

Skills Needed for Vietnamese Human Resources to Adapted to the 4th Industrial Revolution

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Abstract

A current paradox in the Vietnamese labor market is that there is lack of workers with enough knowledge and skills to meet the needs of the job, but an abundance of those who cannot. The reason for this situation is that in the process of training and education, universities have focused a lot on equipping learners with knowledge, the formation and development of professional skills are often given less attention. Therefore, post-trained human resources entering the labor market still lack the necessary skills in the labor process. Meanwhile, firms in Vietnam are well aware of the great role of workers' working skills, which is an important factor in the current period, especially skills to adapt to the 4th industrial revolution. Therefore, in the process of educating, training and fostering human resources in school, higher education institutions need to consider supplementing and equipping learners with necessary skills to create products. The school's output can best meet the needs of recruitment and jobs in the labor market in the current new period.

Keywords: Vietnamese labor market, professional skills, job, Industrial Revolution.

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1. The concept and role of human resource's skills in the 4th industrial revolution

1.1. The concept of work skills

Work skills, also known as social practical skills, is a term used to refer to the skills necessary in the life and work of human resources required in the labor process such as: Creation, adaptability, adaptability, entrepreneurship skills, communication skills, teamwork and cooperation skills, observation skills, time management skills, information search and processing skills on the internet, 10-finger typing skills, skills in using the 4th industry technology platforms for working in labor.

1.2. The role of human resource's skills in the context of the 4th industrial revolution

Human resources are an important input factor in production labor, in the face of the context of the 4th industrial revolution that changes the whole world, Vietnamese human resources need to have the right

understanding and participate in seminars. To learn, apply and master it will be the foundation to keep pace with the work and the requirements of the business in the context of transforming from offline management to online to create many results in business.

The current 4th industry background changes the world and creates many new breakthroughs in life and work. The application of the 4th industry technology has been applied by the world in many different industries and fields such as retail, manufacturing, transportation, pharmacy, chef, banking, education, service, assembly, and drug dispensing, Therefore, Vietnamese human resources need to keep pace with the 4th industry technology platform to apply it to the actual work of enterprises to generate profits for businesses. This is a great opportunity and also a challenge for Vietnamese human resources in the current domestic and international labor market.



During the Covid-19 pandemic, the whole world lost jobs, cut wages, reduced working hours and many world famous brands had to close a series of systems such as JCPenney - a famous retail chain in the US with 118 years with 800 stores has also filed for bankruptcy. Other brands also have bankrupt as H&M (April 19), Victoria's Secret (May 21, 2021), Aldo (June 1, 2021), Guess (June 10, 2021) or Diane von Furstenberg (June 15) and Zara closing 1,200 stores, La Chapelle reducing 4,391 stores, Chanel, Hermes shutting down or Patek Philippe and Rolex stopping production... [according to www.thanhvien.vn], Amazon is one of the 4th technology platforms of sales online has doubled the salary for employees for overtime employees. In each second, the Amazon retail empire generated \$ 10,000 and ended the transaction on August 25, 2021, the asset of Mr. Jeff Bezos - founder and CEO of Amazon - reached \$ 199.7 billion. [according to www.cafeland.vn]. The special thing is

that that miracle can only be created based on the application of the 4th technology platform in business management, sales and serving a large number of customers around the world.

Human resources is not only use 4th technology platforms such as Facebook, google, youtube, amazon, ebay, bee, grab, zalo, shopee, smart home, health monitoring watch, 5G network, big data, Blockchains ... but also need to master the platforms and make money on those platforms. In Japan, the 4th technology has been applied to sushi making, creating 400 sushi rolls in each hour. In particular, the sushi making robot creates a very even product and the standard seasoning is bought by more users. Moreover, when the robot works, a lot of costs are cut such as insurance, maternity pay, filial piety or wedding, no more salary increase, ...



Robots making sushi in Japan



Robots frying pancakes in Japan

Human resources should learn the technology background from the Korean Gcoop Corporation, applying the 4th platform technology to human resource management and global business, which has created

good results in business. Or in Germany, there are robots in auto factories that assemble high-precision electronic components that humans cannot do.



Or go to Singapore's CSE SG Group to study and learn about coffee-making robot applications that will be located in buildings and commercial centers. This is a project put into operation by Singapore's CSE SG Group in Vietnam.

In general, the world has posed many opportunities and challenges for Vietnamese human resources. The first thing that Vietnamese human resources need to understand and master is the 4th technology platforms so that they can be applied to life, creating convenience and especially the opportunity to have a lot of income and passive cash flow, improve labor productivity.

