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HA DUC MINH

**HUMAN RESOURCES DEVELOPMENT FOR
ECONOMIC STATE MANAGEMENT OF THE
PROVINCIAL LEVEL IN LAO CAI**

Major: Economic management

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**SUMMARY OF DISSERTATION
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INTRODUCTION

1. Rationale

In modern society, the element of management plays an important role. Moreover, state management of the economy in the socialist-oriented market economy model has an increasing role.

Human resources for state management of the provincial economy in Lao Cai are quite diverse in terms of working units. However, most of them are cadres and civil servants working in a number of departments, economic sectors and economic sectors under the Provincial People's Committee. Recently, human resources for state management of economy in Lao Cai province have been increasingly developed. Currently, the total number of human resources for state management of economy at the provincial level (under the Provincial People's Committee) is about 280 people, most of them have university degrees or higher, are healthy enough to meet work needs. However, the development of human resources for state management of the provincial economy in Lao Cai in recent years still has some shortcomings such as: There is no training policy, recruitment policy for human resources; the process of attracting and recruiting human resources for state management of Lao Cai's economy faces many difficulties; mechanisms and policies on wages and housing are inadequate; the training and fostering of human resources in some units of the province have not been paid due attention; and whether human resources for state management of the economy at the provincial level in Lao Cai are not really worthy to motivate civil servants and public employees to work hard. From the above findings and analysis, choosing the thesis topic "Developing human resources for state management of the provincial economy in Lao Cai" is very meaningful in terms of both theory and practice..

2. Objectives of the thesis topic

The thesis proposes directions and solutions to promote the development of human resources for state management of the provincial

economy in Lao Cai province, thereby contributing to better promoting the economic development of Lao Cai province in the coming period. .

3. Research tasks of the thesis topic

- Systematize the theoretical basis and practical experience on human resource development of economy state management at the provincial level.
- Assessment of the current situation of human resource development for state management of economy at the provincial level in Lao Cai province.
- Proposing directions and solutions to promote the development of human resources for state management of the provincial economy in Lao Cai province for the period up to 2030..

4. Research object and scope of the thesis

4.1. Research object of the thesis

The thesis focuses on researching issues related to human resources and human resource development for state management of the provincial economy.

4.2. Research scope of the thesis

- Content scope: The thesis focuses on investigating issues related to human resource development for state management of economy at provincial level; no research at district and commune level; do not study areas other than economics. Human resources for state management of economy at the provincial level in Lao Cai province are limited to civil servants and specialists who are working in departments of a number of provincial-level state administrative agencies and much related to economic management of industry and general economy, including : Office of the Provincial People's Committee; Financial Department; Industrial and commercial facilities; Department of Planning and investment; Department of Agriculture and Rural Development; Resource base and environment. The thesis does not study human resources at departments, local branches and non-business units under the Departments..

- Spatial scope: The thesis only evaluates human resources for state management of the provincial economy in Lao Cai province.

- Time range: The thesis assesses the current situation of human resource development for state management in Lao Cai province in the period 2011 - 2021 (data of in-depth investigation and evaluation in 2021), proposes development directions and solutions for the period from 2021 - 2030.

5. Research approaches and methods

1) Macro approach

The macro approach helps the researcher to recognize and evaluate socio-economic phenomena through the economic relationships of the macro-economy, the relationship between the state and the affected subjects. This shows that, when the current situation of human resource development is necessary for state management of economy in Lao Cai province, it is necessary to recognize and comprehensively evaluate the situation of human resource development in relation to the development systems and factors affecting development; assess the current situation of human resource development for state management of the economy with the current state of economic development in each period. In addition, research and development of human resources for state management of the provincial economy must be placed in the context of the general development of Lao Cai province and the whole country.

2) Micro approach

The micro approach helps the researcher to recognize and evaluate the current situation of human resource development for state management of the provincial economy, which must be associated with the work needs of each unit, with the material and spiritual needs of the individual. They are cadres and civil servants working in units of Lao Cai Provincial People's Committee.

