

HO CHI MINH NATIONAL ACADEMY OF POLITICS

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**THE ISSUE OF DEVELOPING PERSONAL CAPACITY
OF VIETNAMESE PEOPLE IN THE CONTEXT
OF INTERNATIONAL INTEGRATION NOWADAYS**

SUMMARY OF DOCTORAL THESIS

**FIELD OF STUDY: DIALECTICAL MATERIALISM AND
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INTRODUCTION

1. The necessity of the thesis

Human is the subject of various scientific disciplines, including philosophy. Human study becomes increasingly important, since human is the subject of all creativity of material and spiritual value and is central to the development strategies of each country and nation.

In Vietnam, the Party and State have always regarded people as the center of all socio-economic policies. In the socio-economic development strategy, human resources are considered decisive in comparison with other resources. Human resources are both the means and the goal of development. Therefore, the issue of training, fostering and improving the quality of human resources, including the development of individual personal capacity, is an important issue, not only to meet the requirements of the market economy development towards a socialist orientation, international integration, but also the basis and conditions to ensure the sustainable development of the country.

In the context of international integration we have many new opportunities, but there are also many challenges and new requirements for human development. International integration makes the Vietnamese economy dynamic but also makes the labor market very internationalized; the expertise of the workers is also raised; the complexity and requirements of the work are higher; the level of competition in the labor market is more intense, the working environment is more severe; The social environment is becoming increasingly complex, requiring the individual capacity of Vietnamese people to be developed. That requires each individual person of Vietnam must have the capacity to meet all the requirements. It is not only intellectual capacity, professional capacity, but also the capacity of thinking, adaptive capacity, creative capacity, self-learning capacity, capacity to integrate in multicultural communities, etc. Therefore, today, comprehensive human development also means paying close attention to the full development of the capacity of individual human beings. The development of individual capacity in Vietnam nowadays must meet the requirements of the modern era in accordance with the orientation of social values and the practical ability of the Vietnamese people.

The tremendous transformation of the science and technology revolution, of the knowledge economy, together with the positive changes of the market economy, of international integration and globalization has strongly shifted the socio-economic conditions, bringing the transformation in the capacity of individual people in Vietnam both positively and negatively. With the increasing demand of international integration, the capacity of individual Vietnamese people is still inadequate and unresponsive. This calls for the development of a comprehensive Vietnamese people, including the full development of the

individual capacity of Vietnamese people to meet the requirements of international integration.

In addition, in our country today, the concept of personal capacity development is often understood in the narrow scope of professional development and the innate capacities. Some of the capacities, such as adaptive capacity, capacity to work and integrate in multicultural communities, creative capacity, are rarely mentioned. Therefore, the development of individual capacity of Vietnamese people has not been properly focused. This calls for a theoretical study of personal capacity development, the role of these individual capacities under the situation of integration in order to have appropriate development solutions. For the above reasons, the study "The problem of developing individual capacity of Vietnamese people in the context of international integration nowadays" is a matter of theoretical and practical significance.

2. Research purposes and research tasks

- Research purposes

On the basis of clarifying the theory of personal capacity development of Vietnamese people and analyzing the present situation of individual capacity development of Vietnamese people, to propose some key viewpoints and solutions to develop individual human capacity of Vietnamese people to meet the requirements of international integration.

- Research tasks

In order to accomplish the above objectives, the thesis will address the following tasks:

- Overview of typical scientific works related to the development of individual human capacity of Vietnamese people in the context of international integration.

- Analyzing some theoretical issues on personal capacity development; the essence of the development of individual human capacity in Vietnam; the requirements of international integration for the development of individual capacity of Vietnamese people.

- Analyzing the current status of individual capacity development of Vietnamese people and highlighting some problems raised by this situation.

- To propose some basic viewpoints and solutions for the development of individual human capacity of Vietnamese people to meet the requirements of international integration nowadays.

3. Research subjects and scope of research

- Subjects of research: Researching the development of individual capacity of Vietnamese people in general. When examining individual abilities, the thesis limits targeted individuals as adults and those of working ages (aged 15 and above) and even those who have exceeded the working age but are still healthy and energetic to contribute to society.

Under the thesis, only the development of specific capacities in accordance with the requirements of international integration is concerned. (Development of cognitive ability group of which the expression focus is on intellectual capacity in the context of international integration, development of practical capacity group demonstrates clearly in the development of working capacity and living capacity development in the conditions of international integration).

- Scope of research: Individual human capacity of Vietnamese people in the context of international integration. About time: from the beginning of the renovation in 1986, especially since Vietnam joined WTO in 2007.

4. Theoretical bases and research methodology

- Theoretical bases: the thesis based on the theories of Marxism-Leninism, Ho Chi Minh's ideology, guidelines and policies of the Party and legal policies of the Vietnamese State on human and human development. The subject acquires, inherits selectively the scientific values of published research works related to the content of the topic.

- Methodology: using the methodology of dialectical materialism and historical materialism; Combined with the methods: analysis and synthesis, inductive and interpreting, contrasting, comparison... to achieve the objectives and tasks set out.

5. New contributions of the thesis

- Contributing to the clarification of basic concepts such as individual capacity, personal capacity development, impacts and requirements of international integration for the development of individual human capacity of Vietnamese people.

- The analysis shows the positive aspects and issues that need to be addressed in developing the individual human capacity of Vietnamese people to meet the requirements of international integration in the recent period.

- Proposing a number of viewpoints and solutions that are feasible and practical to develop the individual capability of the Vietnamese people to meet the requirements of international integration.

6. Theoretical and practical meanings of the topic

- Theoretically, to a certain extent, the topic can be used as a reference for researching and teaching a number of philosophical topics on human and human development; At the same time, being a methodological basis for the in-depth study of human capacity.

- In terms of practicality, the topic can also be used as a reference for the development and planning of human development strategies, human resources development in Vietnam in general and in provinces and cities in particular.

