

**MINISTRY OF EDUCATION AND TRAINING  
THE VIETNAM INSTITUTE OF EDUCATIONAL SCIENCES**

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**NGUYEN THI HA**

**TRAINING MANAGEMENT OF UNIVERSITY  
OF ECONOMICS - TECHNOLOGY FOR INDUSTRIES TO MEET  
THE DEMAND OF HUMAN RESOURCE OF RED RIVER DELTA**

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Supervisor

**1. ASSOC PROF. PH.D. DANG BA LAM**

**2. ASSOC PROF. PH.D. NGO QUANG SON**

Reviewer 1:

Reviewer 2:

Reviewer 3:

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The thesis can be found at:

- National Library of Vietnam
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## THE STUDIES OF THE AUTHOR HAS PUBLISHED WITH RELATION TO THE THESIS

1. **Nguyen Thi Ha (2011)**, “University of Economics - Technology for Industries improves quality of human resources training to meet the demand of socio-economic development of Red river delta”, *Education managzine* (Dec 2011), page 33-34.
2. **Nguyen Thi Ha (2012)**, “Human resources training management of U“University of Economics - Technology for Industries” *Education managzine* (35, April 2012), page 61-64.
3. **Nguyen Thi Ha (2012)**, ““University of Economics - Technology for Industries trains human resources to meet the demand of socio-economic development”, *Education and science managizne*, (81, June 2012), page 53-56.
4. **Nguyen Thi Ha (2014)**, “Human resources training for socio-economic development of the Red river delta currently”, *Educational management magazine* (56, January 2014), page 21-24.
5. **Nguyen Thi Ha (2014)**, “Training in connection with demand of “University of Economics - Technology for Industries”, *Educational management magazine* (61, June 2014), page 51-54.
6. **Nguyen Thi Ha (2015)**, “Training management in accordance with output standard in “University of Economics - Technology for Industries”, *Educational management magazine* (70, March 2015), page 39 - 42.

## INTRODUCTION

### 1. Reason for choosing the title

In different revolution periods, opinion of the Party about human resources was supplemented and completed gradually in accordance with requirement of human factor promotion in the new condition. Congress XI defined that “Educational development is the top national policy. Comprehensive renovation of Vietnamese education in the orientation of standardization, modernization, socialization democratization and international integration in which renovation of educational management regime, development of teachers and managers are the very important...”.

Red river delta includes 11 provinces and cities, in the socio-economic development strategy to 2020, the Red river delta is one of the most important economic zones leading the national economics. Economic structure is moving from agricultural economics to industrial economics and service. Thus, satisfaction on high quality human resources for reality and requirements in socio-economic development strategy in the region to 2020 is a seriously demand.

University of Economics - Technology for Industries has campus in Hanoi and Nam Dinh city. These are 02 of 11 provinces with important position in the red river delta. The university is training economic, technical manpower at university, college, vocational levels. With demand of rapid and sustainable development of the red river delta and the whole country, the University should renovate its management to provide the high demand of manpower of socio-economic development. From such reality, the author has chosen the title “Training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta for the study.

## **2. Purpose of study**

Upon researching theory on human resources, approaching supply – demand in development management of the university, approaching educational process in accordance with CIPO and reality, proposing solutions for training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta.

## **3. Entity and object of study**

- Entity of study: Training activity meets the demand of human resources of the university.

- Object of study: Training management of University of Economics - Technology for Industries meets the demand of human resources of the red river delta.

## **4. Scientific hypothesis**

Economics of Red river delta is moving from Agriculture to Industry and Service; therefore, the demand of university human resources is necessary.

University of Economics - Technology for Industries had some solutions to supply human resources to the red river delta in the recent years but it has not met the actual demand.

Applying training management solutions synchronously by taking the requirement of the society to establish output standard program as well as adjust management of students, lecturers more suitable to the present context, modernize facilities to meet the requirement of training program, utilize and bring into play training links, it is for sure that University of Economics - Technology for Industries will contribute strongly to supply the demand of human resources in the future in the economic movement and enhance industrialization, modernization of the red river delta.

## **5. Mission of study**

*The thesis implements the missions of study as follows:*

- Researching theory related to university education to meet the demand of

human resources.

- Evaluating actual status of training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta.

- Proposing solutions for renovation of training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta.

- Surveying necessity, feasibility and trial of the two proposed solutions.

## **6. Scope of study**

- Training management level of the thesis is university level.

- The study mainly focuses on training management content of university.

- Surveying and analyzing data from 2011 to 2014.

- Proposing applicable solutions to 2020.