Since then, the study uses the following research methods:

- Analytical and synthesis methods
- Method of collecting information

- Comparative statistical methods.

6. Contribution of the thesis

- Systematize and clarify the concept and content of human resource development for economic state management at the provincial level.

- Systematize human resource development activities for state management of economy at provincial level such as human resource planning, human resource recruitment, human resource arrangement and arrangement, training and fostering. Nurturing human resources force, motivating for human resources.

- Develop evaluation criteria and clearly identify factors affecting the development of human resources for state management of economy at provincial level..

7. Theoretical and practical significance of the thesis

- Research results are used to apply to state management of human resources for state management of economy in Lao Cai province and other provinces with similar conditions to Lao Cai; at the same time as the basis for the formulation of mechanisms and policies to develop human resources for state management of the economy at the provincial level in the whole country.

- The research results also provide more information to help leaders of provincial-level state administrative agencies in Lao Cai in particular, provinces with similar conditions to Lao Cai in general, to manage and employ cadres and civil servants manage the state economy better and more effectively.

8. Structure of the thesis

In addition to the Introduction, Conclusion, References, and Appendix, the thesis is divided into 4 chapters as follows:

Chapter 1: Overview of the research situation

Chapter 2: Theoretical basis and practical experience on human resource development for state management of the provincial economy.

Chapter 3: The reality of human resource development for state management of the economy at the provincial level in Lao Cai.

Chapter 4: Directions and solutions to promote the development of human resources for state management of the provincial economy in Lao Cai.

Chapter 1: OVERVIEW OF WORKS AND RESEARCH DIRECTIONS OF THE THESIS

1.1. OVERVIEW OF RESEARCH WORKS AND RESEARCH GAP

1.1.1. Overview of research on human resource development

Research by author Hoang Thi Thanh Dung (2017) with the topic "Some human resource development solutions to promote socio-economic development in Nam Dinh province until 2020" shows that human resource development is considered in terms of both quality and quantity.

Authors Jim Stewart and Graham Beave (2004) with the study "Human resource development in small-scale organizations - research and practice", the authors' research has explored the characteristics of organizations small scale and implications for the design and implementation of human development research.

Talking about human resource development in the world, it is necessary to mention the research of author Pham Viet Dung (2012) with the topic "Managing and using human resources - experience of water developers" affirming: creating a large number of human resources with high education and professional skills and good health is an important issue in the development strategies of countries..

1.1.2. Overview of research on human resource development for state management

These studies all confirm the important vision of human resources as well as improving the quality of human resources for the socio-economic development of the country. Human resources is a factor that is always highly valued and focused on development in the process of national renewal,

bringing Vietnam to sustainable development. Theories of economic growth have shown that the most important driver of sustainable economic growth is the human element - human resources. But people must be invested in development, creating skills, knowledge, skills, experience, and creative capacity to become "capital - human capital". The strategy of human resource development is essentially the development of human capital that must be taken care of childhood to adulthood and throughout an individual's life in terms of intellect, mind, body, moral quality, civic personality, education level expertise, culture, etc. Human resource development must be associated with the demand for technical labor outside the society of the national and international labor market as well as of each industry and each economic geographical region. This requires restructuring the human resource training system in the direction of diversifying and developing types of high-quality human resource training; deploying the quality control system for human resource training, etc. However, the above-mentioned studies only have a general concept of the role of cadres or civil servants, have not gone into specific analysis of positive and negative impacts of the human resources for state management of the economy, contributing to the process of industrialization and modernization and economic integration.

1.1.3. Overview of research works on human resource development for state management of economy

Author Vo Xuan Hoai (2020) in the study "Developing human resources for economic management in provincial state administrative agencies in Vietnam" has analyzed and evaluated the overall situation of human resource development of economic state management at provincial state administrative agencies in Vietnam in the period 2011 - 2018.

