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Journal for Educators, Teachers and Trainers, Vol. 13 (1)

<https://jett.labosfor.com/>

Date of reception: 13 Nov 2021

Date of revision: 16 Jan 2021

Date of acceptance: 22 Jan 2021

Nguyen Thi Quyet (2022). Scientific Human Resources Development in University of Finance and Accountancy - A Special Case for Teachers Team Development in a University of Vietnam *Journal for Educators, Teachers and Trainers*, Vol. 13(1). 333 – 342.

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ABSTRACT

The aim of this study was to scientific human resources development in university of finance and accountancy - a special case for teacher's team development in a university of Vietnam. The methods used in this article are qualitative research which has been done in a library method and according to the available documents. The results show that the development of scientific research activities will contribute to strengthening the reputation, brand, and improving the quality of education and training of university. Therefore, in order to enhance the quality of training, improve the position and brand name of University of Finance and Accountancy, the development of scientific human resources, and the improvement of the quality of scientific research of the cadres and lecturers have become an urgent requirement in the current context. According to the results we can say that due to the need for educational processes and improving the quality of education and related services, it is suggested that university administrators and officials allocate some of the main programs to improve the quality of education and also raise the standards related to human resources and develop this sector at the same time. Also, consider the development of other scientific disciplines. Moreover, it needs to consider the development of other scientific disciplines and the development of human resources in relation to other organizational resources in order to improve the quality of educational services.

Keywords: Quality, scientific human resources, developing, University of Finance and Accountancy.

INTRODUCTION

Today, the concept of human resource development has a distinct place in the theories of organizational behavior, human resource management and strategic management (Lynham & Cunningham, 2006). Today, the tasks of human resource management in the organization have undergone a fundamental change and in addition to their traditional functions and often before all of them, they have taken on new roles, the most important of which is the development of human resources (Katsikea & et al, 2011; Chaabi, 2021). Therefore, human resource development policies are closely related to that aspect of human resource management, which is related to investing in human resources and employees and human capital development of the organization, and issues such as creating a dynamic organization and providing opportunities for education and learning of employees to improve organizational, group and individual performance (Dulewicz & Higgs, 2013). Until recently, few people considered human resources as the source of competitive advantage of organizations, but today it is claimed that manpower is the largest asset of organizations and countries and the development and growth of these human resources cannot be achieved without human development (Khalilnejad and Amiri, 2017).

Among the various activities of human resource management, human resource development is one of the most conventional and costly activities. These activities include new skills, improving existing skills, and behaviors and practices that affect employees. Human resource development is any positive process or activity that in the short or long term has the potential to develop knowledge based on work, expertise, profitability and satisfaction. Whether for individual, group, team or for the benefit of an organization, community, nation or ultimately all of humanity (Vanhala and Ahteela, 2010; Canaran & Mirici, 2020). Human resource development is a field of practice and theory that focuses on designing planned activities to facilitate learning and development in the organization in a way that benefits both the organization and learners (Lammintakanen & et al, 2008).

Human resource development is one of the performance systems in the organization that includes all activities related to staff training and development (Lyons, 2016; Mirici & Uzel, 2019). The United Nation Development Program defines human resource development as policies and programs that support equal opportunities for the continuous acquisition and application of skills, knowledge, attitudes, and competencies that enhance individual independence, and reciprocally for the organization. Individual, community learning environment are beneficial (Abdul Latif, 2011). Among the various human resource measures that lead to staff development, more than other measures, we can mention the set of human resource development measures, including staff training, development of their competencies, information exchange and sharing, and staff empowerment.

Today, attitudes toward the workforce in organizations have changed, human capital is seen as an important managerial issue, these organizations are creating conditions in which employees are empowered with their work, and have the motivation and desire to do it (Kennedy & Daim, 2010). Employees Today is one of the most important issues of the organization and the current (new) management in both private and public sector issues. Employee empowerment is a common concept in management as an important issue. Because empowerment is one of the basic elements, the effectiveness of management and the organization, and this effectiveness increases when power is distributed in the organization. Therefore, employee empowerment is considered as a management technique that can be used among all organizations as a means to meet the needs of new jobs in the organization (Chang & et al., 2010). Empowerment means injecting power into employees. Organizations should enhance employees' sense of personal strength (Griffin et al, 2016). Management studies show that empowerment efficiency in the public sector increases job satisfaction and performance levels and encourages innovation (Fernandez & Moldogaziev, 2011).