## **7. Methodology and study methods**

The thesis used methodologies and approach method as follows: System approaching; Complex approaching, Market approaching. The thesis used specific study methods as follows: Survey method, Experience summary method, Supplementary method, Statistics method; Specialist method; Interview method; Observation method.

## **8. Defended theoretical points**

- Training in any university should meet the demand of human resources of society.

- Training management is the key stage deciding quality and effectiveness of training.

- Training in University of Economics - Technology for Industries is a political mission as strategic important of the university. University of Economics - Technology for Industries has an important mission in training to meet the demand of human resources of the red river delta. Therefore, University Of Economic and Technical Industries has to pay attention to solutions of training management from program to student, lecturer, facility and connection management.

## **9. New contributions of thesis**

- Regarding theory: Though researching theory on human resources, approaching to supply - demand in development management of the university, approaching CIPO, the thesis built theoretical frame on training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta with 5 important issues. They are management of training program; student management from input to output; lecturer management; management of conditions on facility to serve for training and management of linking products and relationship to enterprises.

- Regarding practice: The author has made survey, collected data of management issues of the university, processed data, referred opinions of experts and compared with reality then drew the strong points and shortcomings, opportunities and threads in training management of the university, from that, proposed 06 solutions for renovation of training management of the university to improve effectiveness of training management and quality of the university to meet the demand of human resources of the red river delta.

## **10. Structure of thesis**

The thesis includes Introduction, three chapters, conclusion and proposal

Chapter 1: Methodology on training management of the university to meet the demand of human resources.

Chapter 2: Actual status of training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta.

Chapter 3: Solutions for renovation of training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta.

## **11. Place of implementation of the study**

The Vietnam Institute of Educational sciences, University of Economics - Technology for Industries and some provinces in the red river delta.

## **CHAPTER 1: METHODOLOGY ON TRAINING MANAGEMENT OF UNIVERSITY TO MEET THE DEMAND OF HUMAN RESOURCES**

### **1.1. OVERVIEW ON STUDY**

Through the study of scientific works, domestic and international documents, the author found that human resources training management to meet the demand of socio-economic development has been withdrawn much attention of managers, scientists in different way of approaching but they all confirmed the role, importance of human resources development in term of scale, quality, structure to meet the demand of socio-economic development.

The authors had great contributions in term of theory and practice of the issues mentioned above. However, training management in University of Economics - Technology for Industries to meet the demand of human resources of the red river delta has not been studied and solved satisfactorily. The thesis inherited study achievements and deeply explained the issue “Training management of University of Economics - Technology for Industries to meet the demand of human resources of the red river delta”.

### **1.2. BASIC CONCEPT OF THE TITLE**

#### **1.2.1. Labor market**

Labor market means the exchange of labor between laborers and employers.

##### ***1.2.1.1. Human resources***

In the scope of this thesis, it is to understand that human resources means laborers mobilized and used with purpose by manager, with plan for socio-economic development at national, local level or in enterprises. Human resources with full meanings includes three factors with dialectic relation, they are physical, mental power, mind power.

##### ***1.2.1.2. Human resource supply***

Human resource “supply” means the capacity of supplying human resources in time of the training unit for enterprises using laborers in term of quantity, structure and quality of human resources.



### ***1.2.1.3. Human resources demand***

Human resources “demand” means the demand of quantity, quality and structure for any kinds of works of labor market.

### **1.2.2. Management**

Is the process of making plan, organizing and inspecting works of members of an unit and using of suitable human resources to reach the intended targets.

### **1.2.3. University management**

Educational management includes the governmental management to national education system and management of educational units which is generally called university management. University management is a part of educational management. University is the place carrying out educational process with knowledge provision to a certain group of citizens.

### **1.2.4. Training**

Is a process of having a effect on a person to make him comprehend and master the knowledges, skills, techniques etc. systematically so that he can adapt to the life and be able to realize a certain working assignment then contribute to the social development, maintain and develop human’s civilization.

