



International Journal of Multidisciplinary Research and Growth Evaluation



International Journal of Multidisciplinary Research and Growth Evaluation

ISSN: 2582-7138

Received: 25-09-2021; Accepted: 28-10-2021

www.allmultidisciplinaryjournal.com

Volume 2; Issue 6; November-December 2021; Page No. 374-381

URL optimization

Dr. M Upendra Kumar ^{1*}, Imtiyaz Khan ², Mohd Dawood Ahmed ³, Mohammed Shabaz ⁴, Syed Mohiuddin Hussaini ⁵

Professor of CSE MJCET OU Hyderabad, Telangana, India

Assistant Professor CSE MJCET OU Hyderabad, Telangana, India

BE CSE MJCET OU Hyderabad, Telangana, India

Corresponding Author: Dr. M Upendra Kumar

Abstract

- URL is a technique/process under which we optimize the URL structure of a website/blog page in order to make web page more understandable by the search engine crawlers and by the users.
- The URL (Universal Resource Locator) is the location of a page on your website.
- After choosing a domain name, optimizing the URLs for your page is the next SEO step. SEO for your page URLs is important because keywords in the URL are a ranking factor and short and descriptive URLs can help with the link building and user interaction.
- A URL usually looks something like this: it starts with https:// it is to visit.

Hardware Requirement

- I3 Processor Based Computer
- Memory: 8 GB RAM

- Internet Connection

- Hard Drive: 10 GB

Software Requirement

- Windows 7 or higher

Technology Used

- Nodejs
- Express database: mongodb

Advantages

- User can customize their URLs
- Track your link performance
- Valuable analytical tool

Disadvantages:

Applications

This is a link management platform that lets you harness the power of your link by shortening, sharing, managing and analysing links to your content.

Keywords: URI Optimization, RAM

1. Introduction

We always know that the current objective and subjective trend of development, especially under the direction of the Party and State of Vietnam. In fact, the Party and State of Vietnam have been increasingly attaching importance to high-quality human resources, taking the issue of training and building it as the "top national policy" in the national strategy, especially in the integration process as present. More than any other resource, human resources, especially high-quality human resources must always occupy a central position and play a leading role in the country's socio-economic development. developing new skills and labor quality, promoting innovative achievements in science, technology - new technology, ensuring the active movement of different professions and fields, especially in the current period - stage of promoting global cooperation and international integration. For Vietnam, up to now, the economy has relied heavily on industries that employ cheap labor and exploit natural resources; The qualifications of the employees in particular and the whole Vietnamese economy in general are still low. This is the situation that Vietnam is facing when the technology revolution 4.0 and the expansion of international cooperation relations are growing. It can be seen that the human resource is in the period of "golden population" structure, but the high-quality human resource is always lacking in quantity, limited in quality and inadequate in structure.

2. Theoretical Framework

2.1 Human resource and high quality human resource concept

The concept of human resources

According to the United Nations definition, "Human resource is the skill level, knowledge, the ability of the actual or potential human life to develop socio-economic in a community. dong "(World Bank Group).

According to Nicolas Henry (2016): "Human resources are human resources of organizations (with different sizes, types,

functions) that have the ability and potential to participate in the development of the same organization. with the socio-economic development of the country, the region and the world ”.

According to George T. Milkovich and John W. Boudreau (2005): “Human resources are the sum of internal and external factors of each individual, ensuring the source of creativity and other content for success and success. organization's goal ”.

Under the point of view of the political economy, the human resource is the sum of physical strength and mind that exists in the entire social workforce of each country, which is the crystallization of traditions and A nation's bright working experience in the history of development, thereby producing wealth, material and spirit that serve the present and future needs of society.

Thus, human resource is an indispensable input factor for any enterprise, organization or agency. Without this input factor, there will be no enterprise, organization or agency. Therefore, the quality of human resources reflects the development and position of the unit in the current and future marketplace.

The concept of high quality human resources

Currently, there are many concepts of high-quality human resources. In our country for the first time, the term high-quality human resource appeared, in the Document of the 10th Party Congress affirms: “Rapid development high quality human resources, especially leading experts ”. It has shown that there are new points in the human resource development strategy of Vietnam, including focusing on developing high-quality human resources, considering it a breakthrough to soon bring our country out of underdevelopment. development, at the same time creating a rapid development meeting the requirements of the international integration process.

