new practical requirements. At the same time, we must regularly learn from international experience and our ancestors' experience in developing the country as well as in developing human resources.

Through the above, we clearly see that there is a dialectical relationship between human resources development and the country's sustainable development strategy. In order to properly perceive and solve this relationship, it is necessary to perform the above four solutions synchronously.

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