For the training institutions in general, scientific research is of special importance in contributing to enhancing the quality of training and creating new knowledge and new products for the development of mankind. Thereby, contributing to creating the high-quality human resources to meet the requirements of society development. On the basis of a deep awareness of the position, role and strategic significance of building and developing scientific human resources in the new period, the University of Finance and Accountancy has made every effort to build, train and develop this human resource in terms of quantity, quality and structure. In addition to the achievements, the development of scientific human resources of the University still has many limitations and inadequacies. This requires the effective solutions to promote the the development of scientific human resources of the University.

Therefore, according to what has been said, the present study has been conducted with the aim of scientific human resources development in university of finance and accountancy - a special case for teacher's team development in a university of Vietnam.

MATERIALS AND METHODS

Research Method In the present study, it is a common method in comparative education studies, which is the most obvious qualitative approach to comparative studies and has two approaches, quantitative and qualitative. The purpose of reviewing the literature is to find theoretical and practical instructions for the author to identify and analyze the research problem. At the same time, a review of the documentary literature helps the author team to combine the necessary information and data to point to documentation gaps, theoretical tools, and methods for identifying new research tools and methods.

The statistical population studied in this study consists of teachers and experts from some universities in Vietnam, whose number has been selected equal to the objectives of the research, and qualitative methods have been used to interview them and receive information.

In this research, it has been used with the aim of identifying, classifying and extracting concepts based on the study of texts or based on the views of experts. Therefore, the main tools of data collection in the method of qualitative research are interviews and library studies. Which have been used in this research.

To collect authors' information in qualitative research, mainly from the analysis of secondary documents on research and analysis of documents such as: books, dissertations, articles published in scientific research journals and articles, statistics on websites, reports of references in all Use levels. Which is the same in this research.

Due to the nature of the research, the method of describing and comparing the collected information has been used. Thus, after explaining the objectives of the research and achieving the answers from the statistical community, the results have been reviewed using the available data. In this research, after describing, interpreting and classifying the collected information, the researcher compares them with each other and identifies their similarities and differences. The results are also presented using tables and figures and graphs.

RESULTS

In this part of the research, the obtained results are examined.

Some achievements in developing the quality of scientific human resources of the University of Finance - Accountancy today

University of Finance - Accountancy was established in 1976, under the Ministry of Finance, located in Quang Ngai province, with the task of training the high-quality human resources in the field of finance and accounting for the central region and the Central Highlands. Currently, the University has more than 240 cadres and public employees, including over 40 associate professors, doctors and PhD students, 200 masters and postgraduates.

The scientific human resource of University of Finance and Accountancy is cadres and lecturers with political qualities, good moral qualities, professional competence, independent thinking, creativity, and they perform two basic duties: teaching and doing the scientific research.

To assess the current situation of scientific human resource development of University of Finance - Accountancy, it is necessary to analyze the elements of scientific human resources, including: quantity, quality, structure and factors related to the construction and development of this human resource. However, within the scope of this article, the author only focuses on analyzing the development status of the University's scientific human resources in terms of quality. The quality of scientific human resources is reflected in the following contents:

The political, moral qualities and lifestyle

Firstly, regarding the ideological stance. In general, the scientific cadres of the University have strong political will, they absolutely believe in the leadership of the Party, in the victory of the revolutionary cause. Many scientific cadres are holding leadership positions and other key positions, they are Party members and members of the Youth Union with the ideal enlightenment. In the face of difficulties and complicated fluctuations of the economic - political - social situation in the country and the world, and the negative impacts of the market mechanism, scientific human resources have always remained absolutely loyal to the Fatherland, to the Party, to the people, to the socialist regime, to the theories of Marxism-Leninism and Ho Chi Minh's Thoughts. A strong ideological stance will be the foundation for scientific cadres to make efforts to fulfill their own political duties: teaching and doing the scientific research. That is the unity between the will and actions of the University's scientific cadres.