High-quality human resources are conceived by Nguyen Huu Dung in "Developing high-quality human resources in the cause of industrialization and modernization of the country and international economic integration" as: "High quality human resources. The concept refers to a person, a specific employee with a skill level (in terms of expertise and techniques) corresponding to a specific profession according to the labor classification criteria of a certain profession or technique. (postgraduate, college, skilled workers) ”(Dung, 2002) ^[4].

According to Bui Thi Ngoc Lan: “High-quality human resources are the most quintessential part of human resources. This force has a high level of education and technical expertise, has good labor skills and is able to quickly adapt to the rapid changes of production technology, with good quality and ability to apply. creating knowledge, skills have been trained in the production process in order to bring high productivity, quality and efficiency ” (Lan, 2002).

High-quality human resources is a part that crystallizes the most quintessential of human resources. Being a part of labor with high education and technical expertise or with good labor skills, creative capacity, must have industrial behavior and professional ethics. Especially the ability to quickly adapt, meet the requirements of practice, know how to apply the knowledge, skills and experience that have been trained and accumulated in the working process to bring production results with productivity, quality and efficiency are high.

High-quality human resources are the core force in both quantity and quality of human resources. High quality human

resources with a core force are skilled workers - those who directly produce goods and provide services to consumers both domestically and abroad. The labor force "leading" for high-quality human resources is the contingent of intellectuals.

The role of high quality human resources

According to Nguyen Thi Tuyet Mai (2016), in the trend of globalization and international integration, when the economy is mainly based on knowledge, human resources, especially high-quality human resources, increasingly play the role of decisive game. Vietnam is in the period of accelerating industrialization, modernization and international integration, the role of high-quality human resources has been shown more clearly:

Firstly, high-quality human resources are the main driver of socio-economic growth and development.

Second, high quality human resource is one of the decisive factors for the success of the industrialization and modernization in our country.

Third, high-quality human resources are the decisive factor to promote development and application of science and technology, restructure the economy, transform the growth model and the most important competitive advantage. for fast, efficient and sustainable development.

Fourth, high-quality human resources are the condition for international economic integration.

2.2 Attracting and maintaining high quality human resource

Attracting human resources

It is one of the important stages of human resource management to recruit qualified people who meet the requirements of the social labor force to work in an agency or organization (Dung, 2011) ^[4]. For agencies and organizations, the recruitment and attraction of human resources can come from many sources. Attracting and adding new human resources makes an important contribution to stimulating and promoting competitive efficiency with local human resources, is an art in human resource management. In the process of attracting, businesses need to master the key content and skills such as human resource planning, job analysis, recruitment and interview process to be able to recruit the right people for the right job.

Maintaining human resources

It is one of the important functions of human resource management in order to effectively use resources in the enterprise. According to David A. Decenzo (1988), “maintaining human resources” is to create an environment in which employees feel excited and passionate about their work as an integral part of their life at the business. Karma. This function focuses on maintaining and effectively using human resources in the enterprise, specifically stimulating and motivating related policies and activities to encourage and motivate employees in the business. businesses work enthusiastically, enthusiastically, have a sense of responsibility and complete the job with high productivity. By assigning workers highly challenging jobs, letting them know how leadership is judging by their level of accomplishment and what it means to get their job done for the business. , paying high and fair wages, promptly rewarding individuals who have innovations, technical innovations, and contribute to increasing production and

business efficiency and corporate reputation are effective measures to attract and maintain a team of skilled workers for the business. According to Tran Kim Dung (2011) ^[4], the most important issues that need to be applied to effectively maintain the workforce in the enterprise are diverse, from evaluating the performance of employees' work, paying salary, reward and encouragement for employees to apply human resource communication programs, encourage employees to participate in business management, improve working environment.

2.3 FDI enterprises

Foreign direct investment (FDI) plays an increasingly important role and plays a key role in the development of the national economy; especially in developing countries, including Vietnam.

FDI enterprises defined in English as an enterprise with foreign direct investment (Foreign Direct Investment). According to the Law on Investment 2014, Clause 17, Article 3 states: Foreign-invested economic organizations are economic organizations with foreign investors as members or shareholders. Therefore, we can understand basically, FDI enterprises are FDI enterprises with foreign direct investment, regardless of the ratio of foreign capital contribution.

Foreign direct investment enterprises include

- Enterprises with 100% foreign capital.
- Joint venture enterprises between foreign countries and domestic partners.

