

Innovation Method Teaching High-Quality Human Resources At The University Of Economics And Business Administration - Thai Nguyen University

ĐỔI MỚI PHƯƠNG PHÁP DẠY HỌC NGUỒN NHÂN LỰC CHẤT LƯỢNG
CAO TẠI ĐẠI HỌC KINH TẾ & QUẢN TRỊ KINH DOANH - ĐẠI HỌC
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ABSTRACT

Training high quality human resources is an objective requirement of Higher Education in many countries in the context of the Fourth Industrial Revolution. Facing these fierce competition demands on high quality human resources, the University of Economics & Business Administration - Thai Nguyen University was aware of the importance of managing human resource training, high quality as well as speeding up the renovation of management system to concentrate resources to implement high quality human resource training programs. Through the article, the author wants the system to analyze the situation of the management of training high quality human resources, thereby proposing solutions to further improve the management of training high quality human resources. at University of Economics & Business Administration - Thai Nguyen University.

Keywords: Training management, high quality human resources, industry 4.0

Tóm tắt

Đào tạo nguồn nhân lực chất lượng cao là một yêu cầu mang tính khách quan của Giáo dục đại học ở nhiều nước trong bối cảnh Cách mạng công nghiệp lần thứ tư. Đứng trước những yêu cầu cạnh tranh quyết liệt về nguồn nhân lực chất lượng cao đó, Trường Đại học Kinh tế & Quản trị kinh doanh - Đại học Thái Nguyên đã nhận thức rõ tầm quan trọng của việc quản trị đào tạo nguồn nhân lực chất lượng cao cũng như đẩy mạnh công cuộc đổi mới hệ thống quản trị để tập trung các nguồn lực thực hiện các chương trình đào tạo nguồn nhân lực chất lượng cao. Qua bài viết, tác giả muốn hệ thống, phân tích thực trạng công tác quản trị đào tạo nguồn

nhân lực chất lượng cao, từ đó đề xuất giải pháp nhằm hoàn thiện hơn nữa công tác quản trị đào tạo nguồn nhân lực chất lượng cao tại Trường Đại học Kinh tế & Quản trị kinh doanh - Đại học Thái Nguyên.

Từ khóa: Quản trị đào tạo, nguồn nhân lực chất lượng cao, công nghiệp 4.0

I. ASK THE PROBLEM

University of Economics and Business Administration - Thai Nguyen University was established under Decision No. 136/QĐ-TTg dated August 2, 2004 of the Prime Minister on the basis of merging two faculties: Agriculture Faculty of Economics The Faculty of Industrial Economics belongs to the University of Agriculture and Forestry and the Faculty of Industrial Economics under the University of Industrial Technology. University of Economics and Business Administration is a member school of Thai Nguyen University, a University of Economics that has been planned to be developed by the Party and Government into a national key university. The establishment of the University of Economics and Business Administration aims to improve the scale and quality of training, scientific research and technology transfer in the fields of economics and business administration for mountainous provinces. sayings of the North and the whole country in general to contribute to the successful implementation of the company's modernization - the country's modernization.

University of Economics and Business Administration has a mission to train human resources at university and graduate levels with high quality, scientific research, technology transfer and international cooperation in economic fields. ,

business and management to serve the cause of socio-economic development, especially in the Northern mountainous and midland region [5]. However, in the training process, there are still many shortcomings such as the training plan is not close to reality; there has been no consensus on the organization and implementation of training; The learners themselves, after training, are still not qualified to meet the needs of the labor market.

Stemming from the above reason, the author studies the management and training of high-quality human resources at the University of Economics and Business Administration - Thai Nguyen University in order to overcome the shortcomings and find solutions. method to improve the management and training of high-quality human resources of the school, to quickly contribute to the training of high-quality human resources for Thai

Nguyen city according to the trend of integration and development.

II. SITUATION OF HIGH QUALITY HUMAN RESOURCE TRAINING MANAGEMENT WORK AT UNIVERSITY OF ECONOMICS AND BUSINESS ADMINISTRATION - THAI NGUYEN UNIVERSITY

With a flexible operating method, compact management apparatus, the management model of high-quality human resource training at the University of Economics and Business Administration has proven its effectiveness through the following points:

In the period 2016 - 2019, the school trained 4 majors for high quality classes with the following number of regular students [5]:

Table 1: Number of students enrolled in the high quality training program period 2018 - 2021

Specialized	Year 2018 - 2019	Year 2019 - 2020	Year 2020- 2021
Finance	30	32	37
Business Administration	32	35	38
Tourism and Hotel Management	34	35	37
Accountant	37	38	38
Total	133	140	150

(Source: Admissions Office of University of Economics and Business Administration)