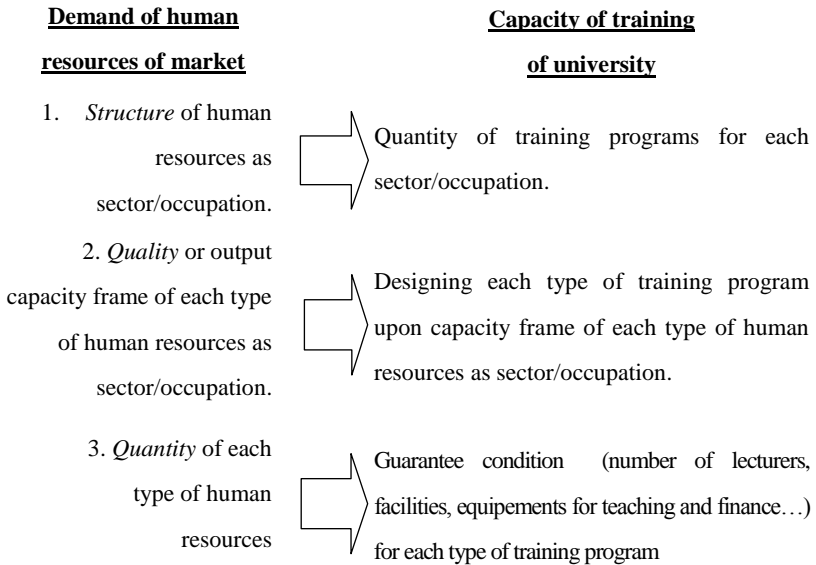
### **1.2.5. Training management**

Training management is a process of having effect with purpose, organization of management entity to managed subject by using functions and means of management to obtain the intended targets.

## **1.3. TRAINING TO MEET THE DEMAND OF HUMAN RESOURCES OF UNIVERSITY**

### **1.3.1. Rule on supply – demand and human resources management**

Upon theory on supply – demand and human resources management, we can see that training to meet the demand of human resources development of labor market is defined as follows (see Fig. 1.2):

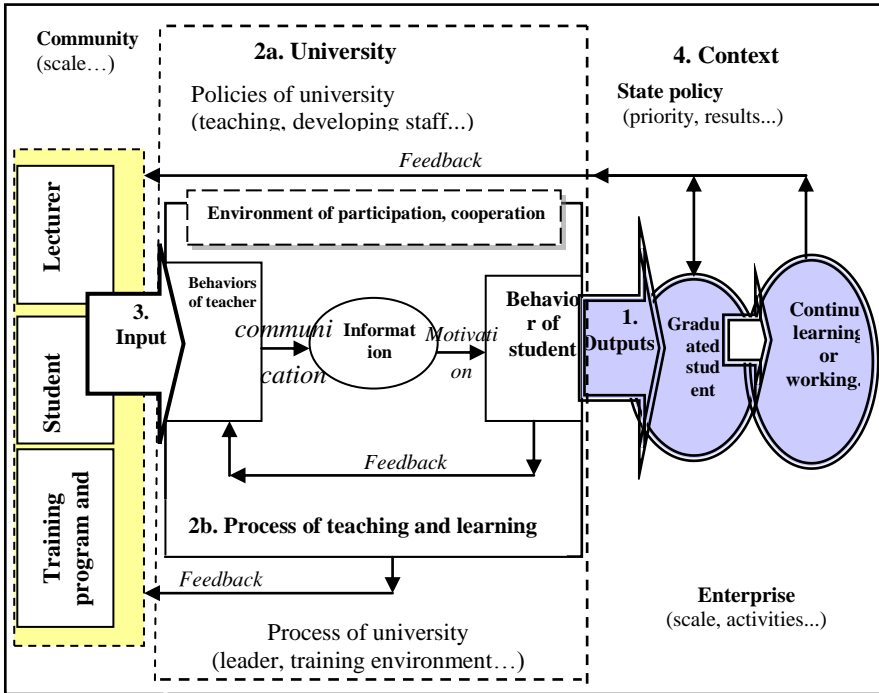


**Figure 1.2: Training to meet the demand of human resources development of labor market**

### 1.3.2. Training process of university as CIPO

There are many ways to approach training management, the thesis chose CIPO approaching method, it is the processing approach. Manager should realize features of input factors, features of output factors, control of context effecting to input and output and expression of movement of process.

This approaching method models training process in the university as follows (see Chart 1.1)



**Chart 1.1: Model of training process of university as CIPO**

### 1.3.3. Training upon output result

Generally, training upon output result/capacity approaching is the method of training and training management in accordance with output result standard more than inputs or process.

## 1.4. CONTENT OF TRAINING MANAGEMENT OF UNIVERSITY TO MEET THE DEMAND OF HUMAN RESOURCES

Training management of university to meet the demand of human resources or upon output capacity frame of graduated students below is structured in accordance with the closely related contents including *Management of training program*; *Student management*; *Lecturer management*; *Management of conditions serving for training and managing connected training products between the university and enterprise* appropriate to training requirement, context and environment.

### **1.4.1. Management of training program upon output capacity frame**

#### ***1.4.1.1. Management of development of output capacity frame***

It means to define required output capacity frame of graduated students upon analyzing “space” between social requirement (context), employer with input requirement (enrollment) of the student.

#### ***1.4.1.2. Management of training program designing upon output capacity frame***

Management of training program upon required output capacity frame of graduated students is to manage and organize activities of training process for a course or a certain type of training in which general targets, basic contents, method of training, form of organization, general training plan, inspection and evaluation of training results during the process and completion of the course are defined.

