Developing high-quality human resources meet the requirements of international integration in Hai Phong city

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ABTRACT: Hai Phong city is a major industrial center of Vietnam, industry always accounts for a large proportion of the city's GRDP. Especially, following the trend of international integration, Hai Phong has soon developed industrial parks, economic zones, export processing zones, this is the area with the largest number, most typical in terms of human resources, contributing the main for the economic growth of the city. The article is made on the basis of synthesizing, supplementing and perfecting the theoretical basis for developing high-quality human resources to meet the requirements of integration and analyzing the current situation in Hai Phong city basedon 3 groups of human resources. Human resources meeting the criteria of high quality human resources are (1) Human resources for leaders and managers (2) Human resources for science and technology (3) Human resources for technical workers. The article uses both qualitative and quantitative research methods. The author uses the method of collecting secondary data, and primary data on high quality human resources in enterprises in Hai Phong city through 6 independent variables: Quantity (SL); Structure (CC); Physical Strength (TL); Knowledge (KT); Skills (KN); Mental strength (TL) affecting the independent variable is the development of high-quality human resources to meet the requirements of international integration in Hai Phong City (HH). The author uses the linear regression method through the regression equation by E-view software and uses the least squares method (OLS) to determine the regression coefficient. The result is that there are 5 other independent variables all having Sig. ≤ 0.05, so the variables SL, CC, KT, KN, TL are all correlated and statistically significant with the variable HH with the significance and confidence level > 95%. The remaining variation (TH) has Sig. = 0.077 > 0.05 correlation is not close, statistically significant is quite low with dependent variable. From there, the author gives policy implications based on research results to improve the ability to meet the integration requirements of human resources in Hai Phong city by 2030.

Keywords: Human resources; Human resource development; High Quality; International integration; Hai Phong city.

I.   INTRODUCTION

After nearly 30 years of establishment and development according to the Resolution of the 6th Party Congress, Hai Phong's industrial parks, economic zones, and export processing zones have become the driving force, making important contributions to the economic development of Hai Phong. socio-economic development of Hai Phong city and the provinces of the Northern key economic region, which is the gateway for international integration of Vietnam (Hai Phong PC, 2010). Hai Phong has 25 planned industrial parks total area of 12,702 hectares; 13 industrial parks are implementing investment, construction and infrastructure business activities with a total area of 5,694.71 hectares, billion. The occupancy rate is approximately 65%, of which 9 industrial parks are located in Dinh Vu - Cat Hai economic zone with a total area of 4,926.94 hectares and 4 industrial parks are located outside the economic zone with a total area of 767.77 hectares (Hai Phong PC, 2020) Economic zones, industrial parks, export processing zones are places that attract many workers from the Red River Delta, Quang Ninh - Thai Binh - Nam Dinh - Ninh Binh - Thanh Hoa, Northern provinces and among them, the labor force is a high-quality human resource (Hai Phong PC, 2020) so Hai Phong becomes a place with high labor demand, which is the driving force behind human resource development as well as economic growth and international integration.

II.   THEORETICAL OVERVIEW
Human Resources

The concept of human resources is approached from different angles and has different

conceptions. Up to now, according to the author's research, there are some typical theories about human resources as follows:

According to the authors Tran Xuan Cau & Mai Quoc Chanh (2008), "Human resources are human resources capable of creating material and spiritual wealth for society, which is expressed in quantity and quality. certain at a certain time" (Cau, TX & Lemon, MQ, 2008).

According to the authors Nguyen Van Diem & Nguyen Ngoc Quan (2014), "Human resources of an organization include all the employees working in that organization, and human resources are understood as the resources of each person. but this resource includes physical and mental energy" (Diem, NV & Quan, NN 2014)

Tran Kim Dung (2011) "Human resources of an organization are formed on the basis of individuals with different roles and linked together according to certain goals of the enterprise" (Dung, TK 2011).).

According to the United Nations, "Human resources are the professional qualifications, knowledge and capabilities of the entire human life, actual or potential for socio-economic development in a community". According to this concept, human resources are emphasized on quality and role in socio-economic development. Human capital is considered an effective means for ensuring sustainable economic growth, even human capital is considered a special capital for development - human capital.

