

HO CHI MINH NATIONAL ACADEMY OF POLITICS

NGUYEN THI MAI PHUONG

**THE QUALITY OF HUMAN RESOURCES
IN SCIENTIFIC RESEARCH MANAGEMENT
AT THE PEOPLE'S POLICE UNIVERSITIES**

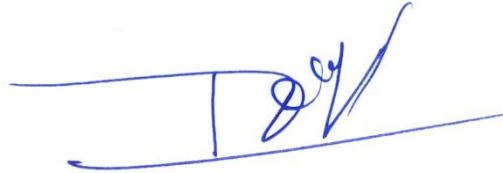
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Supervisor: Assoc. Prof. Dr. Pham Thi Tuy



Reviewer 1: Assoc. Prof. Dr. Vu Thi Vinh
Academy of Finance

Reviewer 2: Assoc. Prof. Dr. Pham Thi Hong Diep
Vietnam National University

Reviewer 3: Assoc. Prof. Dr. Vu Thanh Son
Central Committee's Organization Commission

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INTRODUCTION

1. Necessities for research

Human resources in scientific research management is the core force and directly involved in advising, managing, organizing, and implementing scientific research tasks at the People's Police universities, contributing to firmly safeguarding national security and maintaining social order and safety in the new situation. In the current context, with many complex developments globally, regionally, and domestically, the strong development of the Fourth Industrial Revolution and the digital transformation process pose new requirements and tasks for the People's Police force in general and human resources in scientific research management specifically at the People's Police universities. Therefore, researching and evaluating the quality of human resources in scientific research management units at the People's Police universities to propose solutions to enhance the quality of scientific research management in the future is essential mission.

In recent years, with the attention of the Central Party Committee of the Police, the Party Committees and the Board of Directors at the People's Police universities, the quality of scientific research management has shown many outstanding aspects in terms of physical strength, capacity, mental force, and task completion results. Alongside the achievements, the quality of scientific research management still has some limitations such as: many officers have not actively prioritized physical training for their work; the number of personnel trained in regular scientific management is not high, the expertise, computer skills, and foreign language abilities of the staff do not truly meet the requirements and goals of research and management tasks in the People's Police universities.

Furthermore, enhancing the quality of human resources in general and the quality of human resources in scientific research management in particular has always been of interest to many scientists and researchers in the context of the Fourth Industrial Revolution. However, the research results of related scientific works on the quality of human resources in scientific research management have not been fully comprehensive, complete, and consistent. Therefore, the topic *“The quality of human resources in scientific research management at the People's Police universities”* has been selected as a necessary, theoretically significant, and deeply practical doctoral dissertation topic in the field of economics.

2. Researching aims and tasks

2.1. Studying aims

The research purpose of the thesis is to clarify the theoretical and practical basis for proposing viewpoints and solutions to enhance the quality of human resources in scientific research management at the People's Police universities

2.2. Researching tasks

To achieve the research objectives above, the thesis focuses on carrying out these tasks:

Firstly, reviews some of the relevant scientific works that related to the thesis in order to identify gaps in theory and practice that require further research.

Secondly, systematizes and clarifies theoretical issues on quality of human resources in scientific research management at People's Police universities, such as: perceptions, characteristics, roles; contents, criterias, factors that influencing on the quality of human resources in scientific research management at the People's Police universities; studies experiences in enhancing the quality of human resources in scientific research management at some universities with certain similarities, thereby drawing some lessons that People's Police universities can apply to improve the quality of human resources in scientific research management in the future.

Thirdly, assesses the current situation of the quality of human resources in scientific research management at People's Police universities. This thesis is also going to clarify the achievements, limitations as well as the reasons for the achievements and limitations of on the quality of human resources in scientific research management at the People's Police universities in the period 2018-2023.

Fourthly, bases on the evaluation of on the quality of human resources in scientific research management at the People's Police universities, the thesis proposes viewpoints and solutions to enhance on the quality of human resources in scientific research management at the People's Police universities until 2030.

3. Object and scopes of the research

3.1. Object of the research

The thesis studies the quality of human resources in scientific research management in the People's Police universities.