Author Tran Thanh Cuong (2017) with the study "The quality of state management staff in the city-level economy in Hanoi" has pointed out the important role and increasing responsibility of the state management cadres of city-level economy in Hanoi in order to establish a modern, civilized

capital, a modern economic, political, cultural and scientific center on par with the region.

1.1.4. Gaps for further research in the thesis

1) Due to the specific characteristics and different research purposes, there have not been any in-depth studies on human resource development for state management in economics from the perspective of the major in Economic Management as an advanced dissertation.

2) Most of the research works on human resource development approach the content of human resource development from the perspective of Human Resource Management. So far, there seems to be no work discussing the content of human resource development, state management of the economy from the perspective of economic management, that is, discussing the change in quantity, improving the quality of human resources and having human resource structure to meet the requirements of state management in the new situation..

3) Almost no research works mention the evaluation criteria for human resource development state management of the provincial economy; analyzing the factors affecting human resource development State management of the provincial economy from the perspective of economic management.

4) There has not been any research, analysis and assessment of the current state of human resource development for state management of the provincial economy in Lao Cai in the 2011-2021 period from the perspective of the major in Economic Management, as well as proposing solutions. Measures to develop human resources for state management of economy at provincial level in Lao Cai until 2030.

Chapter 2: THEORETICAL BASIS AND PRACTICAL EXPERIENCE ON HUMAN RESOURCE DEVELOPMENT OF ECONOMIC STATE MANAGEMENT AT THE PROVINCIAL LEVEL

2.1. THEORETICAL BASIS ON HUMAN RESOURCE DEVELOPMENT OF ECONOMIC STATE MANAGEMENT AT THE PROVINCIAL LEVEL

2.1.1. Related concepts

2.1.1.1. State management of economy at provincial level

State management of the economy at the provincial level is the organized and legal influence of the provincial state agencies on economic entities and economic activities in the province in order to make the most effective use of the resources to achieve set goals.

2.1.1.2. Human resources for state management of economy at provincial level

Human resources for state management of the economy at the provincial level are those who belong to the provincial state agencies, are responsible for creating an organized and legal impact on economic entities and economic activities in the province locality in order to make the most effective use of resources to achieve the set goals.

2.1.1.3. Developing human resources for state management of economy at provincial level

Developing human resources for state management of the economy at the provincial level is the process of transforming the quantity, quality and structure of people in provincial state agencies who are tasked with creating an organized impact. And through legislation, they grant rights to economic entities and economic activities in the province. The objective is to make the most effective use of resources to achieve the set goals.

2.1.2. Characteristics and role of human resource development for state management of the provincial economy in Vietnam

2.1.2.1. Characteristics of human resources for state management of economy at provincial level

- Human resources for state management of economy at provincial level are responsible for comprehensive management of all activities in the province.

- Human resources for state management of economy at provincial level must assume two responsibilities at the same time.

- Provincial government is widely decentralized, so the task of state management of provincial economy is very heavy.

- Human resources for state management of economy at provincial level perform local tasks.

- Human resources for state management of economy at provincial level must be managed in accordance with local characteristics and characteristics.

2.1.2.2. The role of human resource development for state management of the provincial economy

- One of the roles of human resource development for state management of the provincial economy is to minimize the phenomenon of alienation, metamorphosis, and property plunder, thereby helping the province's economy not be damaged. recession, crisis, more and more development.

- Human resources for state management of economy at provincial level are those who bring guidelines, guidelines and policies of the Party and State to guide and organize for local authorities at all levels to understand and implement, and at the same time firmly grasp the situation. Socio-economic of the locality.

- Third, human resources for state management of economy at provincial level represent state ownership to manage enterprises using budget capital of local government according to public financial management decentralization.

- Fourth, human resources for state management of economy at the provincial level are the "bridges" between local government levels and the central government.

2.1.3. Contents of developing human resources for state management of economy at provincial level

- To develop the number of human resources to suit the requirements of the state management of the economy in the province.

- Improve the quality of human resources for state management of the economy to meet the tasks of state management of the economy in the province.