From the perspective of labor economy: Human resources are calculated more specifically, that is, the entire population in a state of normal development, of working age, and participating in social production. In other words, it is all people who are engaged in the labor process with all their energies mobilized in the labor process. It is different from other resources such as financial resources, material resources..., is the process of using it to create surplus value, multiplying its value .

From the perspective of economic development: Human resources are considered as one of the resources directly involved in the socio-economic development of a country. It is all people who have the ability to work, which directly determines the economic growth rate. The supply of human resources required by the economy and social life is very important. The understanding of human resources as the total number of people who are able to work according to the law is an approach that can quantify human resources, calculate and predict the number and speed of development in Vietnam. certain periods of a country.

Inheriting the above concepts of human resources, the author summarizes the concept of Human Resources as follows: "Human resources are human resources in terms of quantity and quality expressed in intellectual, physical, resources, providing labor for the organization and for the society, contributing to the process of socio-economic growth and development".

Human resource development:

There are two commonly used concepts when discussing human resources. The concept of Human Resource Development is concerned with the mechanism for the development of skills, knowledge and professional competence of individuals and in terms of work organization. Besides, it is necessary to pay attention to the concept of human resource management. According to the World Bank, "Human resource management is the process of creating a favorable organizational environment and ensuring that people perform their jobs well by using strategies to identify and achieve the optimal number, structure and distribution of human resources with the most effective cost. The common goal is to have the necessary number of human resources, working at the right position, at the right time, doing the right job, and receiving appropriate professional support at a reasonable cost" (World Bank, 2011).

According to the previous concept, human resource management primarily focuses on recruitment, salary determination and salary increase mechanism, social insurance management, administrative work evaluation with motivation. Incentives, firing when necessary, as well as training and other administrative tasks. It is the manager's responsibility to carry out those duties efficiently, legally, and to ensure fairness and consistency. However, according to the current concept, human resource management is understood more broadly, including the task of human resource development.

According to the United Nations Educational, Scientific and Cultural Organization (UNESCO): Human resource development is characterized by the whole skill of the population, in relation to the development of the country. Human resource development includes: Education - training and use of human potential to promote socio-economic development and improve quality of life. This concept has emphasized: Human resources are both a factor of production, of economic growth and a goal of development.

The concept of the International Labor Organization (ILO): Human resource development,

covers a broader scope than just occupation occupation,or even training in general. This concept is based on the perception that people have the need to use their abilities to achieve effective employment, as well as satisfaction in career and personal life. The skill is perfected by supplementing knowledge in the process of living and working, in order to meet people's expectations.

From the above analysis, with the approach of development economics, the author can understand: Human resource development is the process of increasing the quantity and improving the quality of human resources. physical, mental, and spiritual, thereby increasing awareness, acquiring specialized knowledge, improving skills, social dynamism and creativity of human resources, with a reasonable structure. contribute to the process of growth and socio-economic development.

Developing high-quality human resources to meet the requirements of international integration

At the 6th Conference of the Central Committee, term IX, the term high-quality human resources was mentioned for the first time, Developing high-quality human resources through the path of development, education and training. Science and technology are the key steps for our country to overcome the situation of poor and underdeveloped country. At the 10th National Party Congress, the term high-quality human resourceswas once again emphasized when giving the policy direction to focus on high-quality human resources: Talenting talent, leading scientists branches, general engineers, chief engineers, skilled technicians and highly skilled technical workers. There are policies to attract good scientists and technology at home and abroad, in the Vietnamese community living abroad. Thus, according to the Party's concept, high-quality human resources are understood as a team of scientists and technicians, engineers, doctors and skilled technical workers.

In the field of social sciences, the concept of high-quality human resources is of interest to researchers, according to Pham Minh Hac (2003), high-quality human resources are qualified and capable human resources, high-powered force, is a shock force to receive advanced technology transfer, effectively implement the application to our country's conditions, is the nucleus of its field in industrialization - modernization expanded according to an oil slick by leading workers with lower qualifications and abilities to move up at a rapid pace(Hac, P.M, 2003). According to author Tran Tho Dat (2007) human capital is the result of investment in activities to improve individual labor productivity such as education, health care, on-the-job training (Dat, T.T, 2007).