7. Structure of the thesis

In addition to the introduction, the list of works published by the author related to the thesis topic and reference list, the thesis consists of 4 chapters, 10 sections.

Chapter 1

OVERVIEW OF THE RESEARCH SITUATION RELATING TO THE THESIS

1.1. RESEARCHES IN RELATION TO THE THEORETICAL PROBLEMS ON DEVELOPMENT OF PERSONAL HUMAN CAPACITY OF VIETNAMESE PEOPLE

1.1.1. Works related to capacity, individual capacity, personal capacity development and the essence of personal capacity development of Vietnamese people

So far, many domestic and foreign projects have been researching about capacity. At each angle, the concept of competence, capacity development is approached in various dimensions from psychology, sociology, economics, education...

For foreign studies, the concept of competence and capacity development was interpreted by researchers in different perspectives. Amartya Sen is the first person to introduce the Capability Approach in many of his writings, such as: "Equality of what?" (1980), "The Standard of Living" (1987), "Development as Freedom" (1999),...; United Nations Development Program (UNDP) with "Capacity development practice note" (2008); Author Joe Bolger with "Capacity Development: Why, What and How?" (2000); Charles Lusthaus, Marie-Hélène Adrien, Mark Perstinger for "Capacity development: definitions, issues and implications for planning, monitoring and evaluation" (1999);... In general, there are many studies by foreign scholars mentioning the issue of capacity and capacity development. These studies, however, focus primarily on capacity and capacity development for organizations, collectives, or the shared concept of competence and capacity development for both individuals and organizations. The number of works with study about individual capacity and personal capacity development remains modest.

For domestic researches, capacity and capacity development are also considered from a variety of perspectives, with many research papers, books, journals, research topics, theses and dissertations. From a psychological perspective, we can mention Pham Minh Hac with the book "Some Psychological Problems" (1992); The author Nguyen Ngoc Bich in "Personality Psychology - Some Theoretical Issues" (1998)... From an educational perspective, Bui Thi Huong can be referred to with the article "Stimulating learners' thinking"(2007); Nguyen Van Tuan with the specialized topic of teaching materials on "Learning materials on the teaching methods towards integration direction" (2010)... From the perspective of philosophy, capacity,

capacity development is considered as an aspect, an element in human development; an element that constitutes the quality or personality of human. For example, the author Ho Si Quy with "Human and Human Development" (2007)... In addition, there are many research projects on the development of different types of capacity such as intelligence capacity, capacity of thinking, creative capacity, leadership capacity, management, business capacity, capacity to summarize reality... for different subjects such as management team, team officers, students, trainees... There may be some articles such as: "Philosophy and human thinking capacity in the global era" (2007) by Luong Dinh Hai; "Strengthening the Capacity for Practical Review of the Key Leaders of the Red River Delta Province" (2007) by Tran Van Phong; Le Quy Trinh with "Developing Young Officers' Intelligence in the People's Army of Vietnam" (2002); The author Hoang Thuc Lan's book "Developing Dialectical Thinking Skills for Vietnamese Students" (2014)...

It can be said that there have been a lot of works on the concept of capacity and capacity development at home and abroad, with many different aspects of research. These works have provided the thesis author with the most general theoretical basis for the concept of competence and capacity development. However, these concepts are mainly taken into consideration from the perspective of psychology, education, the number of research projects related to capacity and capacity development from a philosophical point of view is mainly researching a specific capacity for a particular object. The study of individual human capacity development is the most general manner in terms of contents such as concepts of individual capacity and individual capacity development, the nature of personal capacity development, especially the study of human individual development of Vietnamese people theoretically, from a philosophical point of view is still a gap that needs further study.

1.1.2. Works related to international integration, implications and requirements of international integration for the development of individual human capacity of Vietnamese people

So far, there have been a lot of researches on international integration. However, the thesis only considers documents related to international integration with the implications and requirements of international integration for human development, especially the development of individual human capacity. Some of the typical works are: Nguyen Van De's article "Qualifications- capacity requirements for teacheres in the integration education space" (2009); "The Positive Politics of Vietnamese Citizens in the Trend of International Integration" (2013) by Nguyen Thi Kim Hoa; "Education, training with the development of the Vietnamese people in the current international

integration period" (2013) by Bui Thi Phuong Thuy; "Some requirements for Vietnamese human resources in the process of industrialization, modernization and integration of Asean 2015 "(2014) by Le Truong Giang, Ngo Van Nam and Dang Thin Hung; These are the references for the author in the study and explanation of international integration, the implications and requirements of international integration for the development of individual human capacity.

Through the survey, it can be seen that there have been a number of works addressing the impacts and requirements of international integration for human development in Vietnam or the development of individual human capacity in Vietnam in some certain aspects and areas. So far, the number of projects related to the impacts and requirements of international integration for the development of individual human capacity in Vietnam is still limited.

1.2. RESEARCH ON PATTERNS AND SOME ISSUES IN THE DEVELOPMENT OF PERSONALITY OF VIETNAMESE HUMAN PERSONNEL IN THE CONDITIONS OF INTERNATIONAL INTEGRATION INTRODUCTION

So far, there have been studies in the context of the development of individual human capacity in Viet Nam, but most of them are addressed in human development projects in Vietnam, or about the human resources of Vietnam. The number of projects related to the development of human capacity in Vietnam today only refers to the development of certain capacities for some specific subjects. For example, the capacity of journalists, civil servants, students..., of which can be mentioned are: "Improving the capacity and quality of journalists in the period of industrialization, modernization "(2002) of Ha Dang; "Standards of civil servants and capacity issues in the continuation of civil service reform" (2009) by Tran Anh Tuan; "The requirements of employers for basic skills in view of graduates of social sciences and humanities" (2015) by Nguyen Thi Lan and Mai Linh.