In fact, in the context of economic integration, this type of business is increasingly popular in many countries around the world. In Vietnam, through the form of foreign direct investment, we have acquired modern technologies in the fields of telecommunications, oil and gas exploitation, chemicals, electronics, and development of a number of industries. The country's key industry. Some industries that use a lot of domestic workers and raw materials, such as textiles, garments, and footwear production, also have medium-advanced technology in the region. Foreign direct investment and new business methods have created competition in the domestic market, prompting domestic firms to innovate product quality and apply existing business methods great. It can be said that the part of FDI enterprises has made a great contribution to the economic growth of our country in recent years.

3. Research Methodology

The group conducted research on documents with related content, studied different documents and theories by analyzing on the basis of learned theory. After grouping and analyzing the references, the system will be systemized and synthesized into an exercise focusing on the main content of the essay. In which, grouping is to arrange scientific documents in each aspect, each unit, each problem with the same intrinsic signs, the same development direction. Systematization is to arrange knowledge into a system on the basis of a theoretical model to make understanding of the object more fully.

Based on the above method, the team searches and collects secondary sources of information and data on websites, books and newspapers to identify solutions that businesses, industries and localities (provinces / cities in Vietnam) used

to maintain and attract high quality human resources in enterprises. Besides, based on the empirical and practical content, it is classified and arranged the commonly used strategies by businesses into a group and systematically follow each step of that strategy. The selection of enterprises / localities that have applied solutions to maintain and improve the quality of human resources has been discussed and exchanged by the whole group so that the reference content is unanimous and most consistent with the most essay's topics, especially in the local / business enterprises, have achieved actual results as expected in practice. From there, the group can make the most practical and feasible suggestions and recommendations based on the theoretical knowledge learned, the results of the group work together to research and complete this article.

4. Research Results and Discussions

4.1 Current state of high quality human resource in Vietnam

Current situation of high-quality human resources in Vietnam

Although there are many advantages in human resources due to being in the golden population period, the current situation of human resources in Vietnam is still limited. A study by the Thai Development Research Institute (TDRI) has shown that most of the soft skills of Vietnamese workers are in the medium or weak level, especially teamwork skills, and skills. leader. The World Bank assesses that Vietnam is lacking in skilled and high-skilled workers. Vietnamese workers' foreign language skills are not high, so they face many difficulties in the integration process. Limitations and weaknesses of human resources are one of the main factors affecting the competitiveness of the economy. Research by the Institute of Science, Labor and Social Affairs (2016) also shows that the skill response level to technology change of workers in electronics and garment enterprises is very low.

Achievements and limitations in attracting high-quality human resources at FDI enterprises in Vietnam:

▪ Achievements

As of 2018, the whole country had about 14,000 FDI enterprises and these enterprises attracted nearly 4 million employees. Besides, FDI enterprises also create indirect jobs due to the stimulus effect of domestic investment ...

It can be seen that the quality requirements for employees of FDI enterprises are increasing. In the past, FDI enterprises mainly recruited cheap labor, now they require skilled labor. Labor resource is the deciding factor for the success or failure of the business. To have the recent success, FDI enterprises in Vietnam have made certain investments in retraining workers when they are recruited. The shift in the quality of human resources in Vietnam from low to high, as mentioned above, is part of the concrete evidence for the training of human resources of FDI enterprises.

Some FDI enterprises have invested financial resources and great effort to train human resources, such as Toyota Vietnam with many programs for engineering students. They have created quality human resources for their businesses and society.

In 2018, FDI enterprises trained and employed more than 2.3 million technical workers in assembly and operation. Since then, this workforce has become people with good technical and professional qualifications, there are also people who become good management staff and are the core of the

enterprises. Besides, Vietnamese workers have also changed according to principles, industrial manners and adherence to corporate culture.

▪ **Limitations**

For a long time, FDI enterprises (DN) only focused on taking advantage of cheap labor, which has slowed down the process of improving the quality of human resources in Vietnam. Economists say that, to meet the "digital transformation" period as well as to meet the requirements of attracting high-quality FDI, human resources need to be improved, and cannot depend on outsourcing forever. Cheap.

The present reality shows that the quality of human resources is still limited, the shortage of highly skilled labor is not meeting the labor market demand, The gap between vocational education and the labor market demand is growing.

According to statistics of the authorities, up to 37% of the employed labor cannot satisfy the job, 39.86% of FDI enterprises are short of labor; Many companies take 1-2 years to retrain their workforce ... That is the situation that needs to change if Vietnam wants to improve their competitiveness and integrate successfully.