According to Ho Ba Tham (2012), high-quality human resources are human resources with four main characteristics: having superior intelligence, personality, skills and ability to perform assigned tasks in an outstanding manner. best compared to the common ground suitable for the knowledge-based modern economy - society. Thus, high-quality human resources can be understood as a part of human resources in society, representing a core role, typically responding to important issues in socio-economic development. of each country and territory in each period (Tham, H.B, 2012).

Thus, high-quality human resources are understood as a typical and core part of the labor force, capable of meeting the high requirements of reality in terms of physical strength, education and technical expertise. high art, good labor skills; have good professional ethics; capable of quickly adapting to changes, knowing how to creatively apply trained knowledge and skills to the production process, bringing high productivity, quality and efficiency, contributing to economic development- society.

Developing high-quality human resources to meet the requirements of international integration is the process of creating a quantitative change, improving the quality of human resources in accordance with international practices in terms of qualifications, knowledge, skills, professional consciousness and strength to ensure the structure of industries, fields and territories when integrating into the international economy.

III. RESEARCH MODEL

Research on human resource development, the author uses 1 dependent variable: Developing high-quality human resources to meet integration requirements in Hai Phong City (HH) measured by 4 observed variables (from HH1 to HH4);

These variables are built from the evaluation criteria for developing high-quality human resources to meet the requirements of integration in Ho Chi Minh City. Hai Phongcomprehensively based on the results of development in sufficient quantity, appropriate human resource structure, improving the quality and capacity of employees according to Benjamin Bloom's ASK model has been studied through the DACUM method for job analysis and job analysis.

Using 5-level Likert scale, with descriptive statistical results table usingsoftware SPSS25.0and results of testing the reliability of quantitative scales; Structure; Fitness Knowledge; Skill; Mind force; by Cronbach's Alpha coefficient has been showncurrent.

Table 1 : Variables used in the model

TT	Variable name	Symbol	Expectation sign	Prior research
I	**Dependent variable**			
1	Developing high-quality human resources in Hai Phong city	HH		Benjamin Bloom, (1956); Le Thi Kim Tuyet (2020)
II	**Independent variables**			
1	Number of human resources	SL	+	Benjamin Bloom (1956); Sarros et al (2005); Le Thi Kim Tuyet (2020).
2	Human resource structure	CC	+	
3	Worker's fitness	TH	+	
4	Wisdom through knowledge of workers	KT	+	
5	Wisdom through the skills of workers	KN	+	
6	The mind of the workers	TD	+	

Source: Author's compilation
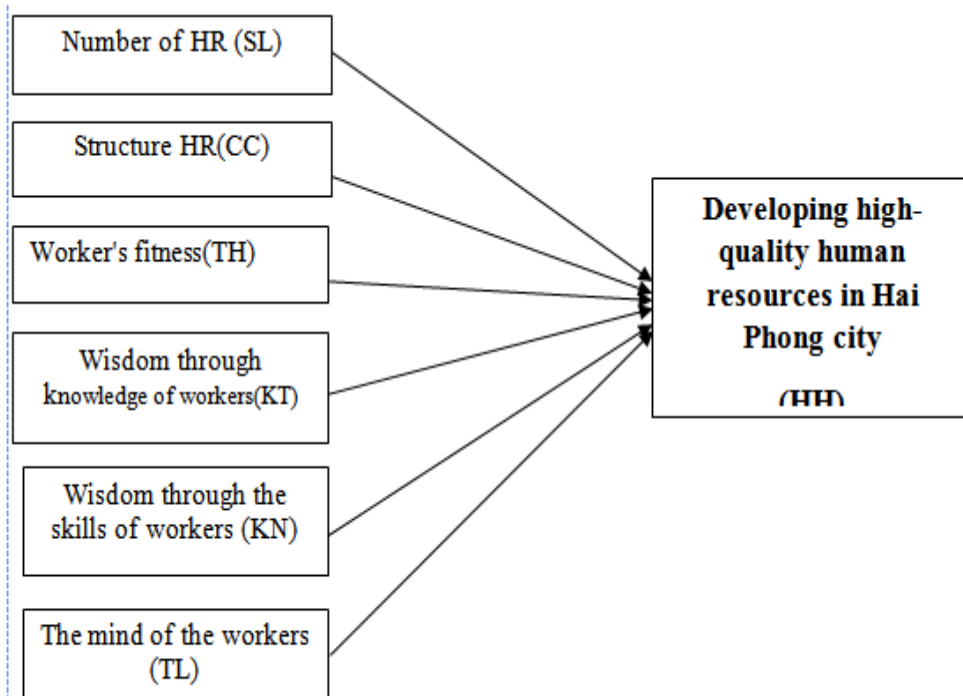
(Source: Author's suggestion)
Figure 1: Research model