Talking about the development of human capacity in Vietnam in a number of capacities in the study of human resources can include: "Building and promoting the intellectual resources of Vietnam to serve the cause of recovery of the country" (2010) by Nguyen Van Khanh; "Developing human resources to meet the requirements of industrialization, modernization and international integration" (2012) by Vu Van Phuc and Nguyen Duy Hung; "High Quality Workforce in Vietnam: Basic Restrictions" (2015) by Nguyen Ba Ngoc and Dang Do Quyen; "Labor productivity in Vietnam - from the perspective of labor structure and skills" (by 2014) by Nguyen Ba Ngoc and Pham Minh Thu. In addition, GSO survey data such as " Labor Force Survey and Employment Report" in 2014, 2015, Q4 2016; "Statistical Yearbook" in

2014 and 2015; "Vietnam Labor Market Update", No.8, Q4 2015 by the Ministry of Labor, Invalids and Social Affairs and the General Statistics Office; or, "ILO Newsletter" No. 9, September 2014 by the Vietnam ILO Office (International Labor Organization);... provided important data and overview for the author of the development of intellectual capacity, capacity of work, capacity of creative thinking... of the Vietnamese people today.

Thereby, it can be seen that the number of works related to the current situation and the issues raised for the development of individual human capacity in Vietnam, especially in conditions of international integration is quite modest, are mentioned in various research works. Therefore, the issue of the development of human capacity in Vietnam in international integration is a new issue. There is not yet a single project that provides a holistic view of issues related to the current situation and the issues facing the development of individual human capacity in Vietnam in the context of international integration. However, these studies, in a certain sense, have provided the thesis author with concrete bases and data, as well as suggesting an approach to interpreting interrelated problems. It is about the development of individual human capacity in Vietnam. Many works, many studies are not new, but also help the author of the thesis has more overall view to get the right evaluation of the research problem.

1.3. RESEARCHES ON VIEWPOINTS AND MAJOR SOLUTIONS TO DEVELOP PERSONAL CAPACITY OF VIETNAMESE PEOPLE IN THE CURRENT INTEGRATION CONDITIONS

Through the overview of the works, it can be seen that there have been studies relating to and mentioning the main viewpoints and solutions for developing certain capacities for Vietnamese people from different perspectives. Some of these works include: "Promoting creativity, building a national innovation system to integrate into the global development of knowledge economy" (2006) by Dang Huu; "Stimulate the thinking ability of learners" (2007) by Bui Thi Huong; "Standards of civil servants and capacity issues in the continuation of civil service reform" (2009) by Tran Anh Tuan; "High Quality Workforce in Viet Nam: Basic Restrictions" (2015) by Nguyen Ba Ngoc and Dang Do Quyen; "Some solutions to improve the quality of human resources in Vietnam in order to better meet the requirements of the labor market when integrating AEC" by Le Thu Huyen and Nguyen Thi Hong Hanh... In addition, in some other projects, ideas and solutions are also proposed to build the Vietnamese people to meet the requirements of industrialization, modernization and international integration today, to develop the modern Vietnamese people in a comprehensive way... These are the

orientating viewpoints and solutions that are quite specific, suggesting the author of the thesis some ideas in proposing a system of solutions suitable for the problem of the thesis.

It can be said that none of the above-mentioned studies has proposed a comprehensive system of views and solutions to develop the individual capability of the Vietnamese people in the context of international integration. However, from the sandy slabs and different angles, some of these projects have given some specific views and solutions to develop the individual capacity of the Vietnamese people in specific capacities. This is a suggestion for the author of the thesis to build a system of a number of views and solutions on the development of individual human capacity in Vietnam in the context of international integration today.

1.4. THE VALUES OF THE OVERVIEWED RESEARCHES AND ISSUES NEED FURTHER STUDYING AND CLARIFYING

The values of the overviewed research works in terms of the approach of the thesis

The above-mentioned research works have values which can be consulted and inherited in the course of study by the author:

Firstly, the researches have shed light on many aspects of the concept of human beings and individuals; concept of human development, personal development; concept of competence, capacity development... In these works, most authors analyzed the requirements and importance of human development; or the development of the capacity of specific individuals, on some specific human capacity; provided some ideas about international integration and the necessity and impacts of international integration on socio-economic life as well as human... Those research results more or less provide the author the theoretical basis on human and human development, the integral development of individual human beings; on the development of specific capacities for individual human beings; on the concept of international integration and the impact of international integration on the development of individual human capacity of Vietnamese people. Through this, the author has grounds to argue the theoretical issues in the subject, especially on the comprehensive development of individual human capacity.

Secondly, through the above studies, the authors analyzed the situation, pointing out the positive and negative aspects of human development and personal development; or develop human capacity in each specific capacity (eg, creative capacity, organizational capacity, adaptive capacity, thinking capacity, etc.), to specific audiences such as pupils, students, management leaders...). At the same time, pointing out some of the issues and underlying causes of

limitations and weaknesses in human development and development of specific capacities for Vietnamese people in some areas in the process of innovation, to meet the requirements of globalization and international integration.

Thus, the thesis author can inherit to a certain degree the analysis of the real situation of the development of specific capacities for specific objects of the Vietnamese people. Based on that, the thesis author has some bases to analyze and generalize the reality of the development of individual human capacity of Vietnam in general in the context of international integration.

Thirdly, research works have also initially clarified the views of the Party and State on the building and development of the Vietnamese people or the development of specific human capacities. From that point of view, a number of basic ideas and solutions have been developed to develop people or to develop specific capacities for specific objects in order to meet the requirements of industrialization, modernization, globalization, international integration. These are the basics for dissertation topics, to find the specific views and solutions, suitable for the problem that the thesis need to solve.

In addition to the scientific values of the above-mentioned works on the dissertation topic, in terms of research of thesis topics, there are some issues that the dissertation should continue to study and clarify.

Some issues that the thesis should continue to study and clarify.