Currently, many foreign companies want to invest in Vietnam and use modern technology, but our human resources cannot meet the requirements.

Achievements and limitations in maintaining high-quality human resources in FDI enterprises in Vietnam

In the process of industrialization and modernization of the country, high-quality human resources (High-Quality Human Resources) is a central factor, playing a decisive role for the development of enterprises, especially FDI enterprises.

▪ **Achievements**

Some FDI enterprises have implemented very specific policies such as: Doctors, experts ... in terms of work, land, housing, support from several tens to several hundred million dong. Masters, graduates with excellent grades, depending on the audience, will be entitled to different levels of subsidies, or to be granted a public house, to enjoy salary and other preferential policies.

Having the assignment, assigning work to the right people, right job, ensuring leadership, mentoring and support, especially at the beginning. This is a very important job and determines the success, level of High-Quality Human Resources attachment to the business they work for; The proper assignment will motivate them to work more effectively, with better quality of work and promote their strengths and personal passion.

▪ **Limitations**

Some FDI enterprises have not really determined policies to maintain high-quality human resources that are important in business construction and development, not yet specific attractive target positions. The development of policies to attract High-Quality Human Resources is only a formality in some places. Therefore, the policy is not attractive enough, has not created a motivation for dedication, creativity, lack of feasibility, cannot retain capable people, there is no sanction to handle violations of orange. with employers ...

Through surveys and surveys in many places, many attractive people believe that the policy to attract High-Quality Human Resources with only money is not enough. Attractive salaries are important, but what they need more than is the working

environment that is asserted, creative, ... In particular, the talents are professors, doctors ... Need to have a real scientific research environment to maximize intelligence to contribute to development

4.2. Relation between FDI attraction and high quality human resource attracting, maintaining in Vietnam

The relationship between attracting FDI and attracting and maintaining high-quality human resources can be understood as a two-way relationship, interacting with each other. The impact of FDI on human resources and employment of Vietnamese workers is reflected in the changes in the size, structure and quality of human resources and employment of Vietnamese workers. Attracting FDI, helping to form many FDI enterprises will attract Vietnamese workers to work in those enterprises, while working in FDI enterprises, workers have matured in many aspects. such as industrial style, corporate culture, professional, technical and managerial skills, foreign language skills ... Many workers after working in foreign invested enterprises have become cadres. good techniques, managers, core in enterprises. And once they have attracted high-quality human resources to their businesses, helping to improve productivity and working efficiency, FDI enterprises can perform tasks to maintain high-quality human resources. such as salary payment, rewarding, encouraging employees to apply HR communication programs, encouraging employees to participate in business management, improving working environment.

4.3. Problems posed for attracting and maintaining high quality human resource in the period of IR 4.0

Studies show that, besides the opportunities, Vietnam also faces many new challenges in training and developing the quality of human resources, especially high-quality human resources. Issues that need attention in the development of human resources in Vietnam to meet the requirements of Industry 4.0 are as follows:

Firstly, Industry 4.0 changes the labor structure in economic sectors. With Industry 4.0, the traditional occupations that use a lot of labor will gradually disappear, at the same time new occupations will appear. Industry 4.0 gave birth to automation systems and intelligent robots.

Second, the labor market is strongly differentiated: In the Industry 4.0, cheap labor is no longer a competitive advantage of countries in the world. A series of old jobs have been lost, and the international labor market will strongly differentiate between groups of low-skilled and high-skilled workers.

Third, the requirement for high quality human resources is increasingly urgent: Industry 4.0 requires increasingly high quality human resources, while high quality human resources in Vietnam today is lacking in both quantity and skills. workmanship. Industry 4.0 is a digital revolution, but Vietnam's high quality human resources in information technology, computer engineering, automation ... are too few. Fourth, fierce competition in human resources: First of all, competition will occur in a number of technology fields that are starting to be widely applied in practice, creating pressure to recruit and develop related human resources. Right in our country, human resources in the artificial intelligence, Internet of Things, self-driving cars, robotic ... are being "hunted" aggressively and paid "terrible" salaries.

From the current situation of human resources in Vietnam, on

the basis of new problems arising from the Industrial Revolution 4.0, Vietnam needs changes to adapt and suit the trend of the times. Success or failure, whether Vietnam makes good use of opportunities, or overcomes the dangers and challenges of the current Industry 4.0, does not depend on the method of exploiting human resources, especially the construction and development of human resources.