Benefits for human resources when working on the 4th industry technology platform

Good at multi-skills; Can do many things on many platforms 4.0; There are many sources of increased monthly income; Can work with many world corporations; Opportunities to travel around the world.

2. The competencies and skills required of Vietnamese human resources to adapt to the 4th industrial revolution

2.1. Ability to apply information technology, science and technology in labor

The most important capacity that Vietnamese human resources need in the 4th industrial revolution is science and technology capacity, information technology capacity such as: programming capacity and

skills, competence and skills manage projects, data, processes, create and use applications, technology software related to business and business activities, ...

In the knowledge world, how to learn and develop a career is something that Vietnamese human resources should have. Each different technology platform will have different knowledge and the more you learn, the higher your income.

Working in the 4th technology platform, 10-finger typing is extremely important, it determines work efficiency and solves more situations, which means creating efficiency in the business. This skill is extremely important that interviewers pay attention to of human resources.

When working in the 4th technology platform, there will be no spatial and geographical limitations. Therefore, fluent use of English and world languages is an important skill and determines the monthly salary and income of Vietnamese workers in the context of the booming of the 4th industrial revolution strongly, international integration on the labor market and jobs.

In the past, Vietnamese human resources were still used to meeting and reporting that took a whole session, but when working in the 4th technology platform, each employee needs to practice skills in reading general reports on software, meeting online to saving time, finance, human resources, improving

productivity, quality and working efficiency for Vietnamese human resources in the context of the 4th industrial revolution in Vietnam.

In the 4th industrial revolution, Vietnamese human resources must know how to synthesize information, give opinions and solve problems by themselves effectively, which is extremely attractive to employers. In order for each position to be assigned, the leader can trust and completely assign work towards a business model that liberates the leader, liberates human labor, and applies technology and science to the business. production, contributing to improving labor productivity, improving the quality and qualifications of Vietnamese human resources in the current period.

2.2. Ability to analyze multi-dimensional information and communication skills, build and develop a working culture of the international community

The ability to analyze multidimensional information is a skill very few Vietnamese workers possess. Working in the 4th technology platform, everything has been programmed, using cloud computing technology, big data in all situations and labor jobs, including finding customers. In order for robots and software to support, replace workers in manufacturing products, find potential customers, Vietnamese human resources in the 4th industrial revolution need to have multi-dimensional thinking to analyze customer's need, thereby providing appropriate approach strategies and programming for robots and management and implementation software.

Vietnamese human resources possessing skills such as communication skills, building and developing a working culture in the international community are usually positive thinkers, good diplomats, extroverts and confident communicators. Although working in the 4th technology platform, it is still necessary to have Vietnamese human resources, especially managers, to encourage and motivate colleagues in building and developing a community labor culture nationwide or around the world. motivation to work effectively.

Teamwork skills are extremely necessary skills for Vietnamese human resources working in the 4th technology platform. Technology is constantly changing, so sharing and listening helps each employee learn a lot of new knowledge every day. In each group, the activities of decentralization, delegation, and decentralization take place continuously and each person needs to do his or her best work so as not to affect the group's results.

Leadership skills, mastering zoom are essential skills from owners, managers, and employees. Due to working in the technology era, there is a dispersion of personnel around the world, so the boss must lead the

company meeting, the head of the department leads the meeting, and the employee does the sales livestream. Multi-dimensional cooperation capacity: Working in the 4th technology era, what investors are interested in is data, bigdata. In order for the Vietnamese community to have a large number of human resources, it is necessary to know how to cooperate in cross-selling and multi-dimensional to increase resonance value and give gifts to customers.

2.3. Negotiation skills to master emotions based on the 4th technology

Applying information technology, business and sales to help create sudden sales is something that any business is particularly interested in. To install sales robots and manage business software, it is necessary to have Vietnamese human resources with skills and good labor capacity to control machines, equipment, software, robots and must have The ability to negotiate emotionally so that partners such as employers, managers, and consumers can easily cooperate in production, business, purchase and sale in the fastest time. Technology platform 4.0 is what everyone hears, it's a robot, so it's important to know for sure that the emotional pitfalls: Vietnamese human resources themselves, money, love, and reputation to install for customer care robots and offer to sell. For businesses on the 4th technology platform, they should also know the emotional acuity to choose more effective business products.

Vietnamese human resources have to have skills in human resource management on the basis of the 4th industrial revolution. After all, the effectiveness of the management and use of Vietnamese human resources in the 4th industrial revolution depends much on human resource management and human and labor management in the working process. In Vietnam, human resource management working on the 4th technology platform is the ability to motivate, guide and develop the skills of colleagues as well as select the most suitable person for each job in the team.