The research results of these scientific works are valuable and suggestive, suggesting the author of the thesis a number of scientific issues that need to be studied and clarified under current conditions. A number of works have contributed to the dissertation scientific bases to generalize, apply, study and interpret the problems to be solved in the thesis topic. However, the problem of developing the individual capacity of Vietnamese people in the period of international integration from a systematic perspective is still a gap that needs further studying. The research topic of the thesis will focus on solving the following issues:

Firstly, the study clarifies the theoretical aspects of competence, the development of individual human capacity of Vietnamese people and some theoretical issues of international integration. In particular, pointing out the implications and requirements of international integration for the development of individual human capacity in Viet Nam.

Secondly, the study clarifies the practical aspects of the development of individual human capacity of Vietnamese people in the context of international integration. This means analyzing the situation, pointing out the achievements and limitations in developing the individual capacity of the Vietnamese people in the context of international integration in recent years. From there, pointing

out the causes of the constraints and some of the problems posed by this situation.

Thirdly, proposing a number of perspectives and groups of basic solutions that are practical, feasible and suitable to Vietnam's conditions in order to develop the capability of the Vietnamese individual to meet the requirements of international integration.

These are practical and urgent issues that need to be further researched and to work out the right solutions to develop the individual capability of the Vietnamese people to meet the requirements of international integration - an urgent need from the real situation of the country. Implementing the thesis topic is to contribute to the above task.

Chapter 2

DEVELOPMENT OF PERSONAL CAPACITY OF VIETNAMESE PEOPLE UNDER INTERNATIONAL INTEGRATION CONDITIONS - SOME THEORETICAL ISSUES

2.1. DEVELOPMENT OF PERSONAL CAPACITY OF VIETNAMESE PEOPLE - CONCEPTS, NATURE AND IMPACTING FACTORS

2.1.1. Definition of personal capacity

To understand the concept of individual capacity, it is first of all necessary to understand the concept of capacity. Inheriting the rationality of previous views, according to the author, capacity is the aggregation of the individual attributes of the subject that make up the ability to meet the requirements of the activity and ensure that the activity can achieve the optimal results.

The ability to bear personal remark is very clear, showing the subjectivity in action, formed according to the rules of personality formation and development. Therefore, capacity is one of the factors that assesses the differences between an individual and another, relative to the performance of a particular activity, rather than any general differences. Capacity is always linked to a particular activity and the result of that activity is the basis for assessing the individual's capacity in the activity. It can be understood that, personal ability is the synthesis of personal attributes, which are relatively stable, of the individual, forming the ability to meet certain operational requirements, ensuring the operation to achieve the optimal outcome.

Depending on the research angle, the capacity is divided into different categories. Each way of division is rational and relativistic depending on the angle of access. On the basis of Marxism-Leninism philosophy, derived from two basic areas of human activity, namely cognitive activity and practical

activity, we consider human capacity under two aspects: cognitive ability group and practical capacity group. The group of cognitive abilities manifests itself in intellectual capacity. The group of practical activities demonstrates clearly in their ability to work and live.

2.1.2. The nature of personal capacity development and personal capacity development of Vietnamese people.

Adhering to the concepts of capacity development and individual capacity development, it is possible to understand and develop personal capacity that is the process of building, equipping, improving, maintaining and promoting one or more the ability of each individual to meet the requirements of the activity and to ensure that individuals achieve high performance in one or more specific activities. However, personal capacity development here is not a development of capacity from the beginning, from nothing but the development of competence on the basis of the available human qualities. Therefore, the subject of personal capacity development is not only external factors (Party organizations, unions, the state, schools, families...) but also endogenous factors from within - Each individual as an active, creative subject. In this process, individuals developing their own capacity is the most important. In summary, in our view, developing individual human capacity is an positive, active, creative process of the subject that transforms in terms of the qualities of the capacities, making the capacity of each individual shift from low level to a higher level, from being inappropriate to being suitable for the practical requirements to help each individual achieve the best results in his or her activities.

Although being the natural capacity of human, in each specific age, the development requirements of each group of capacity is not the same. Each era requires new requirements, requiring human competence to be constantly cultivated, complemented and perfected to meet. In Vietnam today, the development of individual human capacity of Vietnamese people is the development of Vietnamese human capacities to meet the needs of the real economy in key areas such as cognitive and practical operating capacity:

(1) Developing the individual human capacity of Vietnam from the perspective of cognitive ability (which is a group of abilities based on human knowledge and thinking) is to increase the ability of Vietnamese people in finding, exploring, accumulating knowledge and using knowledge to solve the tasks set out by life, ensuring the high quality and efficiency of human activities. This capacity group includes: knowledge, thinking methods, creative capacity, independent thinking capacity, information processing capacity.

(2) Developing the human capacity of the Vietnamese people from the perspective of practical capacity (ie capacity group based on skills, tricks, application and performance of human) is enhancing the ability to work of the

people of Vietnam, ensuring their work to achieve the highest quality and efficiency (also known as work capacity development). At the same time, enhancing the ability to have adaptive and positive behaviors that help individuals deal effectively with the demands and challenges of everyday life (also known as living capacity development). This capacity group includes: professional qualification, application capacity, work capacity, teamwork capacity, life skills, communication capacity, adaptive capacity, integration capacity..

There are many ways to develop the individual capacity of the Vietnamese people. It is developed through education, training (through school, society, family) and through self-education (self-learning, self-development, self-training), etc.

2.1.3. Basic factors affecting the development of individual human capacity of Vietnamese people

Firstly, the innate factor, the biological quality. It can be said, innate factors, biological qualities are the natural conditions, the premise of personal capacity. Congenital factors, biological characteristics are individual characteristics of the anatomy, structure and activity of the central nervous system of each person. There is no equal in terms of substance, biological factor in each person, and therefore, the difference in capacity of each person. For the Vietnamese people today, the identification of innate and biological factors has a positive and negative impact on the development of individual human capacity in Vietnam; At the same time, determining the nature, innate factors of each person is different to have the appropriate solution to develop talent, personal aptitude is essential.