The research model consists of 5 variables divided into 2 groups (independent variable and dependent variable):

Dependent variable: Developing high-quality human resources to meet integration requirements in Hai Phong City (HH)

The group of independent variables reflects factors contributing to the formation of high-quality human resources in Hai Phong city, including:

SL: Number of human resources.
CC: Structure of human resources.
TH: Fitness of workers
KT: Wisdom through knowledge of employees .
KN: Intelligence through workers' skills .
TD: The mind of workers .

IV. DATABASES AND SURVEYS

About the research sample

With the goal of surveying subjects related to the development of high-quality human resources to meet the requirements of international integration in Hai Phong City, ensuring the criteria for selecting surveyed enterprises of the thesis . Due to the small and known population size, the study sample size was determined using the population given method. The sample size is determined based on: The population and the error.

$$n = \frac{N}{1 + N * e^2}$$

n: Number of research samples
N: Overall quantity
e: Error (using 95% accuracy, error e = 5%)

$$n = \frac{590}{1 + 590 * 0,05^2} = 238$$

Thus, the research needs a sample of 238 votes and the thesis has surveyed 280 votes, collecting 265 valid votes .

How to conduct a survey?

Before conducting the official survey, the author conducted a trial survey to check the appropriateness of the questionnaire.

With the scope of research of the topic is Hai Phong city, where the author works, but in the past period, especially from the end of 2019 to the end of 2021, the situation of the Covid-19 epidemic in the city. The situation in Hai Phong is complicated, so the author has used a combination of two different methods to collect survey information such as:

First, collect data through face-to-face interviews: a total of 40 questionnaires are for 4 groups of subjects as follows.

6 interviews with leaders at state management agencies;

10 survey questionnaires, data collection for leaders of 5 types of enterprises according to the Enterprise Law 2020;

11 survey forms, collect survey questionnaires for representative scientific researchers at 5 higher education institutions in Hai Phong city and 6 agencies and organizations performing science and technology tasks according to Decision No. 247/QD-SKHCN, dated October 9, 2015 of the Director of Hai Phong City Department of Science and Technology;

13 questionnaires to directly survey technical workers in 13 large industrial parks of Hai Phong city.

Second, collect survey data by calling the contact first, then send the survey through with the Google form of the remaining 240 survey questionnaires.

Using Cronbach's Alpha coefficient to test the reliability of the scale

Verification should check the following conditions:

Firstly, the scale must have at least two measurement variables (Iterm);

Second, the value of Cronbach's Alpha coefficient varies from 0 to 1. If the Cronbach's Alpha coefficient reaches a value of 0.6 or more, it can be accepted for reliability. If the value is from 0.7 to close to 0.8, the scale has good reliability and the value is from 0.8 to close to 1, the scale has very good reliability. However, when Cronbach's Alpha coefficient is too large ($\alpha > 0.95$), it shows that there are many variables in the scale that do not have any difference, this phenomenon is called overlap in the scale.

Third, the correlation coefficient of the total variable to perform the test of the satisfactory variables when the correlation coefficient of the total variable is greater than 0.3.

Therefore, the research in the thesis must have three or more measurement variables, will only keep those with Cronbach's Alpha coefficient of 0.6 or higher and the total correlation coefficient greater than 0.3.