- Ensure the human resource structure to perform well the task of state management of the economy in the province.

2.1.4. Activities of developing human resources for state management of economy at provincial level

- Human development planning.

- Recruiting human resources.

- Arrange, arrange and use human resources for state management of economy.

- Human resource training.

- Motivate employees to work.

2.1.5. Criteria for assessing the current situation of human resource development for state management of economy at provincial level

- Criteria for evaluating the development of the number of human resources for state management of economy at the provincial level in accordance with the requirements of the units, reflected in the compatibility between the number of human resources for state management of economy by job position and the number of employees in the state management of economy. actual human resources are working at the provincial level.

- Evaluation criteria for the quality of human resources

- Evaluation criteria on human resource structure: according to tasks, according to professional qualifications.

2.1.6. Factors affecting the development of human resources for state management of the provincial economy

- The central legal framework and policies on human resources;
- The interest and awareness of provincial leaders on human resource development;
- Factors to ensure quality and ability to carry out human development activities;
- Competitive pressure of the labor market;
- Characteristics of human resources themselves;
- Local geographical, socio-economic characteristics.

2.2. PRACTICE EXPERIENCE ON HUMAN RESOURCE DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL ECONOMY

2.2.1. International experience

- *The US's experience:* the US's experience in human development focuses on human resource detection and selection policies, human resource training policies, and especially the US focuses on attracting and hiring policies. high quality human resources. Thanks to the right policies and strategies over more than 200 years of development, American education has thrived and is one of the best in the world. This country's education has created a class of citizens with high education, solid skills and good skills, contributing to bringing the country to the position of superpower in terms of economy and science - technology.

- *Japan's experience:* Japan's human resource development has very special features: It attaches great importance to the acquisition of human resource training experiences and achievements from other developed countries, by appointing human resources to study abroad; The Japanese way of training and employing cadres favors actual working capacity, not degrees;

In addition, Japan strengthens preferential policies on salary and working conditions to attract foreign workers after training to stay. Thanks to the right strategies and policies on human resource development in general and talented human resources, Japan is now a country with the world's leading economic potential.

- *Singapore's experience*: Promoting human resource assessment; Improve the quality of education and training, with a focus on investing large budgets in education; A special feature of Singapore's training policy is the policy of training scientific and technical human resources; In addition, the education system of this country is very flexible and always focuses on the abilities, interests and talents of each student to help them reach their highest potential; Singapore also implements early student streaming.

- *China's experience*: Attention to training and effective use of human resources. The Chinese government is paying great attention to training and effectively using existing human resources in the country, in order to improve the quality of these resources when gradually transitioning to a knowledge-based economy. And so far, China has become the second economy in the world, the strong development of the economy has proved a right direction in developing human resources to serve the industrialization process. modernization of the country, that is economic growth associated with education - training.

2.2.2. xperiences of some localities in the country

- Experience of Ninh Binh province: There is close attention and direction of Party committees and authorities at all levels in training and retraining, building human resource planning in general, human resources for state management of economy at provincial level in particular.

- Experience of Thai Nguyen province: training a force of scientific cadres, leaders and managers of the province's branches with postgraduate qualifications, serving as the core for the process of construction and development of the province in the future. Thai Nguyen has policies to attract

a large number of highly qualified people, experts and scientists from other localities throughout the country to serve.

2.2.3. Lessons learned for the development of human resources for state management of economy in Lao Cai province

- Paying attention to investment in education and training development, improving the quality of training and retraining;

- Renovating planning, training - fostering, employing and attracting human resources for state management of economy;

- Pay attention to building and developing human resources, expanding and developing study promotion associations at all levels, agencies and units;

- Innovating human resource development activities, especially recruitment, attraction and remuneration activities;

- Develop standards, processes and forms of staff use, including economic human resources for state management.