Secondly, regarding the moral qualities, lifestyle: Over the years, the majority of scientific cadres have kept their revolutionary moral qualities; have had a healthy lifestyle, have been honest, straightforward, simple, modest, and exemplary and have had a sense of strict discipline. In their relationship with comrades and colleagues, they always have the right attitude, respect for love, solidarity, cooperation, mutual assistance, exemplariness in words and deeds. They are really reputable people in terms of political qualities, ethics, lifestyle and style in Party organizations, mass organizations, the teaching units and the scientific research units.

Qualification, capacity

In recent years, the level of knowledge and professional capacity of the scientific cadres of the University of Finance - Accountancy have made significant progress. The scientific cadres are trained in basic and comprehensive way at reputable training institutions at home and abroad. They are equipped with necessary professional knowledge and other natural, social, economic and political knowledge; the level of foreign languages and informatics is also improved. Therefore, the scientific cadres have increasingly become the core force for the University's development and has pioneered in the transfer of science and technology, receiving new knowledge.

Scientific cadres of the University are regularly participated in the short-term and long-term training courses on professional knowledge and skills. All managers are trained in skills to improve the management capacity and these help them solve and handle many problems arising in practice. Most of the university's scientific cadres are capable of the basic research and the applied research through the professional and scientific activities (scientific research, scientific seminars, writing articles in journals, topical information, scientific research instruction, etc.). This proves that the level of knowledge and the comprehensive capacity of scientific human resources have significantly developed. Every year, the number of cadres, who receive the postgraduate training, increases. The next year is higher than the previous year (Quyêt, 2017).

With relatively favorable conditions, the University's scientific cadres have registered and accepted many topics, in recent years. According to statistics from 2015 - 2019, all 59 topics have been protected. In 2015, there were 4 topics. In 2016, there were 4 topics. In 2017, there were 9 topics. In 2018, there were 4 topics. In 2019, there were 7 topics. In 2020, there were 20 topics. Because the main task of scientific research is to serve and improve the quality of teaching and learning, the scientific research activities in the University always closely follow the training objectives. The results of these studies are the system of educational programs for all levels of training in the University, sets of textbooks, the educational management software, and applied topics. Many projects have been put into use, thus bringing high efficiency such as: "A study on building the student management software", "A study on converting to credit-based training", "Building the practice room on finance and accounting... Although the number of topics is really not much, not commensurate with the size of a university,

it also proves that the scientific cadres have constantly promoted their research and creativity ability; they proactively propose many breakthrough topics, promptly solve urgent requirements of the teaching in particular and the practical social life in general; and many topics have been effectively applied in practice.

In addition to research topics, the University's scientific cadres have published many articles in the prestigious international and national scientific journals. They have also attended and given presentations in many national and international scientific conferences. According to the statistics of the Department of Science Management and International Cooperation, the number of articles published in journals in 2016 was 18 articles, 12 articles in 2017, 22 articles in 2018 and 32 articles in 2019. It is most notable in 2020, the number of articles is significantly increased to 90 articles; in which, the number of articles published in the Journal of Finance - Accountancy of the University is 41 articles and the number of articles published in external journals is 49 articles.

The university's scientific cadres have participated in presiding over provincial projects related to the research field. They have proposed the economic and financial mechanisms and policies to reform and perfect the commune budget management, to mobilize financial resources for infrastructure development and rural economic development of Quang Ngai province; such as: "Reforming and perfecting the budget management of communes and wards of Quang Ngai province - 2015", "Researching and proposing a mechanism to attract domestic and foreign private investment for integrated rural development in Quang Ngai Year 2006 - 2007"... Especially in recent years, a number of scientists from the University have participated in co-chairing the ministerial-level projects (including 07 topics).

The above results have proved that the scientific research capacity of the scientific cadres has significantly developed, especially since the school was upgraded to a university (2011), meeting the needs of its development. Those are the important factors that enhance the strength of the university's scientific human resources and improve the quality of that human resource.