#### ***1.4.1.3. Organization of implementation of training program upon output capacity***

It is necessary to establish an active teaching and study environment, focus on teaching elements, relationship between students, relationship between lecturers and students, and relation between the university and employers.

#### ***1.4.1.4. Evaluation upon output capacity and feedback***

*Evaluation* is an important element of training model of the university to meet the demand of human resource development upon output capacity frame.

*Feedback* is the focus of development and management of development of training program model to meet the demand of human resources.

### **1.4.2. Student management**

#### ***1.4.2.1. Enrollment management***

It is an important stage to ensure that the training must be in accordance with regulations on quota, standard, training object as the basis for the next stages obtaining effectiveness.

#### ***1.4.2.2. Management of study and training process of students***

Management of study and training process of students means to manage the implementation of student's tasks during education – training process. Important content of management of student's study is to renovate method of studying and researching of students.

### ***1.4.2.3. Management of graduated students***

Through graduated student management or output management to know the training product of the program and improve the training activity appropriate to social development requirement.

### **1.4.3. Lecturer management includes**

#### ***1.4.3.1. Lecturer's capacity frame***

It is divided into 02 main capacity group; (1) Group of *behavior capacity* or known as *soft skills*; and (2) Group of *technical capacity* or professional capacity and known as *hard skills*.

#### ***1.4.3.2. Implementation of development planning of lecturers upon capacity***

Employing and using lecturer upon capacity.

Managing lecturer's performance upon capacity.

Developing occupation to lecturer upon capacity.

### **1.4.4. Management of infrastructure and teaching facility**

Establishing infrastructure investment plan in orientation of modernization; Managing and using effectively infrastructure and teaching facilities.

## **1.5. EXPERIENCE ON HUMAN RESOURCE TRAINING MANAGEMENT IN SOME COUNTRIES AND LESSON FOR VIETNAM**

The thesis summarized experience of China, Thailand, Singapore, Japan, The U.S and analyzed experience lesson for Vietnam. As for Vietnam, currently, training management to meet the demand of human resources for the development of the country and localities in the universities should be paid much attention.

### **Conclusion of Chapter 1**

Chapter 1 of the thesis has summarized scientific documents, studies on the issue of management of human resources development in general in which summarizing training management, university management to meet the demand of

human resources of the red river delta. The thesis also analyzed, clarified and confirmed some supplement concepts for theory on training management of the universities. Systemizing basic concepts appropriate to content of study as the basis for the author to defend the given theoretical points.

The thesis also pointed out the methods and way of approaching appropriate to the thesis title: methodology in accordance with theory on dialectical materialism, historical materialism and some ways of approaching such as system approaching, supply – demand approaching, market approaching etc. as the basis for general study, theoretical study and actual study.

The thesis approached by CIPO theoretical frame in combination with researching theory on supply – demand approaching, built the theoretical frame on training management of University Of Economic and Technical Industries with 5 issues: *Training management; Student management; Lecturer management; Management of conditions serving for training and management of connected products wit enterprises*. These are the basis contents focusing on training management to improve effectiveness and quality of management and training quality to meet the demand of human resources of the red river delta in this period.

The thesis also researched experience on training management of some typical countries such as China, Thailand, Singapore, Japan, The U.S and drew some lessons applicable to Vietnam in the future to meet the demand of human resources of the red river delta to improve effectiveness of management. This is also the scientific basis for eveluation of current status and proposing solutions of the thesis.

**CHAPTER 2: CURRENT STATUS OF TRAINING MANAGEMENT  
OF UNIVERSITY OF ECONOMICS – TECHNOLOGY FOR INDUSTRIES  
TO MEET THE DEMAND OF HUMAN RESOURCES OF RED RIVER DELTA**

**2.1. OVERVIEW ON RED RIVER DELTA**

**2.1.1. Concept on Red river delta and geographical – economic features**

**2.1.1.1 Concept on Red river delta**

Concept is based on marking off into 8 economic zones of the Government. Red river delta is one of eight economic zones. Red river delta is a large area located along downstream of Red river in the North of Vietnam. Among the provinces in red river delta, there are 2 provinces without mountains, they are Thai Binh and Hung Yen so this area is normally called Red river delta (*Source: vi.wikipedia.org/wiki*).

