

University Training According to Social Needs: A Survey at Hanoi University of Home Affairs

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ABSTRACT: Creating breakthroughs in fundamental and comprehensive innovation in education and training, developing high-quality human resources, attracting and appreciating talents. Promote research, transfer and strongly apply the achievements of the Fourth Industrial Revolution to all areas of social life, focusing on a number of key industries and fields with potential and advantages. to act as a driving force for growth in the spirit of catching up, advancing with and surpassing in some areas compared to the region and the world. The author will research the topic: "University Training According to Social Needs: A Survey at Hanoi University of Home Affairs".

Keywords: Educate; Societal needs; University education; Hanoi University of Internal Affairs.

I. INTRODUCTION

Higher education plays a decisive role in the development of high-quality human resources. However, higher education in all countries is facing many difficulties and challenges before the expansion of globalization and the development of science and technology. The results of the development of higher education in Vietnam over the past time have played a very important role in the development of university-level human resources, thereby contributing to promoting the industrialization and modernization of the country, developing the country's high-quality human

resources. socio-economic development, improving people's living standards. Therefore, a change in research approach and policy issuance to ensure that it is suitable with the new development context of Vietnam's higher education is very necessary. In the current context, the State should only supervise higher education institutions along with promulgating policies to support and promote as well as ensure that higher education institutions will perform well their functions and tasks, in that has the task of training, towards training to meet social research at the best level.

II. EVALUATION OF UNIVERSITY TRAINING ACCORDING TO SOCIAL NEEDS AT HANOI UNIVERSITY OF HOME AFFAIRS TODAY

Firstly, about developing training professions to meet social needs:

The State's policies for the development of the training sector, the determination of university enrollment targets have been adjusted in a more and more appropriate direction, thereby creating positive impacts in supporting and promoting the training programs. Hanoi University of Internal Affairs conducts training according to social research.

Table 1: Assessing the suitability of training industry development determine the enrollment quota for the university according to the school's social research

No	Content	N	Min	Max	Average	Standard Deviation
1	Determining the	15	1,0	4,0	3,070	.6847

	university admission target					
2	Regulations on opening university training majors	1,5	2,0	4,0	3,130	.6145
3	Developing new industries and training majors	1,5	2,0	4,0	3,165	.5763

(Source: According to the author's survey results)

According to the survey results of the research team, leaders of agencies and businesses said the appropriateness of regulations on opening training majors, withdrawing the decision to open training majors, determining current enrollment quotas. performance is rated as "average".

According to the assessment of representatives of leaders of agencies and businesses, the level of impact on the development of the training industry, determining enrollment targets in supporting, promoting as well as ensuring for Hanoi University of Internal Affairs to train. according to social research is only assessed at the "average" score (average score = 3.165).

Second, on the scale of enrollment of occupations that meet social research:

Admission criteria for the majors of Human Resource Management; Administrator; Jurisprudence; Inspectors are industries that have an annual increase in enrollment in the period 2017-2020. The enrollment rate of this group of majors also exceeds 10-30%, especially with 2 new

majors, Bachelor of Culture and Tourism and Bachelor of Culture and Communication, both of which have enrollments exceeding the limit. Enrollment targets are high at 113% and 140%, respectively.

Third, on developing training capacity of Hanoi University of Home Affairs:

Regarding the teaching activities of the lecturers, the survey results of the research team showed that basically the teaching staff of the school are assessed as having mastery of professional knowledge, having appropriate and dedicated manners in the teaching process. student curriculum.

Regarding scientific research activities, the University has always maintained, consolidated and promoted its position as a research and consulting center in the field of social sciences - humanities with high quality and reputation in the country. has a certain position with respect to countries in the region.

Table 2. Assessment of the impact of state management policies for training according to social studies for Hanoi University of Home Affairs

No	Content	N	Min	Max	Average	Standard Deviation
1	Mechanism of governing body for the School	15	1,0	4,0	2,383	.6567
2	Autonomy of Hanoi University of Home Affairs	15	2,0	5,0	3,426	.7843

(Source: According to the author's survey results)

According to the survey results, the assessment of representatives of the leaders of agencies and businesses, the suitability of the State's management policies for the University in the relationship with training according to social research of universities is evaluated. at the "fairly appropriate" level regarding the regulation of the autonomy of the universities (Score Average = 3.426), rated at the level of "not very appropriate"

in terms of the governing body mechanism (Score average = 2,383).