Some limitations in developing the quality of scientific human resources of the University of Finance - Accountancy today

Firstly, regarding moral qualities, lifestyle: In recent years, pragmatic lifestyles, individualism and opportunism have appeared. These have had a significant impact on the personality of scientific cadres. They have calculated gains and losses have fostered personal interests in the scientific creative work (Trinh, 2013). Consequently, the spirit of sacrifice and dedication to the cause of science... is reduced. Expressions of factionalism, partiality, disunity, bureaucracy, lack of responsibility...have appeared in scientific activities (Ly, 2014). Some scientists do not dare to fight for the right, criticize the wrong, lack the scientific honesty, lack the will to strive for excellence, lack the spirit of self-control, positivity, passion for creativity in scientific activities.

Second, regarding qualifications and capacity. Although the scientific cadres of the University are basically trained and have a high level of education, they self-assess that they still have many in terms of professional knowledge and practical experience in performing their duties. According to the survey results of the author, 12% of the respondents said that the limitation of scientific human resources is that the professional qualifications are still limited, compared to the educational level, 25% of the respondents said that the quantity is not enough, compared to the requirements, 57% of the respondents said that foreign language and computer skills have not met requirements, 59% of the respondents said that integration ability has been limited, 59% of the respondents said that there are no leading experts in the research fields. (See fig 1).

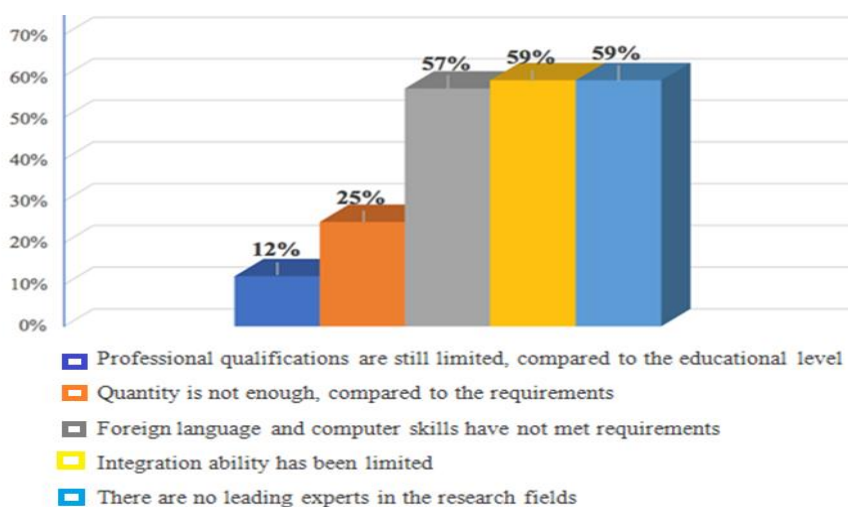


Fig.1: Some basic limitations of scientific human resources of the University of Finance - Accountancy

The cadres have worked for many years, have good professional qualifications and high practical experience, have made many contributions to the development of the University. Most of them are seniors, and are holding the management positions in many different departments, so there is not much time for scientific research. Young scientists, who are formally trained, have high education, knowledge, professional capacity and scientific research, be dynamic in grasping new knowledge. Additionally, they have a high ability in the field of scientific research to approach to many modern technologies, but lack necessary interdisciplinary knowledge and practical life experience. Besides, there are many scientists who have limited foreign language and computer skills. Therefore, they have encountered many difficulties in searching and finding the sources. Through the author's survey, 33% of participants believed that foreign languages and informatics have been still limited; 41% of participants said that the documentation has been limited. Besides, some cadres are affected by many other problems which are brought about by life and work, so they cannot focus on scientific research. 30% of respondents said that the difficulties encountered when doing the scientific research is not arranging time (work, family...). Moreover, a number of scientific cadres do not have the qualifications and capacity which are commensurate with their existing degrees, with their assigned positions and responsibilities. The shortage of good experts and the lack of leading scientists in the research fields is still slow to be overcome.