3.2. Scopes of the research

- *Content scope*: The thesis focuses on studying on the quality of human resources in scientific research management at People's Police universities (where the quality of human resources is approached in terms of physical,

capacity, mental force, and task completion ability; moreover, human resources in scientific research management are identified as leaders and officials in the Department of Research Management at the People's Police universities.

- *Spatial scope*: The thesis chooses 5 universities of the People's Police in the North for research, survey, and evaluation, including: The People's Security Academy, The People's Police Academy, The People's Police Political Academy, University of Fire Prevention and Fighting, People's Police University of Technology and Logistics.

- *Time scope*: Data, survey documents, and assessments of the current situation of the quality of human resources have been conducted from 2018 to 2023, thus, it proposes perspectives and solutions to enhance the quality of human resources in scientific research management at the People's Police universities until 2030.

4. Theory basis, practical basis and research methodologies

4.1. The theory basis of the thesis

The thesis is based on the principles of Marxism-Leninism, the ideology of Ho Chi Minh, the principles, and the direction of the Vietnamese Communist Party on building and developing advisory personnel and management personnel; directives, resolutions of the Central Public Security Party Committee regarding the formation of officer staffs.

4.2. The practical basis of the thesis

Starting from the requirement for fundamental and comprehensive educational innovation contributing to the building police force to become a regular, skilled, and modern staff in the new context, it sets out the requirements and tasks in building and developing a high-quality workforce to meet the practical requirements of enhancing the quality of human resources in scientific research management. This considers one of the essential requirements and tasks of police force today.

Starting from the quality of human resources in scientific research management at the People's Police universities has achieved some results but also has certain limitations, is reflected through reports and data from People's Police universities. This is also the practical basis for research.

4.3. Methodology and research methodologies

- Methodology

The thesis is based on the materialist dialectical method, historical materialism of Marxism-Leninism, and Ho Chi Minh's thoughts on human resources, human resource development. At the same time, it is based on the

viewpoint, principles, directions, policies of Vietnamese Communist Party, State of Vietnam and Central Public Security Party Committee on the quality of human resources in general and the quality of human resources in scientific research management in particular.

- Research methodologies

The thesis uses the following research methods: scientific abstraction method, analysis-synthesis method, statistical comparison method, combined logic with history method, scientific forecasting method, and sociological investigation method.

5. Contributions of the thesis

The thesis contributes to clarifies the concept and content of quality of human resources in scientific research management, criterias for evaluation, and factors influencing the quality of human resources in scientific research management at the People's Police universities.

Evaluate comprehensively the current situation of the quality of human resources in scientific research management in the People's Police universities in order to proposes perspectives and long-term solutions to enhance the quality of human resources in the Police force in general and the quality of human resources in scientific research management at the People's Police universities in particular.

This thesis contributes to the realization of directives, resolutions of the Ministry of Public Security, of the People's Police Universities on building police force to become a regular, skilled, and modern staffs that meets the requirements and tasks set in the new situation.

6. The scientific significance of the thesis

6.1. Theoretical significance of the thesis

This thesis contributes to supplement and deepen theoretical issues regarding human resource quality and the quality of human resources in scientific research management at the People's Police universities from the perspective of the political economy.

6.2. The practical significance of the thesis

The thesis contributes to providing a scientific basis for the leadership, management of universities in building human resources in the Public Security sector in general, the quality of research management personnel in People's Police universities in particular, to meet the practical requirements.

The thesis can serve as a reference document for research on human resources, management personnel, and useful materials for school-level

managers in advising, consulting, and policy-making.

7. Structure of the thesis

Chapter 1. Literature review of the thesis' topic.

Chapter 2. Theories basis and experience in improving the quality of human resources in scientific research management

Chapter 3. Current situations of the quality of human resources in scientific research management at the People's Police universities

Chapter 4. Opinions and solutions to enhance the quality of human resources in scientific research management at the People's Police universities until 2030

Chapter 1

LITERATURE REVIEW OF THE THESIS' TOPIC

1.1. PREVIOUS STUDIES OF FOREIGN SCHOLARS AND VIETNAMESE ABOUT THE TOPIC

1.1.1. Some previous research about human resources, the quality of human resource

** Previous research in foreign countries*

Brian Tracy (2017), *Recruit and treat talented people*; Joseph Evans Agolla (2018), *Human Capital in the Smart Manufacturing and Industry 4.0 Revolution*; Elisabeth Natter (2018), *Human Capital Investment Through Education & Training*.