Fourth, about the policy towards learners of the University

The school well implements the State's regulations for learners on tuition fees, preferential loans, tuition fee exemption and reduction, and other student activities. Invest in upgrading and supplementing the best learning conditions for learners.

Table 3: Assessment of the school leadership representative on the appropriateness of the policy for learners on training according to the school's social studies

No	Content	N	Min	Max	Average	Standard Deviation
1	Credit policy for learners	15	1.0	5.0	3.322	.8939
2	Policy on tuition fee exemption and reduction for learners	15	2.0	4.0	3.122	.6233
3	Policy on career guidance for learners	15	1.0	3.0	2.061	.6661

(Source: According to the author's survey results)

Career guidance for university students is still limited, so it has not provided much support for linking training with social research. The survey results show that among the policies for

learners, the policy on career guidance is assessed by representatives of the school's leadership as "Not very appropriate" with an average score of 2,061.

Table 4: Assessment of students' parents about the appropriateness of the policy for students on training according to the school's social research

TT	TT	Content	N	Min	Max	Average
1	Credit policy for learners	115	1.0	5.0	3.670	.7805
2	Policy on tuition fee exemption and reduction	115	1.0	4.0	3.035	.9359

	for learners					
3	Policy on career guidance for learners	115	1.0	4.0	2.296	.7372

(Source: According to the author's survey results)

According to the results of the survey in 2021 for parents of students, the above table shows that the impact of the policy on career guidance is rated at "Not very good", but still higher than with the assessment of suitability (average score = 2,296).

Fifth, to develop links and cooperation between universities and employers

Linking and cooperation activities between universities and employers are maintained

with the University's traditional partners and agencies/enterprises in the country; The expansion and development of international cooperation activities of the University have created conditions and opportunities for research and learning for many young lecturers as well as helping to access professional information sources in a diverse and diverse manner rich.

Table 5: Evaluation of business benefits received from association and cooperation with the University

No	Level of response	N	Rate %	Valid %	Cumulative % %
1	Not available	4	25.4	25.4	25.4
2	Pretty low	5	31.5	31.5	56.9
3	medium	4	27.6	27.6	84.5
4	Pretty much	2	15.5	15.5	100.0
5	Total	15	100.0	100.0	

(Source: According to the author's survey results)

Sixth, the school's accountability

The inspection work at Hanoi University of Home Affairs is carried out annually in accordance with regulations on educational inspection activities; Inspection activities, which have been put into order, such as checking and checking teaching and learning activities (on-call schedule during and outside office hours); take the final exam, the regular university entrance exam and decide the graduate entrance exam.

* Limitations and causes of restrictions

Firstly, the policy of the State has not really ensured that the school develops the training industry, determines the enrollment quota suitable for social studies.

Second, the enrollment quota for traditional majors of Hanoi University of Home Affairs tends to decrease:

Third, the training capacity of Hanoi University of Home Affairs has not really met the best requirements from practice:

Fourth, the school's policy has not really made a breakthrough, attracting learners

Fifth, the association and cooperation activities between universities and employers are not very practical

Sixth, the school's accountability.

III. SOME TRAINING SOLUTIONS ACCORDING TO SOCIAL NEEDS AT HANOI UNIVERSITY OF HOME AFFAIRS

Firstly, Developing a variety of training professions according to the needs of society, the University of Home Affairs determines to focus on

training high-quality human resources, gradually improving the structure of occupations and training levels. , develop a number of key training disciplines and new training professions associated with the human resource development needs of the Home Affairs sector and the society. Actively and actively integrate internationally to develop the training work of the University.

To enhance the expansion of training scale and professions, the University needs to apply teaching methods and positive assessment; bringing the updating and innovation of content and training programs into the teachers' annual work plans, bringing online training forms, combining classroom learning and online learning to improve learning quality.