2.4. Creative abilities and skills

Creativity is the ability to associate and combine old results to create new plans and goals. In the competitive market, novelty is what every business desires to make their products attractive and unique in the eyes of consumers, so that they can be automatically sent to a series of robots just by putting them in the robot. Customers and still get results

Vietnamese human resources have to have ability to work independently and balance and adapt. The importance of independent working skills is great, it is an accurate assessment of your capacity and ability. When Vietnamese human resources have strong and proactive skills to work alone, you will now understand your worth and solve problems by yourself quickly and

effectively. The power of humans and robots in work is not equal. Robots don't rest, only humans rest. So when working, you have to know how to balance health and happiness to have a suitable working time, avoid being caught up in work, forgetting to eat and sleep and forget to take care of your health, which affects labor results.

The ability to evaluate and make decisions is the ability to logically analyze the information received, from which to take reasonable, decisive action to solve the problem. Many young people possess logical analysis skills but lack the determination and dare to make decisions in a short time. Skills are something that employers can practice, but qualities such as decisiveness and assertiveness are more difficult to forge, so Vietnamese human resources need to practice these skills in order to be sought and recruited.

3. Some proposals to improve working skills for Vietnamese human resources in the context of the 4th industrial revolution

First, strengthen training, training and supplementing skills in applying information technology, science and technology in the actual working process at production and business places for Vietnamese human resources.

In the context of the 4th industrial revolution in Vietnam today, when production, commerce and application management are information technology and the Internet of Things (IoT), not only helps people communicate with each other, but also people communicating with machines, people communicating with objects and objects communicating with each other in daily life, communication and work. With these new changes, there are requirements for the Vietnamese labor market, for business managers, and for human resource managers, it is necessary to support, train and develop their human resources so that they can take an active part in this industrial revolution orientations with schools to train high-quality human resources with skills in information technology application, scientific and technological advances, encourage employees in the process of training and fostering proactively, actively update timely and apply the world's latest scientific and technical advances to life to have competitive job opportunities. At the same time, it opens the door to enter the globalization playground of the highly industrialized labor process, integrating in the current 4th industrial revolution in Vietnam.

Second, it is necessary to strengthen training and supplement good foreign language skills for Vietnamese human resources. Foreign languages (English) are the key to success and expand career opportunities for Vietnamese human resources in the international labor market. Improving foreign language skills is a necessary requirement. The ability to use foreign languages will create opportunities for

Vietnamese human resources to access foreign information and documents, and to communicate with international friends in performing and solving jobs that in the future must be ensured.

Third, encourage Vietnamese human resources to participate in working experience while still receiving initial training and training in order to supplement practical work experience - the secret to impressing employers. In fact, many businesses often ask to recruit experienced candidates, so many Vietnamese workers often do not meet the requirements of employers in the market. In order for Vietnamese human resources to be more dynamic and keep pace with work in both the domestic and international labor markets, the state, educational and training institutions, businesses and organizations need to encourage human resources who work and supplement learning to coordinate and work, while training and training competencies and skills to meet requirements in the working process associated with the 4th industrial revolution in Vietnam.

Fourth, deploy a project of high-tech jobs for Vietnamese human resources on the basis of the 4th technology. Building a labor, production and employment model on the basis of the 4th technology for Vietnam's human resources to aim human resources have theoretical conditions to approach the concept and characteristics of the 4th industrial revolution. From there, build a model for professional practice, application of new technologies in labor, production, and work in enterprises in the labor market in Vietnam as well as in the international labor market.

4. CONCLUSION

The 4th industrial revolution brings not only great opportunities but also accompanying challenges. In the future, when applying the 4th technology platform, many robots and technology software will replace humans and the risk of unemployment will increase, possibly several million people without jobs. In Taiwan, Japan, Korea, Germany, Switzerland, USA, ... and even in Vietnam, robots have been used in production, business, sales and many other fields of labor. This is also a big challenge for the process of managing and using human resources in Vietnam in the context of the 4th industrial revolution with the immediate period (the years 2025 - 2030) so that employees can have sufficient capacity. To work in the 4th industrial working environment to the 2060s, it is imperative that human resources in general and Vietnamese human resources be equipped with skills and capacities for innovation, creativity and adaptability. other soft skills and competencies in order to adapt to the great changes, both positive and negative, brought about in the process of labor and production associated with the 4th industrial revolution in Vietnam.

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