Secondly, socio-economic conditions and human living environment. The development of individual capacities depends on living conditions, on the development of the economy based on the mode of production and on the material living conditions of the society. When the economy develops, modern science and technology, living conditions of the people are ensured, the conditions of technical infrastructure are invested, people have conditions to study, research, to improve the level and develop capacity for themselves. On the contrary, an underdeveloped economy, with poor production, outdated production relations, poor human life, lack of facilities, poor learning conditions... will restrict the development of human capacity. On the other hand, along with the emergence of new ways of material and spiritual life in society, the needs for human capacity development also arise, requiring human beings to have corresponding capacities, being suitable to meet the development level of science and technology of production...

Thirdly, lifestyle, style of thinking, traditional human characteristics. At each historical stage, people have certain characteristics of quality, social

psychology, etc. However, the biological and social inheritance of human has helped human beings to form the general characteristics of quality, social psychology for people in each nation, each era. These characteristics are stable and inherited from one life to another. For different individuals, the level of influence of these qualities and psychosocial factors on individual capacity development is not the same. But, to a certain extent, those factors have a certain impact on the individual's personal development.

Fourthly, education, training. Education and training outlined the direction for the formation and development of human capacity through the education and training goals of the family, school and society. In other words, the goals of education and training can determine the development trend and influence the trend in personal capacity development. Education and training can bring about what the innate, genetic, or natural environment does not bring. Education and training can maximize the strengths of other factors that drive the development of human capacity such as quality, living environment, social conditions; It can "shape" its energies and make it develop in the direction of society's desire; The content of education and training determines the scale and quality of the knowledge system, knowledge and skills that people are equipped with, thereby forming and developing cognitive methods to improve the level of awareness, the level of thinking, the development of individual capacities on the basis of innate qualities. At the same time, it also helps to shape, build and train new capabilities for people to adapt to new conditions and circumstances. It can be said that education and training is the organization of individual and social activities in order to "develop aptitude and provide knowledge, skills and tricks for human development".

Fifthly, self-education, self-discipline and personal activity in developing the capacity for oneself. It can be said that the positivity and activity of each individual has a decisive role in the development of individual human capacity. The factors (natural innate factors, socio-economic conditions, living environment, education, training, lifestyle, traditional human thinking...) have impacts significantly or slightly, rapidly or slowly, on the development of personal capacity is dependent on the activeness of the subject.

2.2. INTERNATIONAL INTEGRATION, ITS IMPACTS AND REQUIREMENTS FOR PERSONAL CAPACITY DEVELOPMENT OF VIETNAMESE PEOPLE

2.2.1. International integration and the need to develop the individual human capacity of Vietnamese people in the context of international integration

2.2.1.1. International integration

International integration is the process by which countries strengthen cohesive and cooperative activities based on sharing of benefits, goals, values,

resources, technology, and compliance with the general rules of the game within the framework of international institutions or organizations.

With the globalization process, international integration is becoming an objective trend of all nations, taking place increasingly widely in many fields of life, from economics, politics and culture to social problems.

2.2.1.2. The need to develop the individual capacity of the Vietnamese people in the context of international integration

Firstly, the development of individual human capacity in the context of international integration is objectively demanding, based on certain theories. That is based on the two basic principles of materialist dialectics: the principle of universal connection and the principle of development.

Secondly, the need to develop the individual capacity of the Vietnamese people in the context of international integration also arises from the position and role of human capacity in practical activities.

Thirdly, the need to develop the individual capacity of the Vietnamese people in the context of international integration also arises from its practical basis. This is to develop the individual capacity of the Vietnamese people to meet the objective requirements of international integration are set.

Fourthly, the need to develop the individual capacity of the Vietnamese people in the context of international integration also arises from the fact that the individual capacity of the Vietnamese people is still limited, not meeting the requirements. asked of international integration.

2.2.2. Impact of international integration on the development of individual human capacity in Vietnam

International integration has a positive impact on the development of individual human capacity of Vietnamese people. Firstly, international integration creates conditions for each Vietnamese individual to have the opportunity to study, improve his / her knowledge, stimulate the exploration, creativity and cognitive development. Secondly, international integration opens to the individual Vietnamese people new opportunities and conditions for developing their practical capabilities.

However, besides the positive effects, international integration also has a negative impact on the development of individual human capacity in Vietnam. Firstly, international integration widens the gap between the rich and the poor, leaving some vulnerable Vietnamese individuals with little opportunity to learn and develop their cognitive abilities. Secondly, the downside of international integration (increasing unemployment, bankruptcy, "brain drain", increasing the risk of loss of national identity, cultural values can be

eroded by the "aggression" of foreign culture, etc.), making the development of the operational capacity of some Vietnamese individuals difficult, inadequate and cannot respond to the rapid changes of reality.

2.2.3. The requirements of international integration for the development of individual human capacity of Vietnamese people

It can be affirmed that the development of the individual capacity of the Vietnamese people in the context of integration is also the development and improvement of appropriate capacities that can meet the requirements of the integration. However, within the framework of the thesis, the author would only limit the consideration of the development of individual human capacity in Vietnam on some certain specific capacities, in accordance with the requirements of integration conditions:

First of all, the requirement of today's international integration conditions that requires the development of cognitive abilities for Vietnamese people is to increase the viability of the Vietnamese human intellect on the abilities of mental abilities knowledge; method of thinking; creative capacity; capacity for independent thinking; capacity to receive and process information; flexible application capacity; self-study ability, self-training, self-education to develop their own intellect... ensuring the human activities of high quality and efficiency to meet the requirements of integration conditions.