5. Conclusions and recommendations

5.1 Conclusions

Over 30 years since the Law on Foreign Investment was passed and enacted by the National Assembly on December 29, 1987, marking a turning point for the formalization of foreign investment inflows into Vietnam. From that right policy up to now, the foreign-invested economic sector (FDI) has increasingly shown an important role and contributed significantly to the socio-economic development of the country. The attraction and use of foreign investment contribute to the impact of promoting economic transformation, restructuring, growth model renewal, enhancing national competitiveness, industries, products and services; promote institutional reform, economic policy, business investment environment, develop a full, modern and integrated market economy, strengthen foreign relations, cooperation and international integration.

The foreign-invested sector also has many contributions to job creation, contributing to labor restructuring and improving the quality of human resources. Direct employment in the foreign-invested sector has increased from 330 thousand people in 1995 to about 3.6 million people in 2017, at the same time creating indirect jobs for about 5-6 million workers. However, the current reality shows that the quality of human resources is still limited, the shortage of high-skilled labors has not met the labor market demand; The gap between vocational education and the labor market demand is growing.

Although Vietnam has many advantages in human resources due to its golden population period, the current situation of human resources in Vietnam is still limited. Most of the soft skills of Vietnamese workers are of medium or weak level, especially teamwork skills and leadership skills. Vietnam is short of skilled workers and high-level technical workers. Vietnamese workers' foreign language skills are not high, so they face many difficulties in the integration process. Limitations and weaknesses of human resources are one of the main factors affecting the competitiveness of the economy.

Over a long period of time, FDI enterprises have only focused on taking advantage of cheap labor, which has slowed down the process of improving the quality of human resources in Vietnam. Some FDI enterprises have not really determined policies to maintain high-quality human resources that have important implications in business construction and development. Developing policies to attract high-quality human resources is sometimes just a formality. The policy is not attractive enough, has not created a motivation for dedication, creativity, lack of feasibility, does not retain capable people, although an attractive salary is important, but what they need more than is working environment is asserted itself, is unleashed on creativity.

The industrial revolution 4.0 has transformed the labor structure in economic sectors, the labor market is strongly differentiated, and cheap labor is no longer the competitive advantage of countries in the world. the need to attract and

maintain high-quality human resources is increasingly urgent.

5.2 Solutions to attract high quality human resource in FDI enterprises in Vietnam

In order to train and provide high-quality human resources for FDI enterprises in the coming time, it is necessary to synchronously implement the following solutions:

Investment in education development, improving the qualifications of the employees, building a contingent of high-quality human resources. Improving the quality of human resources needs to be one step ahead and must be done in a fundamental and methodical manner. Orientation of developing high quality human resources for the activities of training schools, vocational training and awareness of self-learning and vocational training of students and employees suitable for developing the labor market as required industrialization, modernization and integration include professional quality standards; Professional practice capacity; Special soft skills in communication and teamwork skills; Discipline, professional ethics and labor responsibility; Ability to apply information technology and use 01 foreign language well; Have a specific understanding of the labor market and labor laws.

Strengthening the state management of promoting human resource development, promoting the linkage and synchronous cooperation on career guidance, enrollment, training and practice activities to link the needs of labor use. Improve skills for employees through the following specific jobs: Conduct surveys, regularly update and publish national surveys on skills supply and demand; Develop a program that combines many fields, from short-term vocational training, school-business linkage to long-term learning program reform; Nurture and develop creativity through talent attraction.

FDI attraction in the coming time Vietnam is determined to attract high-tech, environmentally friendly projects, and especially gradually attracting foreign investment with the advantage of cheap labor to compete with resources. high quality and to have a high quality human resource, a breakthrough in training is an important factor.

FDI enterprises have to innovate technology that prioritizes the recruitment of highly skilled workers, which will encourage employees to pay attention to improve their education, in addition to putting pressure on universities, centers, Training institutions will also be under market pressure to innovate and improve training quality. On the other hand, quickly retrain a contingent of low-skilled workers to adapt to the changes of technology, in line with the trend of the industrial era 4.0 to increase the content of knowledge in the product, improve the labor rate. To train on the spot, train outside and improve the qualifications of workers, technicians, and managerial staff capable of managing and replacing foreign experts with scientific and technological qualifications.