Causes of achievements and limitations of developing the quality of scientific human resources of the University of Finance and Accountancy

Causes of achievements

Firstly, favorable economic, social and scientific and technological conditions in recent years have created a material premise for the development of human resources in general and scientific human resources in particular (Vu Van Phuc, Nguyen Duy Hung - Co-editors 2012). The cause of national reform has accelerated the development of economy, literature, society, education and training, science and technology, people's living standards continue to be improved, people's intellectual level has been raised. That situation has created favorable social conditions and environment, new needs and motivations for the university's scientific human resources to play their role (Ninh, 2008).

Secondly, due to the expansion and development needs, the University has set out requirements and tasks to build and develop scientific human resources. University of Finance - Accountancy has a tradition of 40 years of construction and development. Each stage of development of the University is always associated with the constant efforts of its members, especially the contributions of the scientific cadres. Starting from a trade school, it was upgraded to a College in 2006 and it was officially upgraded to a University in 2011. In 2017, the University was officially licensed to provide postgraduate training. The needs for continuous expansion and development of the University have set new requirements and tasks for scientific cadres. This requires each member to make continuous efforts, strive to complete the assigned tasks well. This has created a ready attitude, a great motivation for the University to build and develop scientific human resources.

Thirdly, the scientific cadres of the University have actively striven to reach success, have the spirit of eagerness to learn and progress, and complete all assigned tasks. Scientific cadres of the University are trained in basic and systematic way; are educated and trained in a professional environment; have full qualities and capacity to meet requirements and tasks. Therefore, for the development of the University, they become "both virtuous and talented" people.

Causes of the limitations

According to the author's survey results about the causes of limitations in the construction and development of scientific human resources of the University, there are 17% of the opinions think that the cause leads to the limitations of scientific human resources is , 11% think that the quality of training has not met the requirements, 48% think that scientific human resources have not been paid enough attention, 24% believe that the facilities quality has not yet met requirements, 42% think that self-study and self-training are still limited, 40% think that it is due to the negative impact of the market mechanism and 35% said that it is due to the unfairness in assessing the emulation and commendation for scientific research activities. (See fig 2).

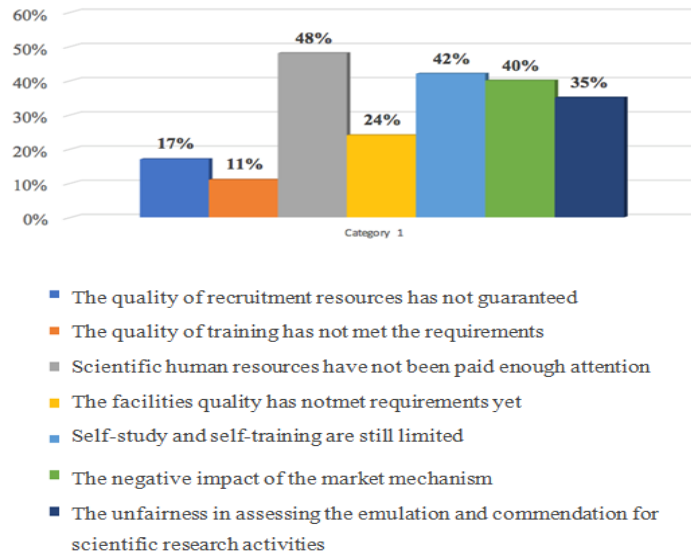


Fig.2: Main causes of limitations in building and developing the scientific human resources of the University of Finance and Accountancy

From the above survey results, the author generalizes the causes leading to the limitations in building and developing scientific human resources of the University...into the following issues:

Firstly, there is still a manifestation of incorrect and incomplete awareness of the role and necessity of building and developing scientific human resources of the University.

This has been both a limitation and a fundamental cause for the decline in the quality of construction and development of scientific human resources of the University, in recent years. Basically, we still define teaching and doing a research as two basic duties, but in fact, scientific research activities of the University are often neglected, and paid little attention (Hoang and Hoang, 2013); even scientific research activities have only been included in the annual workload calculation, become a task that teachers have to perform in the last few years. Previously, it was just statistics and enumeration of quantities. Therefore, for a long time, many scientific cadres of the University have forgotten about the research and lost their ability and habit of creative research. This is the cause of the lack of appropriate guidelines and measures; the lack of adequate remuneration policy, thus reducing the will and motivation of resources; leading to the situation of “losing the qualifications”, “losing the talents”.