** Previous research in Vietnam*

Nguyen Ngoc Minh (2018), *The current situation of human resources in Vietnam and solutions to enhance the quality of the workforce*; Ngo Ngan Ha (2019), *Enhancing the quality of the human resources at the Ho Chi Minh National Political Academy*; Nguyen Danh Vinh (2019), *Enhancing the quality of human resources in the Government Office*; Pham Thi Diem (2021), *Implementing high-quality human resource development policies in public universities in Hanoi currently*;...

1.1.2. Some previous research about human resource management, human resource management in science and technology

** Previous research in domestic*

Sajit Chandra Debnath (2014), *Developing Education and Human Resources in East Asian Knowledge-based Economies*; Zhang Xinyan (2014), *Factors that Motivate Academic Staff to Conduct Research and Influence Research Productivity in Chinese Project 211 Universities*; Nishad Nawaza, Hemalatha Arunachalamb, Barani Kumari Pathic, Vijayakumar Gajenderand (2024), *The adoption of artificial intelligence in human resources management practices*...

** Previous research in Vietnam*

Nguyen Van Du (2014), *Training and fostering high-quality human resources in the field of strategic advisory*; Tran Ngoc Hien (2015), *Enhancing the quality of scientific management activities in the current period*; Le Van Loi (2017), *Developing scientific human resources at the Ho Chi Minh National*

Academy of Politics during the 2016-2020 period; Hoang Anh (Research project leader) (2018), Human resource management at the Ho Chi Minh National Academy of Politics during the period 2017-2022, ...

1.1.3. Some research about the quality of human resources in scientific research management in the People's Police Security

Tran Vinh Quang (2016), The theoretical and practical basis on formulating strategies for the development of science - technology and technology sector in the People's Public Security; Nguyen Thanh Binh (2018), Scientific research activities at the People's Police Academy meets the requirements of key university education facilities and national standards; Do Le Chi (2019), Enhancing the development of science and technology at the People's Public Security to serve the mission of ensuring security and order in the new situation; Vuong Thi Ngoc Hue (2021), Scientific research management at police academies and universities...

1.2. RESULTS OF PREVIOUS STUDIES RELATING TO THE THESIS AND SOME ISSUES RAISED FOR FURTHER THESIS RESEARCH

1.2.1. General results of previous studies relating to the title of the thesis

Scientific works have been approached by authors from various perspectives, but fundamentally share the notion that human resource quality is composed of basic factors such as health, capability, and character. Human resources are understood as the human resource with quantities, qualities, and reasonable structures, capable of participating in the economic and social development process. There are analyses and evaluations of the current state of human resource quality, human resource management quality in general, and human resource management quality in various aspects. This has initially clarified achievements and limitations regarding human resource quality, overall human resource management quality, and research and development human resource management quality, as reflected in physical strength, capacity, and mental factors.

Therefore, research works related directly or indirectly to human resources, management human resources, and human resources in scientific research management are overviewed to show the explanations, fundamental theoretical issues on human resources, human resource quality, human resources in scientific research management from different perspectives. At the same time, they also outline the current situation of this human resources and propose viewpoints, directions, and solutions for developing this human resources in the

future. However, there is no research work directly and comprehensively on human resources in scientific research management in general and human resources in scientific research management in People's Police universities in particular. Therefore, this is a research gap that is sector-specific and will be the research target of this thesis.

1.2.2. Some issues raised for further thesis research

The research results related to the dissertation topic overviewed above show that there are still many gaps related to the dissertation topic that have not been thoroughly researched and clarified.

The first, what is the quality of human resources in scientific research management at the People's Police universities? What are the contents and criterias for evaluating and some factors affect the quality of human resources in scientific research management? What experiences can be learned from similar educational institutions to improve the quality of human resources in scientific research management at the People's Police universities.

The second, how has the current status of the quality of human resources in scientific research management at the People's Police universities achieved in recent times, and what are the limitations? What are the causes of these achievements and limitations?