FDI enterprises must ensure the legitimate rights and interests of Vietnamese workers, and the recruitment of foreign workers must comply with the provisions of law ... Avoid conflicts and tension in labor relations, ensure to stabilize the local politics, socio-economy, ensure well the business and investment environment in Vietnam.

Review and amend laws and policies to strongly attract foreign investment, especially projects with high technology, environmentally friendly, value-added products and high

localization rates, and increase production networks and global value chains, promote economic restructuring;

It is necessary to identify an appropriate and quality training program framework that is suitable for the needs of social work and businesses. Limit spontaneous training that does not ensure quality, causing labor shortage and unemployment. The quality of university and college education is very important in providing high-quality human resources for the society. However, training should have a specific strategy to avoid wasting training resources of the state, individuals, families and the whole society. In addition to the input orientation, Universities and Colleges are very necessary requirements for the balance of human resources now and in the coming years. To plan the vocational training master plan, to reorganize the vocational training system on the basis of forecasting the labor market demand and training capacity of vocational schools, developing a number of schools meeting regional and international standards, improving training efficiency attracts more trainees.

Investing in the development of professional organizations to expand and comprehensively scale the career guidance activities for students of junior high schools, high schools, career guidance must direct attention, stimulate interests of students and students in socio-economic careers of the locality and the country that need to be developed; Help students to self-assess and test their own capabilities, strengths, conditions for vocational training and actively participate in the labor market. The key issues, students desire career guidance: careers, job trends of the labor market; orientation on hobbies, professional skills; regulations on entrance examination, university, college, intermediate, and vocational training; choose a major, choose a school that matches academic capacity and family economic conditions; Introduction to schools and training disciplines, standards of outcomes and ability to work after graduation.

- Expand the scale of career guidance for students, invest in developing training programs in accordance with the needs of social work and businesses, improve the qualifications of workers, build human resources. high quality force.
- Strengthen state management, strongly attract foreign investment, determine to attract high-tech, environmentally friendly projects and especially gradually move to attract foreign investment with the advantage of human cost. cheap to compete with high quality resources.
- The FDI enterprises must renovate their technology, prioritize the recruitment of highly qualified workers, ensure the legitimate rights and interests of Vietnamese workers.

5.3 Solutions to maintain high quality human resource in FDI enterprises in Vietnam

Employers and employees' awareness of labor relations in FDI enterprises should be raised more clearly. Employees have changed from being mainly dependent on the employer or the employer to impose policies and regimes to implement the mechanism of negotiation and agreement on rights-related issues and interests of both sides. Employees take the initiative in dialogue and negotiation with employers to protect and ensure their legitimate interests and interests. The compliance of employers with the labor law is increasingly important, businesses need to pay more attention to improving working conditions, increasing income,

supporting housing and taking care of written conditions. Spirit chemistry for the employees.

Trade unions at all levels are interested in implementing many effective programs and plans such as: The union development program and grassroots union establishment; Law dissemination, propaganda and consultancy program for employees; Program to promote the negotiation and signing of the enterprise collective labor agreement; Piloting the signing of the enterprise group collective labor agreement; The program of implementing dialogue activities, organizing employee conferences ... Trade union activities at all levels, especially grassroots trade unions and direct superior trade unions need to be reformed, shifting from propaganda and education functions. education, organization of movements among workers, labor is mainly to perform the function of representing, protecting the legitimate rights and interests of workers ... The function of state management of labor relations is determined. More specifically, in addition to the function of labor law enforcement, guiding, inspecting and inspecting the implementation of the provisions of the labor law, the trade unions at all levels also have the function of participating in supporting and promoting industrial relations in enterprises, solving problems related to industrial relations. Implement salary policy, allowances, benefits and rewards under labor contracts, collective labor agreements. In addition to an attractive salary policy, it is important to pay more attention to creating a good working environment for employees to assert themselves and be creative.

5.4 Recommendations

The State needs to regulate and expand the benefits of social insurance, health insurance, unemployment insurance when employees are fired, forcing enterprises with FDI to fully pay social insurance for 20 to 30 years. employees, if they want to fire, or pay lump-sum compensation to the laid-off employee so they can participate in social insurance.