**2.1.1.2 Geographical – economic features**

Red river delta consists of 11 provinces, cities under the Central management: Hanoi, Hai Phong, Hai Duong, Bac Ninh, Vinh Phuc, Hung Yen, Thai Binh, Bam Dinh, Ha Nam, Ninh Binh and Quang Ninh. Natural area is 14.862 km<sup>2</sup>, population is the most crowded than other economic zones in the country with 19,7 million people. Whole area has 10,7 million working laborers, 85% of which is at the age of 15 – 44. Population density is 1.238 people per km<sup>2</sup>.

**2.1.2. System of universities and features of university human resources**

Currently, there are 269 universities and Institutes in which 13 universities of two national universities; 26 regional universities; 90 civil universities; 62 private universities; 24 local universities; 22 army universities and Institutes; 07 Public security universities and institutes; 25 civil institutes. (*Source: Wikipedia*).

Red river delta has 112 universities and institutes in 10 provinces: Quang Ninh, Vinh Phuc, Nam Dinh, Thai Binh, Bac Ninh, Ha Nam, Ninh Binh, Hung Yen, Hai Duong, Hai Phong) (*Source: Know-how about university and college enrollment in 2015 – Ministry of Education and Training*).

Ministry of Industry and Trade has 11 universities and University Of Economic and Technical Industries is one of 11 universities under management of the Ministry mentioned above and also located in red river delta. (*Source: Secret of training campus of Ministry of Industry and Trade 2012 – 2013*).

Red river delta is a place with high percentage of trained laborers in the country: accounting for 18,8% (national average is 14,9%)

### **2.1.3. Planning on socio-economic development of Red river delta**

On May 23<sup>rd</sup>, 2013, the Prime Minister signed Decision no. 795/QĐ-TTg on approval of master plan of socio-economic development of Red river delta to 2020 with many contents in which the content “Cooperation with related agencies to build mechanism, policy on encouragement of development to make Red river delta as an important economic zone on high quality education and training with international standard.

## **2.2. OVERVIEW ON UNIVERSITY OF ECONOMICS - TECHNOLOGY FOR INDUSTRIES**

### **2.2.1. General introduction**

University Of Economics - Technology for Industries (UNETI) was established by Decision no. 1206/QĐ-TTg dated September 11<sup>th</sup>, 2007 of the Prime Minister. The name University Of Economic and Technical Industries was because the University trained economic and technical fields. Currently, the university has 4 campus: (1) 353 Tran Hung Dao - Nam Dinh city; (2) 456 Minh Khai - Hai Ba Trung - Hanoi; (3) My Xa area - Nam Dinh city; (4) Linh Nam ward - Hoang Mai - Hanoi.

The university is a training multi-sector and occupation. Mode of study is full time and uncentralized and method of training is credit for university, college



and module for vocational level. University's target is to train high quality human resource to meet the demand of general development of Red river delta and the country in intergration period.

### **2.2.2. Function, mission of University**

Function of the university is to train, nurse high quality human resouces of post graduation, university and lower levels in accordance with regulations of law; simultaneously, as a campus of researching, applying and transferring science - technology to serve for management, production – business of industrial and commercial sector as well as socio-economic development.

### **2.2.3. University's organization structure:**

- Board of Rectors: 01 rector; 03 vice rectors
- Divisions, centres: 07 divisions and 06 centres
- Faculties: 14 faculties
- Classes, workshop and laboratory system

## **2.3. INTRODUCTION ABOUT ORGANIZATION OF CURRENT STATUS SURVEY**

### **2.4. CURRENT STATUS OF TRAINING MANAGEMENT OF UNIVERSITY OF ECONOMICS - TECHNOLOGY FOR INDUSTRIES TO MEET THE DEMAND OF HUMAN RESOURCES OF RED RIVER DELTA**

#### **2.4.1. Management of training program**

##### ***2.4.1.1 Management of output capacity frame***

Actually, capacity frame just ensure the *group of professional capacity* (hard skills); the *group of soft skills* which the student should obtain after graduation is not paid much attention.

University of Economics - Technology for Industries has established and published output standard on Website in accordance with Decision no. 373/QĐ-DHKTTCN dated September 15<sup>th</sup>, 2010 for 10 training fields. However, training program of the fields has not been built upon objective, strict, accurate and sufficient professional analysis.

##### ***2.4.1.2. Management of design of training program upon output capacity frame***

Survey result has shown that 78,1% of managers and lecturers had good eveluation on training target. However, softness and flexibility have not been

improved, theory and practice have been weak accounting for 34.9%. Program building has not attracted participation of experts, enterprises, 80% of comment stated that the university did not invite enterprise to participate.

#### ***2.4.1.3. Organization of training program upon output capacity***

The university has summarized and evaluated the implementation of training program upon supplement and adjustment of program target to match with demand of human resources of the market. This work has not been regularly carried out and strictly evaluated in accordance with design of training program. Therefore, the timeliness and adherence to reality to meet the requirement of training of the market were not high.