Chapter 3: REALITY OF HUMAN RESOURCE DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL LEVEL OF ECONOMY IN LAOS CAI

3.1. THE SITUATION OF ECONOMIC DEVELOPMENT AND STATE MANAGEMENT AGENCIES ON THE ECONOMY OF LAO CAI PROVINCE

3.1.1. Introduction about Lao Cai province

Lao Cai is a border highland province, located between the Northeast and Northwest, 296 km from Hanoi by railway and 265 km by road. It borders Ha Giang province to the east, Yen Bai province to the south, Lai Chau province to the west, and Yunnan province to the north (China).

Thanks to the participation of the entire Party, people and local authorities, especially the contributions of 280 officials and civil servants who manage the provincial economy, the economy of Lao Cai province in

the past period. has obtained quite good results, in which there are some outstanding results as follows::

- Economic growth is quite stable and maintained at a high level. The province's GRDP growth rate is always high. Despite being affected by the Covid-19 pandemic, the average growth rate of GRDP in the province in the period 2011 - 2021 reached 9.0%/year, of which: agriculture, forestry and fishery increased by 6.4%./year; industry and construction increased 12.8%/year; services increased by 6.3%/year. In general, this growth rate is quite high compared to the provinces in the Northern Midlands and Mountains. The two years affected by the Covid-19 pandemic had a rather low economic growth rate, reaching only 6.6% in 2020 and 5.3% in 2021 (Lao Cai Provincial Statistics Office, 2021)..

- The economic structure is gradually shifting towards modernity, in accordance with the law of development. Specifically, in the economic structure of the 3 regions (excluding product tax minus product subsidies), the proportion of industry and construction sector will increase from 43.5% in 2011 to 48.2% in 2021, increasing 4.8%; During the same period, the proportion of the service sector increased by 2.2%, while the proportion of the agriculture, forestry and fishery sector decreased by 7.0%.

- Step by step exploiting advantages for economic development, especially promoting advantages of border gates and developing tourism

- Infrastructure and urban areas are well invested and developed.

- The population's living standard has increased, the poverty rate has decreased significantly.

3.1.2. Difficulties and obstacles in economic development

- The economy of scale is still small, the resilience is still quite weak

- The economic structure has changed towards modernity, but it is still quite slow due to the slow development of the service sector

- Industry is considered to be the most developed area, but it is still quite backward.

- Infrastructure for economic development has been renovated but still cannot meet the needs of production and business.

- There are not many strong capable subjects of the economy.

- Although the economy has developed rapidly, the proportion of poor and disadvantaged households is still quite large.

3.1.3. The system of state management agencies in charge of the provincial economy in Lao Cai: focusing on 6 agencies in the provincial administrative block that play an important role in the state management of the economy, namely the Department of Industry and Trade; Financial Department; Department of Planning and investment; Department of Agriculture and Rural Development; Department of Natural Resources and Environment and Office of the Provincial People's Committee. In which, there are 3 units with general economic management skills, including: Department of Planning and Investment; Department of Finance and Office of Provincial People's Committee; there are 3 units with the function of economic management of the sector, including: Department of Industry and Trade; Department of Agriculture and Rural Development; and Department of Natural Resources and Environment.

3.2. THE SITUATION OF HUMAN RESOURCE DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL LEVEL OF ECONOMY IN LAOS CAI

3.2.1. Developing the number of human resources for state management of the provincial economy in Lao Cai

No	Agency Name	2011	2019	2020	2021	Changes
						2011 - 2021 (%)
1	Office of the Provincial People's Committee	50	50	48	51	+2.0
2	Department of industry and trade	45	51	50	48	+6.7

3	Department of Planning and investment	48	52	50	49	+2.1
4	Agriculture and Rural Development	47	40	41	39	-17.0
5	Department of Finance	67	66	67	63	-6.0
6	Department of resources and environment	36	30	30	30	-16.7
Tổng cộng		293	289	286	280	-4,4

Source: Compiled from 5 Departments and Office of Provincial People's Committee

3.2.2. Developing the quality of human resources for state management of the provincial economy in Lao Cai

- Improving the physical strength of human resources for state management of the provincial economy in Lao Cai