Second, Developing a training program from the output standard approach Before designing the training program framework, it is necessary to make a list of learning contents according to each competency in the output standards of the training program, reflect reflect the jobs students have to do after graduation shown in the career profile.

When designing the course outline in the training program: the output standards of the module include the knowledge, skills, and professional attitudes that learners must achieve after completing the course. The output standards of the course must have a relationship with the output standards of the training program; clearly indicate the contributions of the module to the formation of competencies in the output standards of the training program.

Third, Improve the school's social research training capacity

- For teaching activities

Based on the current target assigned by the Ministry of Home Affairs to the school to forecast human resources for the University in the next 5 years, the target defined by the University as a regular university system is 1,600 students/year, and connected systems. 600 students/year and master's students 100 students/year.

- For scientific research activities

Improve the scientific research and consulting capacity of the teaching and research staff of the university. Strengthening the contingent of young cadres, training and retraining goes hand in hand with using and promoting the role of leading experts to create synergy of the school. Make scientific research a mandatory task, and at the same time have appropriate policies and

solutions to attract staff and teachers to participate in scientific research.

Developing pioneering scientific research activities and specialized scientific research. Closely combine scientific research in law, state management, clerical - archival, human resource management, office administration and training, especially graduate training to serve both The Department of Home Affairs and the whole society have both contributed to improving the quality of training.

Fourth, Policy with learners at the School

* About credit policy

In the context of the size of the credit fund, the source of credit for students is limited, the credit institution should clearly identify and focus on those students who are really difficult and need financial support, thereby granting a higher level of credit. higher credit. According to current regulations, the beneficiaries of HSSV credit policy are too wide, in the condition that the student loan fund is limited, they are forced to set a low loan limit.

* About the tuition fee waiver policy

Continuing to maintain the tuition-free CS for pedagogical students has provided false signals about social research for the pedagogy industry and at the same time contributed to encouraging students to take the exam to study pedagogy simply because not having to pay tuition fees has led to an increase in the supply of human resources with university degrees in pedagogy beyond social research.

It can be adjusted in the following two main directions: (1) continuing to prioritize the development of human resources at university level in pedagogy through CS without paying tuition fees, but at the same time forcing additional conditions to be eligible for training. University degree in pedagogy for universities.

* About career guidance

Therefore, the State needs to improve the policy on career guidance with the following orientation: well perform research and forecasting of human resource development needs, build and complete strategies and plans for human resource development from that provide information for the implementation of vocational guidance. Strengthening practical contents on vocational guidance in the implementation of training programs at the high school level in order to provide complete and timely information on human resource supply and demand, higher education development trends, and development trends.

Socio-economic trends, industry development trends.

Fifth, Improve the school's accountability to society

Improve the capacity of the assessment system and ensure the quality of education to assess the learning results accurately and objectively, ensuring the quality of real education according to the output standards. Implement education quality assessment through the application of national and international quality assessment standards; publicize the conditions for ensuring the quality of education. In particular, focus on building and perfecting the process of evaluating officials and employees, building and perfecting the registration process for evaluation of training programs according to the standards set by the Ministry of Education and Training.

Developing programs for university training disciplines according to the model of meeting social needs CDIO (3), by 2020 there will be 01 to 02 training programs and in 2020-2030, 04 to 05 programs will be built.

IV. CONCLUSIONS AND RECOMMENDATIONS

Higher education plays a decisive role in the development of high-quality human resources, in the context of market economic development associated with international economic integration and the influence of the 4th industrial revolution. The university develops higher education in the direction of meeting social needs, which requires Hanoi University of Home Affairs, the employer and the State together with other stakeholders to have solutions and levels of participation, appropriate participation depending on their position and role in the development of higher education.

The proposed solution of the topic focuses on the following contents: developing the training industry, determining the size and structure of

training so that it is suitable for social research; develop training capacity in the direction of meeting social research; create a close connection between the school and the employer in the training; help the school develop international cooperation capacity to develop training capacity according to social research. In that process, the relevant agencies of the Ministry of Education and Training, the Ministry of the Interior and the Schools ... play a very important role, but first and foremost must be the Schools themselves and the lecturers. decisive factors to the success of training according to social needs of the University of Home Affairs to 2025 and a vision to 2030.

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