Secondly, the requirements of international integration conditions now require the development of practical capabilities for Vietnamese people, to improve the ability to work of the Vietnamese people, enhancing the adaptive and positive behavior, on capacities such as: professional qualification; application capacity; foreign language competence; specialized and high-tech processing capabilities of the integration process; team-working skills to to interact, negotiate, successfully resolve conflicts in the industrial, multinational, multi-lingual, multi-cultural working environment and technical competencies... (also known as working capacity development). At the same time, developing life skills; Ability to respond, handle sensitive and flexible situations to be able to adapt well to real integration practice; communication capacity; adaptive capacity; capacity for cooperation, capacity to integrate into multicultural communities, capacity to protect themselves, capacity to manage time... (also known as development of living capacity). As a result, individuals are able to effectively address the demands and challenges of everyday life, ensuring that their work is of the highest quality and efficiency that meets the ever-increasing demands of the integration conditions.

Chapter 3

DEVELOPMENT OF PERSONAL CAPACITY OF VIETNAMESE PEOPLE UNDER THE CONDITIONS OF INTERNATIONAL INTEGRATION - ACTUAL SITUATION AND ISSUES SET OUT

3.1. ACTUAL SITUATION OF THE DEVELOPMENT OF VIETNAMESE PEOPLE'S PERSONAL CAPACITY IN THE INTERNATIONAL INTEGRATION CONDITIONS IN RECENT PERIOD

3.1.1. A number of achievements have been made in developing the individual capacity of the Vietnamese people in the context of international integration

Firstly, some achievements in the development of cognitive abilities of Vietnamese people in the context of integration together with the development of knowledge economy and the revolution in science and technology.

In Vietnam, it is well aware of the role of developing individual cognitive abilities as well as the role and position of education and training in developing cognitive abilities of individual people, intellectuals, human resources training, fostering talents for the country, the Party and State have set out the right policies, guidelines and directions; education and training with efforts to innovate content, programs, methods, development of international cooperation on education... to suit the reality has brought some certain results. Thus, the quality of education - an important factor for developing cognitive abilities at all levels and, and the level of education has improved. Thus, after more than 30 years of innovation and especially in recent years, the development of cognitive abilities of individual Vietnamese people that manifested in such factors as intellectual ability, cognitive level, the capacity of thinking and creative capacity of individual Vietnamese people has made remarkable progress. The cognitive ability expressed in the level of thinking, the thinking method - the thinking manipulation skills in the practical activities of individual Vietnamese people is also developed more than the previous period. The creative capacity of many Vietnamese individuals is progressing and encouraging development in the context of integration.

Secondly, some achievements in developing the practical capacity of individual Vietnamese people in the competitive, specialized, highly technological, multi-lingual, multi-cultural environment of the integration conditions.

Over the past years, thanks to the innovation in terms of contents, programs and methods of education in the direction of modern, more practical; the cooperation in technology transfer, international cooperation in vocational training, etc., has made the working capacity, which is expressed in the professional competencies, professional skills, application capacity, job performance capacity, teamwork capacity, etc., of the individual Vietnamese been developed more than in the past, partly meeting the requirements of international integration.

In the context of international integration, individual Vietnamese people, especially young individuals, now have a great advantage in gaining access to, learning from experiences, knowledge and modern education methods in the world (through school education, through internet learning...). Some young individuals, especially young people in large cities, have been taught life skills, soft skills such as cooperative skills, communication, behavior, etc. Some individuals even put effort into raising the capacity of living for themselves by self-learning and self-training efforts through the process of their own practical activities in the context of integration, competition, specialization, high technology, multicultural. As a result, the viability of individual Vietnamese people is reflected in the ability to adapt, integrate, the ability to express the subjectivity, skills and spirit... has changed in a positive and active direction, in accordance with the practice.

3.1.2. Some limitations of the development of individual human capacity in Vietnam in the context of international integration in the past period

Firstly, the development of cognitive abilities of individual Vietnamese people has certain shortcomings, not yet meet the increasing and fast changing requirements of international integration.

Although there have been many efforts in innovation, our education and training work still has many limitations that affect the quality of education, including the education of individual Vietnamese. So, over the years, the human mind of Vietnam has developed, but not in all individuals and quality is not high; Improving the educational level is sometimes not guaranteed. Cognitive abilities manifested in the level of people's knowledge, awareness, intellectual capacity, thinking ability, creative capacity, capacity to receive and process information of individual Vietnamese people has been raised a step but still low compared to the requirements of integration conditions, poses many problems that need to be resolved.

Secondly, the development of the practical capacity of individual Vietnamese people remains inadequate in a competitive, multi-cultural, multi-lingual, specialized and high-tech environment.

In addition to limitations in education and training, especially in higher education and vocational training, some policies and guidelines of the Party and State have not really create the driver to motivate people to strive in learning and training, in improving the capacity, professional qualifications and quality of work. This leads to the situation that in the past years, in our country, although the number of people who have the ability to work at the professional level, with higher skills increase, but still not meet the requirements of practice. The application capacity, the capacity of handling the work is slow, activity in working is not high, not suitable for the competitive working environment with multi-language, specialized and high technology today.

At the same time, the education of living skills, ethics and lifestyles in family and school are still underestimated, mainly being integrated with other subjects or through extracurricular activities, not being considered as an independent subject. The management of the State concerning the ideology and culture on the media (especially the Internet) is loose... Therefore, besides the lack of soft skills in the work, many Vietnamese people (especially young individuals) also lack the soft skills in life, such as the ability to cooperate, interact, communicate, adapt to, integrate, self-protect, etc.