### **2.4.2. Student management in the University.**

#### ***2.4.2.1. Management of enrollment***

Enrollment of the University is carried out seriously, strictly in accordance with regulation on enrollment of Ministry of Education and Training with effectiveness and 100% satisfaction.

#### ***2.4.2.2. Management of student's study and training process***

The university has managed student on learning, training activities in accordance with rules and regulations; however, student management out of school time is limited.

#### ***2.4.2.3. Output management***

Presently, University of Economics - Technology for Industries has just collected feedback on training program via student learning in the university and ex-students. Feedback from employers and other resources has not been heeded on.

### **2.4.3. Lecturer management**

#### ***2.4.3.1. Qualification management***

Qualification of lecturers is not high, lecturers with associate professor is below 1%; Doctor is below 3%; Master is 40%; Bachelor decreases for years to October 2018 is 56.29%. Teaching qualification at scale 1 and 2 of lecturers just reached 40%. Foreign language qualification of lecturers is at level B, C

accounting for over 50%, bachelor accounted for below 10%. Informatic qualification of lecturers is over 80%, bachelor accounted for 5% and post-graduation is below 5%.

Training, nursing to improve lecturer's qualification has not been detailed to short term, long term plan in overall plan of the university.

#### ***2.4.3.2. Management of teaching activity***

- Management of teaching methodology: Through survey, it was shown that teaching methodology used in the university was fairly diversified, flexible in combination with many other methodologies appropriate to credit training method.

- Management of teaching time in class: The university has implemented in accordance with rules, and it was summarized, evaluated monthly by Inspectio division to ensure the quality, cooperated with related divisions, units.

- Management of lesson plan etc. was under responsibility of Faculty.

#### ***2.4.3.3. Management of examination, assessment of learning achievements and graduated students***

The university has performed examination, assessment of learning achievements of students in accordance with the rules of Ministry of Education and Training. Number of credits of test on computer accounted for 40%. Capacity, skill examination in laboratory or workshop was encouraged.

Certificate issuance has been improved in term of style and method of execution. However, feedback collection from graduated students, enterprise, parents etc. was weak.

#### ***2.4.4. Management of infrastructure and teaching facilities***

The university has paid much attention to buy facilities for training. However, laboratories, workshops were not sufficient, lack of quality and weak at quality. Equipments, machines in workshops is insufficient and assynchronous. Books in labrary were limited, especially technical textbooks. Area of library in Hanoi campus has not been expanded.

#### **2.4.5. Management of connected products and relationship to employers.**

Cooperation between the University and employers (enterprises) has been established with different contents but this relationship is not high and limited on number of sectors.

### **2.5. GENERAL EVALUATION**

#### **2.5.1. Strong points and opportunities**

- Structure of organization of the university is operating in accordance with Ministry of Industry and Trade, Ministry of Education and Training, Charter of university appropriate to actual conditions.

- Enrollment: Ensuring compliance with regulation, enrolling sufficient quantity, input quality met the training activity.

- Training program: The university has built output standard for each sector, level. Training program was built upon frame program issued by Ministry of Education and Training.

- Team of managers, lecturers, staff of the university: Basically having synchronous structure and increasing rejuvenation, gradually satisfaction of the requirements, mission of training.

- Student management: Managing in accordance with rules, regulations.

- Infrastructure: Implementing expanding project of training campus in Nam Dinh and Hanoi.

- Examination, assessment of learning achievements and certificate issuance had remarkable improvement on method and form of organization.

#### **2.5.2. Shortcomings and challenges**

- Training program, output standard need adjusting to be close to reality in accordance with social demand, it is necessary to invite enterprises to build plan and content of training program.

- Lecturer team: At present, quantity has increased but it is not uniformed, the risk of shortage of qualification and experience in the coming years is noticeable.

- Training and nursing were not detailed to short term, long term plan in general plan of the university and faculty. There is not appropriate treatment policy, fund from state budget is limited, personal financial condition is not

ensured for payment so improvement of qualification is low.

- Teaching assignment was sometimes unscientific. Assignment of experienced lecturers to instruct the young lecturers was not detailed to a content of activity in the school year.

Rate of lecturers with doctoral titles is a few, it is necessary to have treatment policy for key teacher for improvement of qualification. For those who were not qualified as regulated, it is necessary to nurse foreign language and informatics.

- Student management: Researching job after graduation was not carried out frequently, sufficiently and unprofessional, students had no opportunities to approach enterprises. There were some stages not being organized methodically such as tracing of students after graduation to have information of the students on the relevance between training program and reality as well as information from other social resources such as parents, employers.