Continue to improve the system of policies and laws on labor and employment. Specifically, it is necessary to study amending and supplementing the Labor Code and issues related to wages, labor disputes, labor contracts, collective labor agreements ...; Supplement regulations on the signing of the sector collective labor agreement, regulations aimed at protecting the interests of workers, regulations aimed at protecting grassroots trade union officials; At the same time, perfecting the appropriate legal framework to ensure basic rights of workers, especially those stated in the 1998 Declaration of the International Labor Organization as well as commitments in the agreements. free trade.

The Government has many policies and mechanisms to support more in the field of education and training, building a system of standard vocational training schools, creating a qualified, skilled and skilled workforce. job.

Enterprises need to be more proactive in associating with vocational training schools and labor supply units, while also actively training to improve their own labor resources.

6. References

1. World bank group. World Development Indicators. Retrieved 10 June 2000-2020 from: <http://documents1.worldbank.org/curated/en/462341468766204683/pdf/multi0page.pdf>
2. Nicholas Henry. Public Administration and Public affairs. Routledge, New York, USA, 2016.
3. George Silkovich T, John Boudrea W. Human Resource

- Management, Statistical Publishing House, City. Ho Chi Minh City, Vietnam, 2005.
4. Tran Kim Dung. Human Resource Management. Ho Chi Minh City Publishing House, City. Ho Chi Minh City, Vietnam. Tien, N. H. Develop leadership competencies and qualities in socially responsible businesses reality in Vietnam. *International Journal of Research in Management*. 2019-2011; 1(1):01-04.
 5. Tien NH. Green economy as an opportunity for Vietnamese business in renewable energy sector. *International Journal of Research in Finance and Management*. 2019-2020; 3(1):26-32.
 6. Tien NH. Working environment and labor efficiency of state-owned enterprises and foreign corporations in Vietnam. *International Journal of Research in Human Resource Management*. 2019; 1(1):31-34.
 7. Tien NH. Green entrepreneurship understanding in Vietnam. *International Journal of Entrepreneurship*, 2020, 24(2).
 8. Tien NH, Thao VTT, Anh DBH. Sustainability Issues in social model of corporate social responsibility. Theoretical analysis and practical implications. *Journal of Advanced Research in Management*, 2019a, 19(1).
 9. Tien NH, Anh DBH, Ngoc NM. Corporate financial performance due to sustainable development in Vietnam. *Corporate Social Responsibility and Environmental Management*, 2019b, 26(4).
 10. Tien NH, Anh DBH, Ngoc NM, Nhi DTY. Sustainable social entrepreneurship in Vietnam, *International Journal of Entrepreneurship*. 2019c; 23(3):01-12.
 11. Tien NH, Anh DBH. Ecological aspect of sustainable development of rural areas. *International Journal of Research in Finance and Management*. 2019a; 2(2):05-07.
 12. Tien NH, Anh DBH. Agrotourism as factor of entrepreneurship in the countryside development. *International Journal of Research in Finance and Management*. 2019b; 2(1):53-55.
 13. Tien NH. *International Economics Business and Management Strategy*, Academic Publications, Dehli, 2019a.
 14. Tien NH. Risks of unsustainable economics development in vietnam. *International Journal of Management and Commerce*. 2019b; 1(4):4-9.
 15. Tien NH, Anh DBH, Thuc TD. *Global Logistics and Supply Chain Management*. Academic Publications, Dehli, 2019c.
 16. Tien NH, Anh DBH. Gaining competitive advantage from CSR policy change: Case of foreign corporations in Vietnam. *Polish Journal of Management Studies*. 2018; 18(1):403-417.
 17. Tien NH, Anh DBH. *Global strategic marketing management*. Ementon, Warsaw, 2017.
 18. Tien NH. *Leadership in socially responsible enterprises*, Ementon, Warsaw, 2015.
 19. Tien NH, Thai TM, Hau TH, Vinh PT, Long NVT. Solutions for Tuyen Quang and Binh Phuoc Tourism Industry Sustainable Development. Comparative Analysis. *International Journal of Research in Marketing Management and Sales*. 2019; 2(1):101-107.
 20. Tien NH. Ecological Aspect of Green Gas Emission Trading. Conference on "Sustainable Development and Climate Change", October 2017, TDM University, Vietnam, 2017a.
 21. Tien NH. Risks of unsustainable tourism development in Vietnam, *International Journal of Research in Finance and Management*. 2019; 2 (2):81-85.
 22. Tien NH, Phuc NT, Phu PP, Duc LDM, Thuc TD. Natural resources limitation and the impact on sustainable development of enterprises, *International Journal of Research in Finance and Management*. 2019; 3(1):80-84.
 23. Tien NH, Phu PP, Phuc NT, Duc LDM, Thuc TD. Sustainable development and environmental management in Vietnam *International Journal of Research in Finance and Management*. 2019; 3(1):72-79
 24. Tien NH. *Responsible and Sustainable Business*. Eliva Press, Chisinau, Moldova, 2020.
 25. Tien NH, Viet PQ, Ngoc NM, Anh DBH. *Contemporary Security and Sustainability Issues*. Eliva Press, Chisinau, Moldova, 2020.
 26. Tien NH. Innovation Strategy of Korean Enterprises and Development of High Quality Human Resource-Experiences for HCMC Businesses. Proceedings of the 1st International Scientific Conference "Southeast Vietnam Outlook" on "Developing High Quality Human Resource, Asian Experience for Ho Chi Minh City Metropolitan Area in Vietnam", 07 December 2018, Thu Dau Mot University, Viet Nam, 2018.
 27. Tien NH. Knowledge management in enterprises in the context of Industrial Revolution 4.0 Knowledge management in the context of industrial revolution 4.0. *International Journal of Commerce and Economics*. 2020; 2(1):39-44.
 28. Tien NH. Attracting ODA investment in Binh Duong province of Vietnam. Current situation and solutions. *International Journal of Foreign Trade and International Business*. 2019-2020; 2(1):109-114.
 29. Tien NH. *Strategic international human resource management*. Wydawnictwo EMENTON, Warsaw, Poland, 2017.
 30. Tien NH. Characteristics features of Vietnam's international economic integration in the context of industrial revolution 4.0. *International Journal of Financial Management and Economics*. 2018-2019; 2(1):49-54.
 31. Tien NH. Staff motivation policy of foreign companies in Vietnam. *International Journal of Financial Management and Economics*. 2019-2020; 3(1):1-4.
 32. Tien NH, Anh DB. High quality human resource development approach of Vietnamese government. *International Journal of Multidisciplinary Research and Development*. 2019; 6(8):80-83.
 33. Tien NH. High quality human resource development approach of Vietnamese enterprise. *International Journal of Multidisciplinary Research and Development*. 2019; 6(8):84-88.
 34. Tien NH, Grzeszczyk TA. Strategies for human resource development for Thu Dau Mot University in Vietnam. *International Journal of Research in Management*. 2019; 1(4):1-5.
 35. Tien NH, Nogalski B. Developing high quality human resource to benefit from CP-TPP and IR 4.0. *International Journal of Research in Management*. 2019; 1(2):4-6.
 36. Tien NH, Hoang NB. Japanese Innovation Policy and Development of High Quality Human Resource-Experiences for Vietnam. Proceedings of international