- Improving the intellectual capacity of human resources for state management of the provincial economy in Lao Cai, focusing on: education level, state management level, computer literacy and foreign languages

3.2.3. Transforming the structure of human resources for state management of the provincial economy in Lao Cai

3.2.3.1. Transforming human resource structure according to management tasks

This shift entails changes in the tasks and tasks of state management of the branches, so the number of civil servants in the branches must also change accordingly. In the period 2011 - 2021, the proportion of the agricultural, industrial and service sectors decreased by 7.0 percentage points (from 22.1% to 15.2%).

3.2.3.2. Transformation of human resource structure according to professional qualifications

The shift of human resources towards an increasing number of civil servants with master's and doctoral degrees is in line with the needs of state management when the economy is increasingly diversified, developed and modern, along with The economic body is increasingly highly qualified,

requiring qualified human resources for employers and more and more foreign investors are investing in Lao Cai.

3.2.3.3. Transformation of human resource structure according to the level of political theory

Human resources for state management of economy at the provincial level in Lao Cai all have an intermediate or higher level of political theory and tend to have a higher level of theory; The political bravery of the management personnel at these agencies is quite high. With that level, the building of a strong collective that increasingly meets the requirements of work and political tasks when organizing the implementation of tasks related to the state management of the economy in the locality.

3.3. HUMAN RESOURCES DEVELOPMENT ACTIVITIES FOR STATE MANAGEMENT OF PROVINCIAL ECONOMY IN LAO CAI

3.3.1. Human resource development planning

Thanks to the attention of the province along with the content of the provincial human resource development planning, the Departments and branches have paid much attention to the planning of human resources for state management of the provincial economy.

3.3.2. Recruitment

Recruitment is a very important way to develop human resources for state management of the provincial economy in Lao Cai in terms of both quantity and quality. Therefore, this activity is always focused by Lao Cai province. However, it is only at a good level, because the percentage of officials who think that the effectiveness of recruitment is "normal" is still quite high, even there is still a rate that evaluates the recruitment work is not effective..

3.3.3. Arrange and use human resources

In order to have a basis for arranging and using human resources in provincial state administrative agencies, including the block of state management agencies in charge of the provincial economy, Lao Cai province

has issued regulations and manuals. In which there are a number of important decisions such as: Decision No. 66/2013/QĐ-UBND dated December 27, 2013 of the People's Committee of Lao Cai province on regulations on management of civil servant payrolls and management of employment positions. and rank structure of civil servants in state administrative agencies at provincial and district levels; Decision No. 43/2021/QĐ-UBND dated August 10, 2021 of Lao Cai Provincial People's Committee promulgating regulations on employment positions and payrolls of civil servants in state administrative agencies and organizations of Lao Cai province..

3.3.4. Training and fostering human resources

3.3.4.1. Preparation for training and retraining

- Pay attention to and orientation of the province on training and retraining

- Planning of training and retraining

3.3.4.2. Organizing and implementing training and retraining activities

- Organize on-the-job training and retraining courses undertaken by the province

- Sending to training and retraining at training institutions outside the province

- Encourage self-training and fostering

- Invite experts and lecturers to teach and exchange experiences

3.3.5. Motivating employees to work

3.3.5.1. Improve working conditions and environment

Younger civil servants are more interested in conditions to ensure their official performance than older ones (the rate of great concern among civil servants aged 20-29 years old is 51.7%, while this rate is very high). for civil servants aged 30 - 39 years old is only 47.4%, even this rate among civil servants aged 50 - 60 years old is only 30%). The more civil servants hold a leadership position, the more concerned they are with the conditions to

ensure the performance of their official duties than the civil servants who do not hold a leadership position..

3.3.5.2. Create opportunities for advancement

Like the tool to motivate through working conditions and environment, the tool to motivate work through promotion opportunities in Lao Cai province in the past period has been used quite effectively because up to 72% of employees organization is rated as effective and very effective; Thus, there are still 27.3% rated as normal, even 0.7% rated as ineffective (Figure 3.4). Therefore, in the coming period, Lao Cai province needs to use this motivational tool more effectively.