Secondly, it is due to difficulties in enrollment and a limited income. In recent years, University of Finance - Accountancy has faced many difficulties in enrollment. Therefore, funds for training and fostering scientific human resources, and funds for research projects become limited. This means that the facilities do not meet the research needs, and the remuneration mechanism is not high.

Thirdly, the cultivation, learning and training of scientific cadres are still limited. Some scientific cadres of the University do not really understand and put themselves in a researcher's shoes. There is also a mindset of dependence, lack of initiative, not attaching importance to self-study, not having the will to overcome difficulties in order to stick with the profession and expertise, so defining the task is not clear. Many scientific cadres lack the will to strive for excellence; and the working quality and efficiency are low.

Fourthly, it is not really fair in assessing the emulation and commendation for scientific research activities. Assessing the emulation and commendation is an annual job based on the results of the classification of officials and managers. Assessment, classification, emulation and commendation are based on the total achievements that each individual has achieved in that year (including scientific research, inventions, and teaching and other movement activities). However, according to the author, scientific creativity must be classified as a special activity, a special type of activity, which requires spending a lot of time, money, brainpower, and editing the research many times to complete. Therefore, scientific research activities cannot be equated with other activities, and scientific research achievements cannot be compared with those of other activities. In fact, when assessing the emulation and commendation, the University considers the criteria which are equally valid. Sometimes, an achievement in scientific research activities is only assessed and ranked equally to an achievement in movement activities. This is unfair to scientific research activities and unintentionally destroys the motivation of lecturers.

DISCUSSION

According to the obtained results, the following items can be raised and discussed about them.

Proposing a number of solutions to promote the development of the quality of scientific human resources at the University of Finance - Accountancy in the coming time:

Firstly, to strengthen the ideological popularization and education for the management cadres and lecturers about the importance of scientific research activities.

Training activities and scientific research activities are two activities that have an organic relationship and are also two basic strategic tasks of any university.

Scientific research results of scientific human resources also reflect the training quality of the university. Therefore, enhancing the quality of scientific research of scientific human resources is a necessary and urgent requirement.

Awareness is the basis for action. Therefore, University of Finance - Accountancy needs to do well in educating the awareness of the meaning and importance of the goal of developing scientific human resources, enhancing the quality of scientific research for the cadres and lecturers of the university. The important thing of awareness education is to popularize education extensively in the Party Committee, Board of Directors, mass organizations and cadres, lecturers in order to create unity in awareness of the importance of developing scientific human resources, and improving the quality of scientific research for this team. Educating and popularizing need to be carried out regularly and continuously in various forms. It is necessary to consider improving the quality of scientific research as a central and regular task of all cadres and lecturers of the university.

Secondly, to focus on training and fostering to improve professional qualifications and scientific research capacity for scientific human resources.

To improve the effectiveness of training and fostering, it is necessary to diversify forms of fostering for scientific human resources, including short-term and long-term training, regular fostering, organizing for scientific human resources to have conditions for field visits, topics research, summarizing to draw experiences, self-study and self-improvement.

Deploying surveys, analyzing data from school units to know the current status of scientific research capacity of cadres, lecturers. Moreover, these help to classify the capacity, qualifications as well as the scientific research capacity of each group of subjects. Therefore, it helps develop an effective training and fostering plan according to the orientation and requirements of the university's development, and at the same time this plan is also suitable to the capacity of each group of subjects. To send scientific researchers to participate in professional training courses organized by ministries and branches.

Publicizing the master plans for the development of scientific human resources to each unit and cadre and lecturer...makes each person self-aware that the constant improvement of professional qualifications and scientific research capacity is rights and obligations of each person.

The selection of scientific human resources for training and fostering should be carefully considered. It is necessary to choose the form of organization, location and training method which are suitable to the actual capabilities and conditions of the university, the scientific researchers themselves; and especially, it must be suitable with the requirements of training and fostering the development of scientific human resources to meet the requirements of the university's development.