- Method of examination, assessment of student should be enhanced especially test on computer and examining skill in workshop, laboratory.

- Cooperation relation between the University and enterprise was not strong enough.

### **Conclusion of chapter 2**

By survey, interview, observation, collection of opinions from experts and processing data, chapter 2 deeply researched and evaluated current status of development of University Of Economic and Technical Industries then summarized general status of universities major in training technical industrial human resources, strong points and shortcomings in the system of technical universities of our country. The thesis focused on analyzing contents related to training management process including training program; lecturer and student affairs; condition of infrastructure and teaching facilities to serve for training activity; connected product and relationship between University of Economics - Technology for Industries and enterprises. From that, pointing out advantages and difficulties, strong points and shortcomings and analyzing reasons affecting training management of the University.

**CHAPTER 3: SOLUTION ON RENOVATION OF TRAINING MANAGEMENT  
OF UNIVERSITY OF ECONOMICS - TECHNOLOGY FOR INDUSTRIES  
TO MEET THE DEMAND OF HUMAN RESOURCES OF RED RIVER DELTA**

**3.1. RENOVATION OF EDUCATION IN ACCORDANCE WITH  
DECREE NO. 29 AND PROBLEMS TO UNIVERSITY TRAINING  
MANAGEMENT**

**3.2. BASIC RULE FOR SOLUTION PROPOSAL**

**3.2.1. Necessity**

**3.2.2. Feasibility**

**3.2.3. Synchronism**

**3.2.4. Benefit**

**3.2.5. Synchronism with market mechanism**

**3.3. SOLUTIONS FOR RENOVATION OF TRAINING MANAGEMENT OF  
THE UNIVERSITY TO MEET THE DEMAND OF HUMAN RESOURCES  
OF RED RIVER DELTA**

**3.3.1. Organization of building training program to meet the demand of human  
resources of red river delta**

Purpose and content of training program of sectors should be in orientation of modern and meet the demand of human resources of employer, contribute to the socio-economic development in general and suitable to actual requirement of red river delta in particular.

***Content of solution implementation***

Establishing group of development of training program to meet the demand of human resources; Defining structure of training program to meet the demand of human resources of the university; newly building or adjusting training program to meet the demand of human resources; Examining, assessing result of development of training program to meet the demand of human resources; Approval and issuance.

**3.3.2. Organization of enrollment and student management as demand of human  
resources**

Planning input enrollment and managing student to build comprehensive student management plan from input and managing process and output, ensuring training activity to meet the demand of human resources of red river delta.

***Content of solution implementaion***

*Regarding organization of enrollment management*

Holding Conference on summary of training, evaluating accurately about advantages and difficulties of building enrollment plan. It is necessary to build stragegy on planning, selecting and training officers in charge of enrollment to have proper enrollment results.

*Regarding management of student's studying and training*

Providing sufficiently information related to regulation, rule, learning, training activity of the student in time and accurately... Building teaching plan attached to centered learner teaching methodology; Assessing learning archivements of student in accordance with the rules issued by the university.

*Reagarding student management after graduation*

Building student network of University of Economics - Technology for Industries; Making survey on the rate of student having job after graduation; Bringing into play the capacity of Enrollment centre and consulting job professionally; Separating temporary sector to student when entering univeristy; Selecting and separating official sector upon some norm.

**3.3.3. Lecturer management via selection, use, evaluation, nursing in accordance with actual requirement.**

Developing lecturers attached to renovation of training management as a strategy and it should be frequently implemented to build a team of lecturer with sufficiency of quantity, consistence to structure and ensurance of quality.

***Content of solution implementation***

Building team of lecturers with sufficiency of quantity, ensurance of quality and synchronism on structure and managing lecturer's qualification include:

Evaluating capacity and demand of training, nursing of lecturers; Making plan for selecting, training, nursing lecturers;

Selecting or training, nursing lecturers; Directing and supervising assignment, implementation of training, nursing activity; Summarzing, evaluating training, nursing courses as well as selection of new lecturers.

### **3.3.4. Making investment plan to modernize and use effectively infrastructure and teaching facility of the University**

Making investment plan to modernize infrastructure is necessary demand to a training campus to the intended target.

#### ***Content of solution implementation***

Building and issuing the rule on using each type of equipment, infrastructure and teaching facility; Building equipment background; Building purchasing procedure for teaching facility; Maintaining and repairing infrastructure, teaching facility; Liquidating out of date or unrepairable teaching facility.

### **3.3.5. Evaluating output result and inspecting, supervising implementation of training program timely for adjustment to meet the demand of human resources**

With purpose to help the University evaluate and complete conditions for quality ensurance to meet the demand of human resources.