3.3.5.3. Improve salary and allowance regimes

Although wages and allowances for working human resources are still low, Lao Cai province can't increase it because it depends on the central legal framework and policies on wages and allowances.

3.3.5.4. Use the compensation and reward system

The survey results show that a large number of human resources for state management of the provincial economy in Lao Cai are interested in the province's remuneration policy. Specifically, up to 80.4% of civil servants managing the state economy in 5 Departments and Offices of the Provincial People's Committee are interested and very interested in the province's remuneration regime; only 19.1% consider the remuneration as normal.

3.4. GENERAL ASSESSMENT OF THE SITUATION OF HUMAN RESOURCE DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL LEVEL OF ECONOMY IN LAO CAI

3.4.1. Result

- Having built up job positions and the number of human resources for units with the function of state management of economy at provincial level.
- Initially, a contingent of civil servants in charge of state management of economy at provincial level has been built to perform their tasks.

- The quality of human resources for state management of the provincial economy in Lao Cai has improved day by day.

- The structure of human resources for state management of the economy at the provincial level has gradually changed in accordance with the needs and tasks of economic development.

- A number of activities to develop human resources for state management of economy at provincial level have brought into full play.

- Human resources have accomplished many economic state management objectives.

3.4.2. Inadequacies and limitations

- The number of human resources for state management of the economy has not yet met the actual demand.

- There is still a part of human resources for state management of economy at provincial level with low professional qualifications; lack of specialized staff.

- A part of human resources has not yet promoted their qualifications and expertise.

- The structure of human resources for state management of the economy by industry has changed appropriately but it is still slow.

- Activities of developing human resources for state management of economy at provincial level are increasingly focused but sometimes still not really effective.

- Human resources still have a number of objectives in the state management of the economy that have not been well implemented.

3.4.3. Causes of inadequacies and limitations

- Policy framework on human resource development of the Central Government.

- The attention of the provincial leaders and the unit using human resources.

- Ability to carry out human resource development activities of the province.

- Competitive pressure of the labor market.

- Personal characteristics of the working human resources.

- Characteristics of natural, socio-economic conditions of the province.

Chapter 4: ORIENTATIONS AND SOLUTIONS TO PROMOTE HUMAN DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL LEVEL OF ECONOMY IN LAO CAI

4.1. BACKGROUND, REQUIREMENTS AND ORIENTATIONS FOR HUMAN RESOURCE DEVELOPMENT STATE MANAGEMENT OF THE PROVINCIAL ECONOMY IN LAO CAI TO 2030

- The industrial revolution 4.0 with the strong development of science - technology, information society, knowledge economy and changes in global value chains are creating new opportunities for Vietnam and Developing countries integrate more deeply and effectively into the world economy.

- The whole country is entering the stage of comprehensive international economic integration, some barriers on trade policies will be removed, which is an opportunity for Lao Cai to join the "commodity chain, value chain". in the world market of agricultural products and industrial products, however, the challenge of improving competitiveness and building local production levels - Lao Cai's growth requirement must be in the direction of quality and sustainability.

Thus, from the international and domestic context, human resource development in Lao Cai is facing the requirement of having quality human resources, especially high-quality human resources to create breakthroughs in productivity. quality, efficiency and competitiveness of the province, ensuring human resources is one of the three breakthroughs for industrialization and modernization, successfully realizing the goals set out in the provincial development strategy. Lao Cai to 2030.

4.2. Direction of human resource development for state management of economy in Lao Cai province in the period to 2030

- Develop and ensure the number of civil servants to suit the workload in order to reduce the load on human resources for state management of the economy at the provincial level.

- Focus on improving the quality of current provincial-level state management human resources (quality is paramount).