V. RESEARCH RESULTS AND DISCUSSION

The results of testing the scale using the reliability coefficient Cronbach's Alpha

Research and develop high-quality human resources to meet the requirements of international integration in Ho Chi Minh City. Hai Phong thesis uses 6 independent variables:

Number of human resources (SL) measured by 2 observed variables (from SL1 to SL2);

Structure of human resources (CC) measured by 4 observed variables (from CC1 to CC4);

Worker's fitness (TH) measured by 3 observed variables (from TH1 to TH3);

Intelligence through knowledge of employees (KT) measured by 8 observed variables (from KT1 to KT8);

Intelligence through skills of workers (KN) measured by 8 observed variables (from KN1 to KN8);

Mentality of employees (TL) measured by 6 observed variables (from TL1 to TL6);

Research on human resource development, the thesis uses 1 dependent variable: Developing high-quality human resources to meet integration requirements in Hai Phong City (HH) measured by 4 observed variables (from HH1 to HH4).);

These variables are built from the evaluation criteria for developing high-quality

human resources to meet the requirements of integration in Ho Chi Minh City. Hai Phong comprehensively based on the results of development in sufficient quantity, appropriate human resource structure, improving the quality and capacity of employees according to Benjamin Bloom's ASK model has been studied through the DACUM method for job analysis and job analysis.

Using 5-level Likert scale, with descriptive statistical results table usingsoftware SPSS.25and results of testing the reliability of quantitative scales; Structure; Fitness Knowledge; Skill; Mind force; by Cronbach's Alpha coefficient has been showncurrent.

a, Results of the first KMO and Bartlett test

Table 2: Results of KMO and Bartlett's Test

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		,919
Bartlett's Test of Sphericity	Approx. Chi-Square	3245,207
	DF	465
	Sig.	, 000

KMO = 0.919 satisfies the condition that 0.5≤ KMO ≤ 1, so exploratory factor analysis is appropriate to reality. Bartlett's test has Sig. = 0.000 ≤ 0.05, so the observed variables are linearly correlated in each factor.

b. Result of the first exploratory factor analysis

Table 3: Results of exploratory factor analysis Total Variance Explained

Total Variance Explained

Compon ents	Initial Eigenvalues			Extraction Sums of Squared Loadings			Rotation Sums of Squared Loadings		
	Total	% of Variance	Cumulati ve %	Total	% of Variance	Cumula tive %	Total	% of Variance	Cumulati ve %
1	9,471	30.551	30.551	9,471	30.551	30.551	4.413	14.237	14.237
2	2.383	7,687	38,238	2.383	7,687	38,238	4,250	13.709	27,946
3	2.080	6.709	44,947	2.080	6.709	44,947	3,372	10,878	38.823
4	1,650	5,323	50,270	1,650	5,323	50,270	2.498	8,060	46.883
5	1.268	4.091	54,361	1.268	4.091	54,361	1.863	6,009	52,892
6	1.084	3,496	57.857	1.084	3,496	57.857	1,539	4,965	57.857
7	,876	2,827	60,684						
8	,820	2,644	63,328						
9	,759	2.447	65.775						
10	,693	2.235	68,011						
11	,663	2.140	70,151						
12	,655	2.113	72.264						
13	,641	2.068	74.331						
14	,624	2.013	76,345						
15	,597	1,926	78,271						
16	,592	1,908	80,180						
17	,549	1,770	81,950						
18	,525	1.695	83,645						
19	,498	1.606	85,251						

20	,489	1.576	86.827					
21	,472	1.522	88,349					
22	,451	1.454	89,803					
23	,424	1.369	91,172					
24	,424	1.368	92,539					
25	,385	1.244	93.783					
26	,370	1.193	94,976					
27	,360	1.162	96.137					
28	,339	1.094	97.232					
29	,318	1.024	98.256					
30	,289	,932	99,188					
31	,252	,812	100,000					
Extraction Method: Principal Component Analysis.								

Test of extracted variance = 57.857%

Initial Eigenvalues = 1.084 >1

Thus, about 57.86% of the variation of each factor is explained by the observed boundaries in the model.

c. Exploratory factor analysis results

Table 4: Result of exploratory factor analysis Rotated Component Matrixa

Rotated Component Matrix [a]

	Components					
	1	2	3	4	5	6
KT3	,718					
KT1	,707					
KT4	,706					
KT5	,698					
KT2	,668					
KT7	,661					
KT6	,650					
KT8	,631					
KN3		,736				
KN6		,716				
KN8		,689				
KN4		,669				
KN2		,661				
KN7		,655				
KN1		,631				
KN5		,617				
TL5			,739			
TL4			,719			
TL3			,713			
TL1			,690			
TL6			,679			
TL2			,580			
CC4				,775		
CC1				,725		

CC2				,673		
CC3				,673		
TH3					,771	
TH1					,707	
TH2					,623	
SL1						,747
SL2						,746
Extraction Method: Principal Component Analysis. Rotation Method: Varimax with Kaiser Normalization.						
a. Rotation converged in 6 iterations.						