The third, what viewpoints and proposed solutions should be presented to enhance the quality of human resources in scientific research management at the People's Police universities until 2030.

The conclusion of chapter 1

Human resource quality, improving human resource quality, the management of research and development human resources quality, and enhancing the management quality of research and development human resources are always issues of interest to scientists, researchers, and managers. Therefore, there have been many scientific works at home and abroad addressing them from various perspectives.

By summarizing the research works related to the thesis topic known to the doctoral student, certain theoretical and practical issues that the thesis needs to focus on have been identified. Specifically, the thesis aims to clarify the concepts, content, and criteria for evaluating the quality of human resources in scientific research management at the People's Police universities; analyze and evaluate the current situation, determine the causes of achievements and

limitations in the quality of human resources in scientific research management at the People's Police universities during the period 2018-2023. Based on this, the thesis proposes some fundamental solutions to enhance the quality of human resources in scientific research management at the People's Police universities until 2030. Therefore, it can be affirmed that the topic being researched by the doctoral student is an independent scientific work, ensuring its urgency, practicality, and non-redundancy with published research works.

Chapter 2

THEORIES BASIS AND EXPERIENCE IN IMPROVING THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT

2.1. CONCEPTS, CHARACTERISTICS, AND THE ROLE OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT PEOPLE'S POLICE UNIVERSITIES

2.1.1. The concept of human resources in scientific research management at People's Police universities

2.1.1.1. *Human resources*

Human resources are a special resource - the human factor, including physical strength, capacity, and mental factors of a country, an organization, a business in a specific condition.

2.1.1.2. *Scientific research management*

Scientific research management is the purposeful, systematic impact of the subject management on the object to enhance the quality of scientific research activities, and to meet goals and requirements; scientific research management involves planning, organizing, implementing, and evaluating to ensure scientific research activities are carried out correctly according to the subjects's goals and plans. It is also the responsibility of a unit that advises and assists the leadership and command.

2.1.1.3. *Human resources in scientific research management*

Human resources in scientific research management are the officers of the scientific research management, who are healthy, professionally competent, and capable of working, possessing good political qualities and ethics, providing advisory and proposing scientific research management tasks, organizing and implementing scientific research management activities, guiding participating forces to carry out scientific research tasks in accordance with regulations and achieving high quality standards.

2.1.1.4. *The quality of human resources in scientific research management at the People's Police universities*

* *The quality of human resources*

Approaching from the perspective of political economy, and based on inheritance, developing concepts about the quality of human resources, the author argues that: The quality of human resources is the harmony of the attributes of physical strength, capacity, and mental factors reflecting the characteristics, values of human resources within a certain period, meeting the needs of utilizing human resources of an organization or society.

* *The quality of human resources in scientific research management at the People's Police universities*

From the discussions on the quality of human source in research management, scientific research management, and research management in the People's Public Security sector, the author of the thesis opines on the quality of human source in research management as follows: *The quality of human resources in scientific research management at the People's Police universities is the quality of officers working in department of scientific research management, manifested in three aspects physical strength, capacity, and mental factors during a certain period to meet the requirements and tasks according to the assigned responsibilities linked with the function and tasks of the department of scientific research management as strategic advisors, scientific research planning; organizing the implementation of scientific research activities; inspecting and evaluating the implementation of scientific research activities within the delegated management scope.*

2.1.2. Overview of scientific research management and characters of the quality of human resources in scientific research management at the People's Police universities

2.1.2.1. Overview of scientific research management at People's Police universities

Scientific research is an important aspect for enhancing the quality of education and training, contributing to affirming the position of each universities in the national education system. At People's Police universities, scientific research is one of the central political tasks, directly serving education, training, theoretical research and development in the cause of safeguarding national security and social order; it is a fundamental criterion for People's Police universities to strive to become centers for training and scientific research in the Police sector and for the nation. In scientific research, the management of scientific research activities is a critically important task to enhance the quality of scientific research activities to meet the previous set objectives.

2.1.2.2. Characters of the quality of human resources in scientific research management at the People's Police universities

Firstly, the human resources in scientific research management at the People's Police universities are developed from various training sources, mainly from training institutions within the armed forces.

Secondly, the human resources in scientific research management at the People's Police universities have strong political integrity, basic training, and the qualifications and capabilities to meet the assigned tasks.