#### ***Content of solution implementation***

*Making plan* to evaluate input result, inspecting and supervising the implementation of training program; Department of Training and/or Department of Examination organize to implement the plan to evaluate output result, supervising implementation of training program; Organizing training to guide method of organization, evaluation and supervision of training program in accordance with procedure; Inspection, supervision of training program should be in accordance with intended plan and purpose; Summarizing evaluated output results, supervising implementation of training program; Proposing solutions to overcome existing problems.

### **3.3.6. Management of connected training between the University and enterprise to meet the demand of human resources**

*For the University:* Mobilizing and utilizing advantages of participation of enterprise to training process to meet the demand of human resources.

*For employers:* Being satisfied their demand by quantity, structure, qualification of laborer; Reducing cost and time for re-training laborers.



### ***Content of solution implementation***

#### *Establishing connected training relation*

Connecting in building or adjusting target, content of training program to meet the demand of human resources of enterprises; Connecting for enrollment; Connecting for guiding practice, internship; Connecting for evaluation of training result; Connecting for commitment of using graduated students...

#### *Cooperating resources participating in connected training*

Connecting on manpower; Connecting on infrastructure, machines, equipments; Connecting on finance.

#### *Consulting training, enrollment plan and introducing job for students*

### **3.4. RELATION BETWEEN SOLUTIONS AND RESPONSIBILITY OF MANAGEMENT ENTITIES**

### **3.5. SURVEY AND TRIAL OF SOME SOLUTIONS**

#### **3.5.1. Surveying comments on solutions**

The author has received 233 answered questionnaires.

Result of the poll on necessity and feasibility of 06 solutions was highly evaluated with over 90%.

#### **3.5.2. Trial of some solutions**

**Firstly**, the author only selected specific measure in 6 solutions to implement affection on management of connected training activity between the university and enterprises to meet the demand of human resources.

*Trial result:* excellent with 18,2%, good with 63,6%, fairly good with 18,2%. The result of comparing group is excellent with 0,0%, good with 8,8%, fairly good with 41,2%, above average with 35,4%; average with 14,7%. It was shown that the result of trial group is higher than the comparing group and it affirmed the feasibility and effectiveness of the solutions as well as proved the accuracy of scientific assumption.

**Secondly**, the author has tried 1 solution: Building training program to meet the demand of human resources of red river delta specifically. The trial result has restructured the frame of training program to change Food technology sector to Technological engineer program to meet the demand of the market. Having participation of enterprise in building training program.

### **Conclusion of chapter 3**

Basing on theoretical basis and actual basis of training management of University of Economic and Technical Industries to meet the demand of socio-economic development in general and the red river delta in particular. The author supposed that human resources training should be connected to labor market and job creation because market is the most objective measurement for training quality and effectiveness of human resources via supply – demand of human resources of each sector, occupation, qualification and region.

The thesis has proposed 6 solutions, the author has surveyed and tested two solutions, the result has shown that such solutions are highly necessary and feasible. The author also analyzed the responsibility of entities related to the solutions to help managers and those who are interested easily refer.

## **CONCLUSION AND PROPOSAL**

### **I. CONSLUSION**

During the process of economic movement, training activity of training policies should be moved from Supply to Demand. Vietnam communist party and Government had policy on training attached to social demand. In order to meet this process, the red river delta should have well-trained human resouces to match with national renovation. University of Economics - Technology for Industries must have changes in training management to create the human resources to meet the drequirement mentioned above.

The thesis defined theoretical basis on training management of human resources to meet the actual demand during economic movement process. From that, defining key content of training management of human resouces of the University including management of conditions to ensure training scale and quality and relation between training and using.

The thesis pointed out solutions. These solutions should be implemented synchronously to create comprehensive change of human resources training to meet the demand of development of the red river delta.

The author made survey of feasibility and necessity of solutions and tested 2 solutions:

- Solution 6: “Connected training management between the university and enterprise to meet the demand of human resources”. The result has confirmed the feasibility and effectiveness of the solution and proved the accuracy of scientific assumption. Test of solution received consent of university, enterprise and student and was implemented strictly and effectively.

- Solution 1: “Building training program to meet the demand of human resources of red river delta. The result is to restructure of program frame of Food technology sector issued by Ministry of Education and Training to Food technological engineer, such design met the demand of enterprise, attached participation of experts and the result was feasible.

These test firstly inspected the result of application of solution in a specific condition. To implement synchronously, it is for sure that the title will have applicable changes with high effectiveness in human resource training to meet the demand of socio-economic development of the red river delta.

## **II. PROPOSAL**

1. For state management agencies on education - Ministry of Education and Training
2. For enterprises
3. For University of Economics - Technology for Industries