From Table 1, it can be seen that the number of students enrolled in the high quality training program in the 2018-2019 school year is 133 students, then by the 2019-2020 school year, the number of students will increase to 7 people, accounting for about 5% of the total number of students enrolled in a regular school. of the whole school. Although the number of students enrolled in the high quality training program is still small, the quality of training ensures the set targets. In the 2020-2021 school year, out of a total of 150 students, there are 102 students with excellent and excellent grades (accounting for 68%), keeping a high proportion compared to the number of large-scale students. Most of the students of this system have graduated with excellent and excellent grades, are studying at universities in the country and abroad (students in the first high quality class of the school have 100% of students with excellent and excellent grades, 58% are studying at postgraduate. In foreign countries, 32% study at home, 2% stay at the school as a lecturer). Many students in the learning process have practiced scientific research since the first and second years. Some students were

invited to present scientific reports at national specialized scientific conferences and won high prizes.

In addition, by 2021, the school has also attracted more than 3,000 students to participate in master's and doctoral degree programs in all three majors of Economic Management, Business Administration and Business Administration. agricultural economy. After graduating, many students hold key and important positions in administrative and career agencies.

To get such good results, the school has focused on performing the following management tasks well:

2.1. Management of recruitment and enrollment creation

The University of Economics and Business Administration recruits excellent and excellent students from all over the country into high-quality classes. The selection is mainly through the examination of high school graduation records. The school's admissions department has participated in activities to introduce and promote high-quality

classes even before high schools hold graduation exams.

Every year, based on the total target of training high-quality human resources assigned at the beginning of the course, the school cooperates with the Admissions Department to add to the high-quality class the excellent students of other systems who have high qualifications. eligible. As for the master's and doctoral training system, the school enrolls individuals who have the need and are eligible to attend.

The recruitment of high-quality human resource training programs is organized and strictly managed in a separate manner.

- For organization of enrollment: Students who have been admitted to the school can apply for admission to a high-quality human resource training program if they have the same exam block, regardless of the industry they are applying for. initial. Students who are members of the national team participating in the international Olympic competition or winning the official prize in the national exam for excellent students in grade 12 in natural subjects are recruited directly into the school's high-quality class

- For the organization of the transfer of students between types of training programs: the school will base on the total target of training high-quality human resources assigned at the beginning of the course and the quality of first-year students of the mass system will recruit. supplementing students in the second year of studying a high-quality program if they fully meet the conditions prescribed by the school.

2.2. Managing the construction and development of training programs

The school's high-quality program is built on the basis of regulations of the State, the Ministry of Education and Training, Thai Nguyen University and the mass program of the University of Economics and Business Administration. Refer to training programs in advanced countries, practice skills, practical knowledge, creativity, ability to use information technology and foreign languages will be enhanced. The high-quality program has the training time and number of credits not less than the university's mass program.

The detailed outline of each course must clearly show the number of credits, the objectives of the course, a brief description of the course content, the prerequisite courses (if any), the parallel course, the coursework. before, how to evaluate the course, main content of the chapters, time distribution, textbooks, references, conditions for practice, practice for the course... Detailed outline of the courses in a high-quality program compiled by the

lecturer in charge of the course, signed by the Dean and leader of the Center for International Cooperation in Training and Study Abroad and approved by the Rector.

The training program is jointly built and developed with prestigious universities in the world such as: University of Queensland - Australia, California State University, San Bernadino - USA... Therefore, the language of instruction taught entirely in English. The school organizes a preparatory English course to ensure students achieve an English level of IELTS 4.5 or higher. Students who have achieved an English level equivalent to IELTS 4.5 or higher are exempted from the preparatory year of English and can participate in the official course. The official course lasts from 3.5 to 4 years, students can register to study abroad 1-2 semesters.

2.3. Management of teaching staff

The whole school has 333 lecturers, including 09 professors and associate professors; 47 doctorates; 271 masters and 06 bachelors.

The management of teachers participating in the program is focused on two stages: participation standards and planned arrangement and arrangement. To carry out these two stages, the first thing is to define clear obligations and benefits for teachers of each system and level of education.

The sustainability of high-quality or talented training programs depends on four basic resources: human resources (lecturers, managers, students, trainees); financial sources (state funding, additional funding from tuition fees, scientific research, grants...); information resources (documents, books, newspapers, internet...) and physical resources (classrooms, laboratories, machinery, equipment...). Among those four resources, human resources Most of the lecturers are highly qualified, have a lot of teaching experience and many play the most important role. Therefore, the Training Department of the school works very closely with the human resource management departments of the units to organize recruitment forms, attract lecturers from many places to participate, organize training forms. , fostering and developing human resources, sending lecturers to overseas training and retraining, sending managers to participate in management skills and professional training courses. Projects to support training of lecturers and training managers of the University of Economics and Business Administration are promoted in many forms: coordinating with the project 322 of the Ministry of Education and Training to send the lecturers to train abroad with the bank. State books, set aside a state

budget to use for training and fostering cadres and lecturers.