Thirdly, the human resources in scientific research management at the People's Police universities are working in special conditions to protect national security, social order, with strict leadership, command, and management, high discipline requirements, and a readiness to fight.

Fourthly, the scientific labor products of human resources in scientific

research management in People's Police universities primarily serve the purpose of ensuring national security, social order, and have high confidentiality.

2.1.3. Roles of the quality of human resources in scientific research management at the People's Police universities

Firstly, human resources in scientific research management at the People's Police universities contributes to ensuring the research tasks of the Police sector meet the requirements, tasks of national security, and maintenance of social order and safety as imposed by practical needs.

Secondly, the quality of human resources in scientific research management at the People's Police universities plays an important role in organizing, implementing, and developing research activities of agencies and units efficiently.

Thirdly, the quality of research management personnel ensures that research tasks in the People's Police universities are carried out in accordance with regulations and of good quality.

2.2. CONTENT, CRITERIAS FOR EVALUATION AND FACTORS INFLUENCING THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT PEOPLE'S POLICE UNIVERSITIES

2.2.1. Content of quality of human resources in scientific research management at People's Police universities

2.2.1.1. Physical strength of human resources in scientific research management at the People's Police universities

Physical strength is an important component of the quality of human resources in scientific research management at People's Police universities, including: height, weight, diseases related to the internal medicine and surgical medicine, and the ability to meet task requirements in specific working environments. Physical fitness is a crucial factor in assessing the quality of human resources in scientific research management, so person who are working in scientific research management in the People's Public Security forces that need to meet higher physical fitness requirements compared to officers and civil servants in other administrative units and career fields.

2.2.1.2. Capacity of human resources in scientific research management at People's Police universities

Capacity or intellectual factors of human resources in scientific research management in People's Police universities are demonstrated in their professional expertise, skills, and occupational skills... These factors of workforce are developed and nurtured through education and training, practical experience, and social activities of staff and soldiers involved in research and management in People's Police universities.

Capacity of human resources in scientific research management include:

Professional expertise, skills; intellectual capacity; professional competence; occupational skills of the workforce.

2.2.1.3. Mental factors of human resources in scientific research management at the People's Police universities

Human resources or the effectiveness of human resources is also reflected through the individual's mental factors, including political qualities, ethics, style, and work discipline.

2.2.1.4. The ability to meet job requirements and complete the assigned tasks of human resources in scientific research management at the People's Police universities

The ability to respond to job requirements and to fulfill assigned tasks is the ability to complete the work of the people's police officers engaged in scientific research management in People's Police universities, including: a sense of responsibility in work, speed of completing tasks.

2.2.2. Criterias for evaluation the quality of human resources in scientific research management at People's Police universities

2.2.2.1. Criteria for evaluating physical strength

Firstly, the age criterion; *Secondly*, the height and weight criterion; *Thirdly*, the body mass index (BMI) criterion; *Fourthly*, the internal medicine and surgical medicine criterion; *Fifthly*, the criterion for participating in Labor Day.

2.2.2.2. Criteria for evaluating competence, expertise, and professional skills

The first, the advisory capacity of the human resources in scientific research management in the People's Police universities.

The second, the academic level, foreign languages, computer skills, and political theory of the team of human resources in scientific research management at the People's Police universities.

2.2.2.3. Criteria for evaluating mental force of human resources

Firstly, political virtues, ethics of life.

Secondly, working style.

Thirdly, compliance with the law of the State, discipline and regulations of the People's Police universities.

2.2.2.4. Criteria for evaluating the ability to meet job requirements and complete the assigned tasks

Firstly, the level of responsiveness of an officer to the assigned tasks compared to the requirements.

Secondly, the level of task completion.

2.2.3. Factors influencing the quality of human resources in scientific research management at the People's Police universities

2.2.3.1. External factor

Firstly, the level of economic and social development of the country.

Secondly, the quality of the national education and training system.

Thirdly, the incentive policies of the Party, State, and Ministry of Public Security towards human resources in scientific research management.

Fourthly, the management, inspection, and supervision of human resources by units at higher levels of research management units.

2.2.3.2. Internal factor

Firstly, selecting and arranging positions for human resources in scientific research management.