- scientific conference in Economics and Business (ICYREB) on: "National Entrepreneurship and Innovation", 2018-2019, 108-114.
37. Tien NH, Ngoc NM. Analysis of Korea's international trade and investment activities in Vietnam. *International Journal of Advanced Research in Engineering & Management*, 2019, 5(7).
 38. Nguyen Thi Viet Nga. Labor relations in foreign-invested enterprises and the problems posed. Proceedings of the symposium "Labor in the foreign invested enterprise sector-current situation and solutions", 2018.
 39. BK. Improve human resources to welcome high-quality FDI projects, 2020. Retrieved 10/06/2020 from <https://dautunuocongocai.gov.vn/TinBai/5524/Nang-cao-trinh-do-nhan-luc-de-don-dau-cac-du-an-FDI-chat-luong-high>
 40. Nguyen Van Quan. System of scientific research methods, 2016. Retrieved 10/06/2020 from <https://cachhoc.net/2013/12/03/school-ppnckh-he-thong-cac-phuong-phap-nghien-cuu-khoa-hoc/>
 41. Minh Phuong. Attracting new generation of FDI, 2019. Removing the bottleneck of human resources. Retrieved 10/06/2020 from <http://daidoanket.vn/kinh-te/thu-hut-fdi-the-he-moi-go-nut-that-nguon-nhan-luc-tintuc448853>
 42. Thuy Hien. Improving the quality of human resources in line with the orientation of attracting FDI, 2018. Retrieved 10/06/2020 from <https://baotintuc.vn/kinh-te/nang-chat-luong-nguon-nhan-luc-phu-hop-voi-dinh-huong-thu-hut-fdi-20180619114651894.htm>