- Quickly renovate the structure of human resources for state management of the provincial economy to suit and respond well to the economic development trend of the province;

- Focusing on human resource development activities, especially recruitment, use and remuneration activities to acquire new human resources of outstanding quality, gradually replacing current human resources.

4.3. Solutions to promote the development of human resources for state management of the provincial economy in Lao Cai

4.1. Strengthening the attention of Leaders and civil servants themselves performing the function of state management of the provincial economy

- Enhance the attention of Leaders at all levels

- For civil servants themselves, they need to strive and make more efforts at work;

- Improve the efficiency of planning for human resource development for state management of economy at provincial level;

- Innovating the recruitment of human resources for state management of the economy

- It is necessary to clearly define the employment position of each unit: Make a recruitment plan; Recruitment criteria and subjects.

- Renovate the arrangement and use of human resources for state management of the economy.

4.2. Pay attention and invest in training and retraining for human resources

- Firstly, for professional training activities;
- Second, for fostering activities;

4.3. Better implement tools to create motivation for human resource development for state management of economy at provincial level

- Conditions and environment for official duty performance;
- Promotion opportunities;
- Regarding salary and allowance policy;
- Regarding remuneration and reward regimes;

CONCLUSION

The thesis analyzes the current state of human resource development in the state management of the provincial economy in Lao Cai by assessing the development situation from three perspectives: quantitative development, quality improvement and structural transformation towards a physical; at the same time, it is clear that the human resource development activities of state management of economy at the provincial level that Lao Cai has used. Through the assessment, it is found that the current human resources are relatively sufficient in number; professional qualifications meet job requirements, the human resource structure is quite reasonable; The province has used quite diversely and relatively effectively human resource development activities such as human resource planning, human resource recruitment, arrangement and training in the process of using human resources, and at the same time using Some of the tools to motivate public employees are salary, bonus and remuneration policies.

However, besides the achievements, the actual state of human resource development for state management of economy in Lao Cai province still has certain limitations in the level of state management, labor skills,

physical strength and labor culture. industry; in addition, the exploitation and use of trained and qualified laborers is still not effective in some units.

In the new context of the industrial revolution 4.0 along with the strong development of science - technology, information society, knowledge economy requires human resources for state management of economy to have a spirit of innovation and creativity. create, dare to think, dare to do, dare to take responsibility; improve understanding of science and technology, especially IT; improve foreign language skills, especially English and Chinese. Stemming from the innovative policies and viewpoints of the Party and the State and to overcome the limitations in human resource development in state management of the provincial economy in Lao Cai, the author has proposed a number of solutions such as: the attention of provincial leaders and leaders of employers; renewing the recruitment of human resources for state management of the economy, improving the efficiency of planning work for the contingent of human resources for state management of the economy; enhancing the effectiveness of motivational tools for working civil servants such as improving the working environment, increasing remuneration and allowances.

LIST OF PUBLICATIONS RELATED TO THE THESIS

1. Ha Duc Minh (2021), Human resource development experience in some developed countries and suggestions for Vietnam”, Journal of Economics and Forecasting, (No. 16), (June 2021, p. 48-51), ISSN: 0866-7120.
2. Ha Duc Minh (2021), "Some theoretical issues on human resource development for state management of the provincial economy", Asia-Pacific Economic Review, (No. 589), May 2021, p. 91-93, ISSN: 0868-3808.
3. Ha Duc Minh (2022), "Some limitations in the development of human resources for state management of the provincial economy in Lao Cai", Asia-Pacific Economic Review, (No. 606), pp.100-102, ISSN 0868 -3808.
4. Ha Duc Minh (2022), Proposing a model of factors affecting the development of human resources for state management of the provincial economy in Lao Cai, Journal of Economics and Forecasting, (No. 2), pp.85-88, ISSN: 1859 -4972.
5. Ha Duc Minh (2022), Human resource development for state management of the provincial economy in Lao Cai: Situation and solutions, Economic Review and Forecast, (No. 3), pp.74-77, ISSN: 1859-4972.