It is necessary to strengthen the scientific research cooperation activities with universities and academies abroad. One of the current advantages of the University of Finance - Accountancy is that it has the training cooperation with a number of universities and academies of countries around the world. A number of cadres and lecturers have been doing postgraduate studies in countries around the world, so opportunities for international cooperation in teaching and doing a scientific research should also be promoted. This is the foundation for the university's scientific human resources to approach international scientific research projects. International cooperation allows scientific human resources to improve their communication skills in science as well as approach the regional and international research issues, and they also interact with many colleagues who are in the same field of research. Additionally, they can cultivate and improve their knowledge and scientific research skills.

In order to enhance the quality of scientific human resources, training and fostering are essential. However, the training results can only be promoted when there is a close connection between training and use because they have a close relationship and influence each other.

Creating the scientific human resources with expertise, skills and research methods is an important issue, but more importantly, an appropriate use of such human resources makes it a driving force for the school's development. Therefore, in order to promote the effectiveness of training and fostering, it is necessary to value those who have successfully completed the training and fostering programs, then arrange and appoint them to appropriate positions to their capacity, professional qualifications and ethical qualities of each person.

Thirdly, to create an environment, create pressure, and at the same time, encourage and motivate the university's cadres and lecturers to actively participate in doing a research, building a reasonable reward, discipline mechanism in scientific research.

For any lecturer at universities and colleges, they have to perform 2 basic tasks: teaching and doing the scientific research. Lecturers can only be considered as completing their duties when they have fully performed both of the above responsibilities.

Therefore, when assessing and classifying officials every year, along with teaching, the University needs to include scientific research activities as a mandatory criterion when classifying lecturers. In recent years, the University has introduced criteria on scientific research to classify lecturers. However, the application of criteria on scientific research to assess and classify lecturers of the university is facing some shortcomings. That is, the University takes another criterion (such as participating in movements, cultural and sports activities...) to replace scientific research criteria. For lecturers, teaching and doing the scientific research are two mandatory duties that cannot be replaced by any criteria when assessing and classifying.

Moreover, in order to create motivation to promote scientific research activities of cadres, lecturers, the University should associate the results of performing the scientific research tasks with the arrangement and use of cadres. There is a priority policy in planning and appointing lecturers with excellent achievements both in teaching and in scientific research. In the standard, the conditions for re-appointment need to have criteria on scientific research activities.

Building a reasonable reward mechanism in scientific research, creating a healthy competition to promote the development of scientific research activities of the university. Every year, in the conference of summarizing the training activities of the university, it is necessary to set examples of individuals and units with outstanding achievements in scientific research activities, then implement the spiritual and material rewards as well as proper discipline for people and departments who fail to complete the assigned scientific research tasks

CONCLUSION

Develop internal spending regulations, collect opinions from cadres and lecturers and approve the employee's conference to provide the uniform implementation throughout the university on the level of rewards corresponding to scientific research achievements.

Encourage scientific research topics that have a great influence on the practice of improving the quality of education and training and the development of the University. Building a system of awards for scientific research topics in a diverse manner, the reward level must be significant for topics with unique ideas, practical topics and there are commensurate rewards for authors with many articles published in prestigious scientific journals at home and abroad. Develop a reasonable form of discipline, a strict form of criticism for individuals and groups who have not completed scientific research tasks.

Scientific research is of great significance to every cadre and lecturer at training institutions in general and at University of Finance and Accountancy in particular. Scientific research helps cadres and lecturers to have a deeper understanding of theory as well as professional knowledge. They also understand more about the work practices. Moreover, they can develop themselves, create a reputation as well as an environment to update new knowledge, new methods and supplement the practical experiences and skills. The development of scientific research activities will contribute to strengthening the reputation, brand, and improving the quality of education and training of university. Therefore, in order to enhance the quality of training, improve the position and brand name of University of Finance and Accountancy, the development of scientific human resources, and the improvement of the quality of scientific research of the cadres and lecturers have become an urgent requirement in the current context.

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