Thus, after exploratory factor analysis, there are still 6 observed variables (independent variables) as originally proposed by the author, no Iterm excluded from the total number of initially constructed observed variables.

Regression
Regression equation on developing high-quality human resources to meet international integration requirements in Hai Phong city
Overall regression model:
$HH = \beta_1 + \beta_2\,SL + \beta_3\,CC + \beta_4\,TH + \beta_5\,KT + \beta_6\,KN + \beta_7\,TL + Ui$
(Ui is a random element)
Dependent variable: Developing high-quality human resources to meet integration requirements in Hai Phong City (HH)
Independent variable: reflects the factors contributing to the formation of high-quality human resources in Hai Phong city .
Run the equation using E-view software and use the method of least squares (OLS) to determine the coefficient of regression β_i. On the basis of the results, will proceed to write equations of factors affecting high-quality human resource development to meet the requirements of international integration of Hai Phong city. Then, the test of the appropriateness of the equation means the test β_i to

know whether the independent variable can be explained for the dependent variable or not. Evaluate the suitability of the equation through the coefficient of determination R^2 (R Square) to determine the explainability of the equation in practice.
In addition to using Excel software, specialized software for statistical processing SPSS25.0, analysis of variance Anova, E-view software, Hausman test..., in the study, a system of diagrams is also used. Figures and statistical tables to illustrate specifically the results of analysis, synthesis, statistics and comparison in the thesis topic.

Among the independent variables, there is a strength variable (TH) with Sig. = 0.077 > 0.05 correlation is not close, has low statistical significance with dependent variable, so fitness has an effect on developing high quality human resources to meet the integration requirements of Hai Phong city. current period.
All other independent variables have Sig. ≤ 0.05, so the variables SL, CC, KT, KN, TL are all correlated and statistically significant with the variable HH with the significance and confidence level > 95%.

Table 5. Testing of regression coefficients

Coefficients ª

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Correlations			Collinearity Statistics	
		REMOVE	Std. Error	Beta			Zero-order	Partial	Part	Tolerance	VIF
1	(Constant)	,617	,213		2.894	,004					
	SL	,109	,054	,124	2.032	,043	,408	,125	,102	,683	1.463
	CC	,184	,057	,194	3,199	,002	,444	,195	,161	,688	1.453
	th	,100	,056	,107	1,775	,077	,391	,110	,089	,693	1.443
	KT	,113	,067	,108	1.685	,043	,426	,104	,085	,618	1.618
	KN	,158	,066	,153	2.405	,017	,438	,148	,121	,627	1,596
	TL	,138	,064	,133	2.173	,031	,414	,134	,109	,681	1.469

a. Dependent Variable: HH

Table 6. Explanatory level of the model

Model Summary ᵇ

Model	CHEAP	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics					Durbin-Watson
					R Square Change	F Change	df1	df2	Sig. F Change	
1	,846 ª	,716	,503	,44976	,346	22.792	6	258	,000	2.033

a. Predictors: (Constant), TL, SL, TH, CC, KN, KT
b. Dependent Variable: HH

Model interpretation level:

Based on the results of Table 2.11 above, adjusted R^2 (Adjusted R Square) = 0.503 (F test, Sig. ≤ 0.05). Thus, 50.3% of the change in the development of high-quality human resources to meet the integration requirements is explained by independent variables that ensure significant significance at levels above 99%.

The fit of the model through the ANOVA test [a]:

Table 7. ANOVA test results [a]

ANOVA [ah]

Model		Sum of Squares	DF	Mean Square	F	Sig.
first	Regression	57,736	6	9,623	22.792	, 000 [b]
	Residual	108,924	258	,422		
	Total	166,660	264			
a. Dependent Variable: HH						
b. Predictors: (Constant) TL, SL, TH, CC, KN, KT						

In the Regression regression model, there is Sig. = 0.000 ≤ 0.05. Thus, overall, the independent variables are linearly correlated with the dependent variable, so the linear regression model fits the actual data.