The above limitations are due to many different causes, including objective and subjective reasons. First of all, education and training in Vietnam are still inadequate. The quality of education and training is generally lower than that of the country in the new age and in comparison with the level of other more developed countries in the region and in the world. Secondly, the policies of the Party and the State do not really create the motivation to motivate each Vietnamese individual to learn and improve his or her individual capacity. Thirdly, the recruitment, placement and use of laborers are still inadequate, not suitable to the actual conditions, therefore have not selected and used many people with real capacity. Fourthly, the socio-economic environment, science and technology, education and training, working environment... where people live and work as the premise for the individual Vietnamese people to develop capacity is still limited and negative, not yet meeting the requirements. Fifthly, self-awareness, self-consciousness of the role, meaning of self-effort, self-learning, self-training in developing the capacity of a part of the Vietnamese people is not high.

3.2. PROBLEMS SET OUT FROM THE PRACTICE OF PERSONAL CAPACITY DEVELOPMENT OF VIETNAMESE PEOPLE UNDER THE CONDITIONS OF INTERNATIONAL INTEGRATION

3.2.1. Contradictions between the increasing requirements of international integration conditions for the development of individual human capacity and the reality of developing personal capacity of the Vietnamese people being still limited.

Firstly, the science-technology revolution, the knowledge economy is increasingly demanding for the development of the individual's cognitive ability with the real development of independent, active and positive thinking; awareness ability; creative capacity of individual Vietnamese people is limited.

Secondly, the competitive, multi-lingual, specialized and high-tech working environment demands highly for the development of the practical performance of the individual Vietnamese person, in particular the ability to work with high professional capacity, ability to actively and positively handle works... with the reality of these capabilities of individual Vietnamese people still being limited.

Thirdly, international integration with unpredictable changes in the conditions of integration, opening up and rapid changes of socio-economic and cultural conditions of the living environment, climate and multicultural environment poses a high demand for the development of the living capacity of individual Vietnamese people, but the actual development of capacity for adaptation is still slow; The capacity of integration, adaptation, selection... of individual Vietnamese people is inadequate.

3.2.2. The contradiction between the requirement to create a favorable environment for the development of individual human capacity and the reality of this environment still being inadequate, thus hindering the development of individual human capacity of Vietnamese people.

Firstly, there is a contradiction between the need to create material preconditions, the socio-economic environment, science and technology, education and training as the basis for developing the capacity and the reality that these conditions and basis in Vietnam have not met the requirements.

Secondly, there is a conflict between the need to create a professional, healthy, democratic and fair working environment that motivates the development of working capacity for Vietnamese people to meet the requirements of integration and the reality that the construction of such an environment is still weak.

Thirdly, there is a conflict between the need to build up a stable and healthy cultural, social and political environment as conditions for the development of living capacity for Vietnamese people to meet the requirements

of international integration and the practicality that there are still many inadequacies concerning this matter.

3.2.3. Contradictions between the need for a system of training, recruitment, use and treatment of human resources in a synchronized manner in order to promote the development of individual human capacity in Vietnam to meet international integration requirements and the reality that this policy system is lacking, not synchronized, not meeting the requirements

Nowadays, when international integration requires the policy of training, recruitment, utilization and remuneration, to be the basic factors, the driving force for the development and improvement of individual human capacities, particularly suitable capacities that meet the increasingly stringent requirements of the integration period, in our country, these policy systems have not been suitable and have not promoted their role in the development of personal capacity. International integration requires that these policies be built in a coherent and consistent manner, linking training, recruitment, use (placement, promotion) and treatment with the direction of facilitating the development of individual human capacity; Based on the trend, the demand for development of the Vietnamese economy, the right place to use and access to the good practices of the world, in our country, these policies have not been able to do that. Many policies are even inadequate, hindering the development of individual human capacity. Thus, between the requirements of the integration period and the policy system, there is a gap, hence the development of individual human capacity in Vietnam is not as expected.

Chapter 4 VIEWPOINTS AND BASIC SOLUTIONS TO DEVELOP PERSONAL CAPACITY OF VIETNAMESE PEOPLE UNDER THE CONDITION OF INTERNATIONAL INTEGRATION NOWADAYS

4.1. SOME VIEWPOINTS TO DEVELOP PERSONAL CAPACITY OF VIETNAMESE PEOPLE UNDER THE CONDITION OF INTERNATIONAL INTEGRATION NOWADAYS

4.1.1. The development of individual human capacity in Vietnam must be in line with practical requirements

At present, the development of individual human capacity according to the needs of social practice is an indispensable trend in education and training worldwide. In our country, the Ministry of Education and Training has long considered this as a long and great policy to successfully implement the

Government's guidelines and resolutions on basic and comprehensive reform of education and training, in particular, higher education, vocational education in Vietnam. Developing individual human capacity as required by social reality requires schools to properly train the capacities required by society as well as international integration. At present, linking the development of individual human capacity with social demands needs to follow two main directions. It is to develop individual capacity according to current needs and future needs of the society and the market in the context of international integration. In the context of international integration today, the development of individual human capacity in Vietnam, coupled with the requirements of social reality, also means the education, training and capacity development for the Vietnamese people must be close to the common capacity standard of the region and the world.

4.1.2. Development of individual human capacity in Vietnam must be linked to the development of human beings in a sustainable and comprehensive manner

Human development in a sustainable way is a long-term development, for today and tomorrow, not just basic human capabilities, but also the development of new capacities in accordance with the requirements of reality, that is specifically the requirement of international integration. It is the development of existing capacities that not only affect the future, but also the foundation, the stepping stone for the future development of human capacity in Vietnam. Thus, it can be affirmed that the comprehensive development of individual human capacities is the most secure and lasting condition for sustainable human development and sustainable development of the country.

4.1.3. Combining education and self-education, "turning the training process into self-training" in the development of individual human capacity in Vietnam to meet the requirements of international integration

It can be affirmed, the great role, the importance of education, training for the development of individual human capacity. However, in the present time, when the revolution of science and information technology has developed rapidly, international integration has become more and more widespread, the school is not good enough to provide the increasingly rich knowledge of humanity and can not meet the learning needs of students as well as the increasing demands of social life. Therefore, linking education with self-education, self-study, fostering self-learning, self-education for each person is an important issue in schools in general. Only by self-education, self-learning, self-training can people self-enrich knowledge in many ways, with different methods, compensating for the gaps, deficiencies in scientific knowledge, the social life knowledge, the capacities needed for professional work and practical life...