Secondly, conducting training and development activities for human resources in scientific research management of the Party Committees and commanding leaders in People's Police universities.

Thirdly, evaluating the human resources in scientific research management of the Party Committees and leadership of department of scientific research management in People's Police universities.

Fourthly, establishing mechanisms, policies, and incentives for human resources in scientific research management at the People's Police universities.

2.3. EXPERIENCES IN ENHANCING THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT SOME UNIVERSITIES AND SOME LESSONS PROVIDED TO PEOPLE'S POLICE UNIVERSITIES

2.3.1. Experiences from The Military of Technology Academy, Ministry of National Defence

2.3.2. Experiences from Ho Chi Minh National Academy of Politics

2.3.3. Experiences from Political Academy, Ministry of National Defence

2.3.4. Some lessons provided to People's Police universities in enhancing the quality of human resources in scientific research management

Firstly, it is important to value and well-performed in official work, focusing on the arrangement and utilization of human resources in scientific research management.

Secondly, human resources in scientific research management needs regular training, updating of new knowledge and modern management skills.

Thirdly, implement good regimes, policies for human resources in scientific research management, and provide timely support to officials when necessary.

The conclusion of chapter 2

Human resource quality is one of the determining factors for the ability to fulfill tasks of officers and soldiers in general and the quality of human resources in scientific research management at the People's Police universities in particular. Based on inheriting and critically absorbing the published research results, the thesis presents the concept of human resources in scientific research management at the People's Police universities from the perspective of economic and political sciences, constructing the content, criteria for assessing the quality of human resources in scientific research management at the People's Police universities in terms of physical, intellectual, and emotional aspects. It also analyzes the influence of various external and internal factors on the the quality of human resources in scientific research management at the People's Police universities. The thesis has also examined the experience of some domestic educational institutions with similar human resource quality characteristics in order to draw lessons that People's Police universities can refer to and apply to enhance the quality of human resources in scientific research management at the People's Police universities in the future.

Chapter 3
CURRENT SITUATIONS OF THE QUALITY OF HUMAN
RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT
AT THE PEOPLE'S POLICE UNIVERSITIES

3.1. THE OVERVIEW OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT THE PEOPLE'S POLICE UNIVERSITIES

3.1.1. Functions and duties of the department of research management in the People's Police universities

3.1.2. The human resources staff in scientific research management at the People's Police universities

As of December 2022, the total number of human resources in scientific research management at the People's Police universities is 130, including 05 heads of departments, 16 deputy heads of departments, and 109 staff. Among them, T01 and T02 have the largest officers (T01 has 35 persons, T02 has 34 persons), T03 has 26 persons, T06 has 22 persons, and T07 has 13. The allocation of the quantities above accurately reflects the current scientific research activities at the People's Police universities, because T01 and T02 are two large academies with a large number of students, and each year these two academies also undertake a large amount of scientific research management tasks, including state-level and ministerial-level research programs.

3.2. CURRENT SITUATIONS OF THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT THE PEOPLE'S POLICE UNIVERSITIES DURING 2018 - 2023 PERIOD

3.2.1. Current situation of physical strength of human resources in scientific research management at the People's Police universities

During the period of 2018 - 2023, the rate of human resources in scientific research management at the People's Police universities meeting the standards has always been above 98% (in 2018, the rate was 98.2%; in 2019 it was 99%; in 2021 it was 98.5%; and in 2022 it reached 99.33%). Meanwhile, the rate of human resources in scientific research management that is not meeting the standards during the period of 2018 - 2023 has consistently remained below 0.03%. There was no people that not meeting the standards in police colleges People's Police universities in 2018, 2020, and 2021.

3.2.2. Current situation of capacity of human resources in scientific research management at the People's Police universities

Up to now, 100% of human resources in scientific research management had an university degrees and postgraduated, including 24 doctoral degrees, 92 master's degrees, 14 bachelor's degrees, and engineers. The research management staffs the People's Police universities currently has 02 Associate Professors who are working at T01 and T02. Human resources in scientific research management are systematically trained at prestigious educational institutions within and outside the Police sector, with professional expertise and operational capabilities.