Test for multicollinearity: VIF < 10. Regression model does not have multicollinearity.

Autocorrelation test: Durbin-Watson value (d) = 2,033, 1≤ d ≤ 3, ensuring no residual autocorrelation.

Discuss regression results

HH = 0.213 + 0.124SL +0.194CC + 0.108 KT + 0.153 KN + 0.133TL + Ui

Testing the significance level of the regression coefficients (βi) with i = 1, 2, 4, 5, 6, we see that the coefficients β_1, β_2, β_4, β_5, β_6 are statistically significant with Sig value. < 5%. In other words, with the resulting Sig reliability of the coefficients are all less than 5%, that is, the confidence level is above 95%.

β_1 = 0.124 regression coefficient β_1 has a positive sign (+), the number (SL) of the organization's human resources has a positive impact on the development of high-quality human resources to meet the integration requirements of the city. Hai Phong (HH). When the number of human resources increased by 1 point, high-quality human resources development in Hai Phong city increased by 0.124 points.

β_2 = 0.194 regression coefficient β_2 has a positive sign (+), the structure (CC) of the organization's human resources is the factor that has the greatest

impact on the development of high-quality human resources to meet the integration requirements of the city. . Hai Phong (HH). When the human resource structure is reasonable and increases by 1 point, high-quality human resource development in Hai Phong city increases by 0.194 points.

$\beta_4 = 0.108$ regression coefficient β_4 has a positive sign (+), intelligence through knowledge (KT) of human resources positively affects the development of high-quality human resources to meet the integration requirements of the city. Hai Phong (HH). Intelligence through knowledge of human resources has the lowest level of influence of the influencing factors that are statistically significant, and when human resource knowledge increases by 1 point, high-quality human resource development meets the requirements. integration demand in Hai Phong city increased by 0.108 points.

$\beta_5 = 0.153$ regression coefficient β_5 has a positive sign (+), intelligence through skills (KN) of the organization's human resources has the same direction and has the second largest influence (after structural factors). human resources) to develop high-quality human resources to meet the integration requirements of the city. Hai Phong (HH). When human resource skills increased by 1 point, high-quality human resources development in Hai Phong city increased by 0.153 points.

$\beta_6 = 0.133$ regression coefficient β_6 has a positive sign (+), the willpower (TL) of the organization's human resources has the same direction and has a relatively large influence on the development of high-quality human resources to meet the integration requirements of the cityHai Phong (HH). When the effort of human resources increased by 1 point, high quality human resources development in Hai Phong city increased by 0.133 points.

Table 8. The degree of influence of the independent variables on the dependent variable

TT	Factor/variable affect	Value βi	Level affect
1	Amount	0.124	4
2	Structure	0.194	1
3	Knowledge	0.108	5
4	Skill	0.153	2
5	Mental strength	0.133	3

Summarizing the influence of factors affecting human resource development to meet the requirements of international integration in Ho Chi Minh City. Hai Phong is ranked in order from strongest to lowest: (CC) Human resource structure; (KN) The intellectual capacity of through the skills of human resources; (TL) The spirit of human resources; (SL) Number of human resources; (KT) Knowledge of human resources.

Policy implications

To ensure the development of high-quality human resources to ensure international integration in Hai Phong City, state management agencies, managers and policy makers focus on the following key issues:

Firstly, to ensure enough quantity to meet job requirements, in which, especially, organizations and enterprises need to ensure the structure of human resources by gender, age, and human resource structure by seniority. work; structure of human resources according to titles and qualifications; structure of human resources according to job position ensures reasonableness and high efficiency.

Second, ensure that employees have the necessary skills according to the job position such as: Skills to apply general knowledge to work; Ability to work independently; Teamwork skill; Professional activity planning skills; Business negotiation skills; Communication and foreign language skills; Skills to work in a multicultural environment, soft skills in English, computer science, skills necessary for international integration such as human resources skills in a multicultural context, skills necessary for international integration. change the number and requirements of the job.

Third, raise the sense of discipline, administrative discipline; Absolutely follow the rules and working procedures. Improve personal qualities and professional ethics; Build a demanding, proactive and flexible attitude at work; Professional working style; High spirit and responsibility at work.

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