4.2. SOME BASIC GROUPS OF SOLUTIONS TO DEVELOP PERSONAL CAPACITY OF VIETNAMESE PEOPLE TO MEET THE REQUIREMENTS OF INTERNATIONAL INTEGRATION NOWADAYS

4.2.1. To create favorable conditions and environment for the development of individual human capacity in Vietnam to meet the requirements of international integration nowadays.

Firstly, creating material preconditions, socio-economic environment, science-technology and a healthy educational environment as the foundation for the development of cognitive abilities of individual Vietnamese people to meet the requirements of international integration today.

Secondly, to create a professional, healthy, democratic and fair working environment that motivates the development of working capacity for individual Vietnamese people to meet the requirements of international integration.

Thirdly, to build a stable and healthy cultural, social and political environment that will enable the development of the living capacity of Vietnamese individuals to meet the requirements of international integration.

4.2.2. To continue the vigorous and synchronous renovation of basic elements of education and training with a view to attaching importance to developing the quality and capacity of learners to meet the requirements of international integration nowadays

Firstly, to comprehensively and synchronously renovate education and training at all levels in order to develop the capacity of Vietnamese people to meet the requirements of international integration.

Secondly, reforming higher education and vocational education to improve the capacity of individual Vietnamese workers in a competitive, multi-lingual, specialized and high-tech environment.

Thirdly, to enhance political, ideology and lifestyles education, to attach importance to the development of life skills and soft skills in life in order to develop the living capacity of individuals in the context of integration, openness and multicultural environment.

4.2.3. To perfect the guidelines and policies on recruitment, employment and treatment of human resources in order to stimulate the development of human capacity to meet the requirements of international integration

Firstly, there should be appropriate mechanisms and policies in recruiting, evaluating, arranging and employing people.

Secondly, continue to renovate and perfect the policy of attracting, rewarding and utilizing talents in order to promote and stimulate the development of individual human capacity to meet the requirements of international integration.

4.2.4. Promoting the positivity, activity and efforts of each individual to develop his or her personal capacity

In order to develop one's own capacity, people not only receive external influences, but the important issue is the development of their own self-efficacy in developing a personal capacity in a comprehensive manner. Every individual needs to be self-aware of self-learning, self-knowledge enrichment, self-improvement. Making plans to study, research, spending time adding, updating knowledge, constantly enriching yourself. Transferring the process of "training" to the process of "self-training" in order to stimulate and promote positive dynamics, promote the development of thinking and wisdom and exploit creativity of learners, help them form the capacity and method of scientific thinking. Building self-study methods and ability effectively on the basis of promoting the self-study, focusing on the development of thinking, applying the things learned in the real life; Criticizing the cramming learning style, which will make learners lose self-learning ability...

CONCLUSION

Today, international integration has become an indispensable trend throughout the world, as in Vietnam. This process has had a great impact on all aspects of social life. On the one hand, international integration brings many new chances and opportunities for development, on the other hand, also poses great difficulties and challenges, which require people - as important force of all resources, to put efforts to develop continuously, especially developing personal capacity to meet those requirements. Developing individual human capacity in the context of international integration is an objective necessity that no country or nation can evade.

In the past years, in Vietnam, thanks to the proper implementation and application of the policies, guidelines and directions of the Party and the State, we have achieved certain achievements in the development of individual capacity. In addition to the development of basic human capacities, new types of capacities have been formed and developed to suit the realities, which in part meet the increasing demands of the integration period. However, due to the rapid and strong change of conditions of international integration, we still can not avoid the shortcomings in the development process. In general, the personal capacity of Vietnamese people has not met the requirements of international integration, has not developed on par with other countries in the region and in the world. As a result, many issues need to be addressed, and many

contradictions must be resolved in order to further develop the individual capacity of the Vietnamese people in order to meet the increasing requirements of the integration process.. These are: Conflicts between the increasing requirements of international integration conditions on the development of individual human capacity with the reality that the development of individual human capacity in Vietnam is still limited; The conflict between the need to create a favourable environment for the development of personal capacity and this reality that the environment is still inadequate, hindering the development of individual personal capacity of Vietnamese people; Contradictions between the need for a system of training, recruitment, use and treatment of human resources in a synchronized manner in order to promote the development of individual human capacity in Vietnam to meet international integration requirements and the fact that this policy system is still lacking, not synchronized, not yet meeting the requirements.

Based on the current situation and the issues raised in the development of individual human capacity in Vietnam in the context of international integration in recent years, to develop and "maximize" the individual capacity to better meet the demands and requirements of international integration conditions, it is necessary to thoroughly grasp some basic points as follows: Firstly, the development of personal capacity in Vietnam must conform to real requirements. Secondly, the development of individual human capacity in Vietnam must be linked to the development of human beings in a sustainable and comprehensive manner. Thirdly, combining education and self-education, "transforming the training process into a self-learning process" in the development of personal capacity of Vietnamese people to meet the requirements of international integration. At the same time, to focus on synchronously implementing the basic solutions: Firstly, to create the conditions and environment as the basis for the development of individual personal capacity of Vietnamese people to meet the requirements of international integration. Secondly, to continue to strongly and synchronously renovate the basic elements of education and training in the direction of attaching importance to developing qualities and abilities of learners to meet the requirements of the integration period. Thirdly, to perfect the policies and guidelines on recruitment, utilization and treatment of human resources in order to stimulate the development of personal capacity to meet the requirements of international integration. Fourthly, to promote the positivity, activity and efforts of each individual in the development of personal capacity. These solutions must be organized synchronously to bring about practical effects.

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