The application of advanced and modern teaching methods is a mandatory requirement for lecturers when participating in teaching high-quality training programs. Therefore, teachers must constantly innovate teaching methods. Teaching by means and modern technology is also an important requirement, requiring lecturers to have a certain level of information technology.

2.4. Facilities Management

The total floor area for training both mass and high-quality programs is 10,444 m², the classroom system is fully equipped, there are 02 foreign language classrooms with 62 computers; 03 practice rooms with 133 computers for students to study, 52 projectors for teaching and 20 sets of amplifiers, speakers and microphones.

The University's library system includes 701 titles; 39,936 books; ANHE library includes 954 titles, in addition, the University's students are allowed to use the Learning Resource Center - Thai Nguyen University with 3,900 titles; 6,411 books in economics, management, business administration, accounting...

In addition, the school also has 160 dormitory rooms in 4 spacious and modern 5-storey buildings, meeting the needs of students. During the training process, the school can use the facilities systems of other member units in Thai Nguyen University to serve the training process. With existing facilities, the University of Economics and Business Administration can meet the requirements of training high-quality human resources.

Currently, the school is using the IU software system to manage students. The Student Support and Counseling Center is responsible for advising students in their studies, assisting in creating connections between students and the school, with socio-political organizations, educational and training institutions. created at home and abroad.

III. SOME LIMITATIONS IN MANAGEMENT AND TRAINING OF HUMAN RESOURCES AT THE UNIVERSITY OF ECONOMIC AND BUSINESS MANAGEMENT - THAI NGUYEN UNIVERSITY

Although the high-quality human resource training program has attracted a lot of learners and teachers to participate, there are still some limitations as follows:

- Regarding the training process, there are also many inadequacies, in which the process of

screening and transferring students between two high-quality training systems and mass training is still having problems and no solution. Due to the difference in the number of courses and credits, when converting from the mass system to high-quality training, students must study for enough time. The organization of compensatory learning is not a simple matter, which has created complexities in management. Therefore, it will lead to low quality and effectiveness of training.

- Regarding the construction of training programs, although students enrolled in a high-quality human resource training program are in English, the training program has not shown a clear difference in quality, knowledge, depth compared to the mass program. It is necessary to develop a separate program, a separate curriculum for high-quality classes, increase the time for self-study in the training program, and reduce the time spent in class.

- Although the school has regulations on the obligations and rights of lecturers, there are no regulations on obligations and rights for administrators. In general, the management has not been paid due attention, there is no clear difference in the management mechanism, there is no specific policy regime for managers.

- The investment in high-quality classrooms has not been very good, these classrooms are only slightly better than the tea system. Besides, the curriculum, learning materials, the level of response compared to the requirements of students is not high.

IV. SOME SOLUTIONS FOR FINISHING THE MANAGEMENT OF HUMAN RESOURCE MANAGEMENT AT THE UNIVERSITY OF ECONOMIC AND BUSINESS MANAGEMENT - THAI NGUYEN UNIVERSITY

- Regarding the construction and development of training programs: it is necessary to continue to review and improve a number of programs in accordance with the criteria of international training programs. Besides, it is also necessary to build a number of new training programs according to the standards of advanced universities in the world on the basis of perfecting existing training programs in the direction of maximizing the advantages, exploiting exploit the positive aspects and thoroughly overcome the limitations.

- Develop the teaching staff of the high-quality training program, ensure the synchronous implementation of the four stages of standardization and development of the teaching staff including recruitment - employment - training - remuneration. There should be many appropriate policies to invite

foreign experts and overseas Vietnamese to participate in teaching high-quality programs. In addition, it is also necessary to plan to train teachers and key scientists to implement training programs for high-quality human resources of international level.

- It is necessary to invest more in facilities, classroom equipment, tools for both learning and teaching high-quality human resource training programs, partly due to the financial resources of the university. The school is still limited, mainly the revenue is from the state budget and a very small part from the tuition fee of students. In order to have abundant financial resources, the state should create financial resources through the socialization of education and increase the autonomy of schools fully.

V. CONCLUSION

Improving the management and training of high-quality human resources in universities is now becoming an urgent requirement of management in universities in general and for the University of Economics and Business Administration - University of Science and Technology. Thai Nguyen in particular. In the context of fierce competition for human resources on a global scale, the University of Economics and Business Administration needs to further innovate in terms of training programs, training processes and even human factors (students and teachers) to improve quality. quality reaches international level.

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