3.2.3. Current situation of mental factors of human resources in scientific research management at the People's Police universities

The human resources in scientific research management at the People's Police universities is supplemented from various sources. In general, they have been trained and have made progress through practical work so almost human resources in scientific research management now have firm political ideology, follow the Communist Party's viewpoints, policy, and law of the State; regulations of the Public Security sector. Revolutionary ethical qualities are bright, following Uncle Ho's Six Teachings to Public Security forces and Public Security regulations.

3.2.4. Current situation of the ability to meet job requirements and complete the assigned tasks of human resources in scientific research management at the People's Police universities

Statistics show that the number of officers who achieved the titles of exemplary soldiers at the grassroots level and advanced soldiers is large proportion. From 2018 to 2023, in terms of evaluating and classifying officials, the leadership team and officials at the Department of Scientific Research Management have a proportion of 15% achieving outstanding task completion, 80% achieving good task completion, and the rest achieving task completion. Some persons achieved low classification due to low completion in carrying out assigned duties and responsibilities.

3.3. ASSESSMENTS OF CURRENT SITUATIONS OF THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT THE PEOPLE'S POLICE UNIVERSITIES

3.3.1. Achieved results

3.3.1.1. Achievements in physical strength

The health of human resources in scientific research management at the People's Police universities is quite good, with the majority of officials and soldiers classified as healthy Type A and Type B (128 out of 130 personnel). Moreover, the group of persons classified as Type C (weak) is almost non-existent. This demonstrates a positive effort in protecting and caring for the health of officers and soldiers at the People's Police universities.

3.3.1.2. Achievements in capacity

The Party Committee, Board of Directors, and School Principals of the People's Police universities clearly understand the position and role of scientific research activities and advisory work in the overall development of each university. They have proactively developed a plan for building the staff with the direction of developing the People's Police universities until 2030. Staff development is carried out according to the correct procedures and standards in the staff planning, ensuring it is scientific, clear, transparent, and proactive in applying the regulations of the State and the Public Security sector in the recruitment policies, particularly focusing on developing high-quality human resources to serve the university's duty.

3.3.1.3. Achievements in regarding mental force

The Party Committee, Board of Directors, and School Principals of the People's Police universities always prioritize and focus on recruiting and selecting officers to work in the Department of Scientific Research Management. 100% advisory staffs are carefully selected from graduated students of the People's Police universities, from prestigious universities outside the Public Security sector, or some official persons from state agencies with a doctoral degree (according to the doctoral attraction policy of the Ministry of Public Security and universities).

3.3.1.4. Achievements in ability to meet job requirements and complete the assigned tasks

Based on the evaluation criteria and the results of completing the annual tasks in the period 2018 - 2023, it is evident that the research management workforce in the People's Police universities has made efforts and endeavored to successfully fulfill the advisory tasks and scientific research management duties.

3.3.2. The limitations

3.3.2.1. Limitations in physical strength

The survey results on the level of job fitness compliance in table 3.6 also

indicate that up to 10.6% of opinions assess that human resources in scientific research management do not meet the physical fitness requirements. This is one of the limitations that need to be addressed in terms of physical strength for human resources in scientific research management at the People's Police universities in the near future.

3.3.2.2. Limitations in capacity

The professional expertise and skills of the workforce have not seen significant improvement. Currently, although the majority of human resources in scientific research management at the People's Police universities have been sent for training and professional knowledge enhancement, especially in educational management, public security advisory tasks... and security expertise training for external recruits. However, they have not met objectives and requirements of the tasks.

3.3.2.3. Limitations in regarding mental force

The working style and methods of some human still lack the flexibility and sharpness necessary for an advisory officer. Many behaviors do not meet the standards consistent with the style of a People's Public Security official. Compliance with discipline, regulations, etc., by a small number of persons is still not taken seriously.

3.3.2.4. Limitations in ability to meet job requirements and complete the assigned tasks

There is still a group of human resources in scientific research management who made mistakes in providing advice and managing scientific research activities. Their ability to meet and fulfill the tasks of these members is not really good.

3.3.3. Reasons for achieved results and limitations

3.3.3.1. Reasons for achieved results

**** Objective causes***

Firstly, the unique environment and working style of the People's Police universities require a high level of discipline.

Secondly, as a result of the restructuring of the organizational structure and streamlining of staffing, every managerial officer must truly meet the job position requirements in scientific research management.

**** Subjective causes***

Firstly, due to the attention and close guidance of the leaders of the

People's Police universities towards the management of scientific research and the care for building a team of scientific research management officials.

Secondly, the impact of administrative reform and digital transformation in the management of scientific research activities at the People's Public universities has led to a change in mindset and work style to fit the new context.

3.3.3.2. Reasons for limitations

** Objective causes*

Firstly, the quality of the national education and training system has not kept pace with the education quality of the region and the world.

Secondly, the rewards policy for police officers and scientific research management officials is still limited, failing to attract talent.

Thirdly, there is no mechanism to create incentives for human resources in scientific research management.

Fourthly, the management, inspection, and supervision of human resources by higher-level units are not effective.

** Subjective causes*

Firstly, the recruiting and assigning positions for human resources in scientific research management has not been carried out effectively.

Secondly, the training and development of human resources in scientific research management by Committees Party and leadership in People's Police universities have not been given sufficient attention.

Thirdly, the sense of responsibility and self-improvement of officers and soldiers during their work have not been high.

The conclusion of chapter 3

In Chapter 3, the thesis applied theoretical foundations and practical aspects of human resource quality management in research institutions at the People's Police universities established in Chapter 2 to analyze, evaluate the current situation of the quality of human resources in scientific research management at the People's Police universities during the period 2018 - 2023. Consequently, it identifies the achievements, limitations, and causes of the achievements and limitations of human resource quality management in research institutions at the People's Police universities in the past time. These are important bases for the thesis to propose some viewpoints and solutions to enhance the quality of human resources in scientific research management at the People's Police universities in Chapter 4.

Chapter 4

OPINIONS AND SOLUTIONS TO ENHANCE THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT THE PEOPLE'S POLICE UNIVERSITIES UNTIL 2030

4.1. PREDICTING THE IMPACT OF NEW CONTEXTS AND OPINIONS TO ENHANCE THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT THE PEOPLE'S POLICE UNIVERSITIES UNTIL 2030

4.1.1. Predicting the new contexts impacting the enhancement of the quality of human resources in scientific research management at the People's Police universities

** Global and regional context*

** Domestic context*

4.1.2. Opinions to enhance the quality of human resources in scientific research management at the People's Police universities until 2030

Firstly, building the research management human resources at the People's Police universities must be closely linked to the national science and technology development strategy, the development strategy of the Public Security sector, and value the quality of scientific research management officials.

Secondly, building and enhancing the quality of of human resources in scientific research management must come from the political tasks of the People's Police universities.

Thirdly, improving the quality of of human resources in scientific research management must be carried out systematically at all stages, from planning, selection, sourcing, training, nurturing, deployment, to implementing policies regarding personnel.

4.2. SOLUTIONS TO ENHANCE THE QUALITY OF HUMAN RESOURCES IN SCIENTIFIC RESEARCH MANAGEMENT AT PEOPLE'S POLICE UNIVERSITIES UNTIL 2030

4.2.1. Solution to improve physical strength of human resources

Firstly, maintain the health check-ups for human resources in scientific research management at the People's Police universities regularly.

Secondly, organize talks on health protection for human resources in

scientific research management to empower them to protect themselves and their families, and monitor the health of human resources in scientific research management through their professional work.

4.2.2. Solution to improve capacity of human resources

4.2.2.1. Enhance the quality of training and fostering activities

4.2.2.2. Complete the assessment of scientific research management staff

4.2.2.3. Improve mechanisms, policies, and incentives for scientific research management staff

4.2.3. Solution to improve mental force of human resources

4.2.3.1. Enhancing the awareness of human resources in scientific research management on their importance for the quality and effectiveness of the educational activities of the People's Police universities

4.2.3.2. Solution to enhancing quality and ethical behavior of scientific research management staff

4.2.4. Solution to improve the roles and responsibilities of entities in improving the quality of human resources in scientific research management at People's Police universities

- The Director Board, Principal Board of People's Police universities need to identify that human resources in scientific research management are the core force who play a decisive role in improving training quality in general and the quality of scientific research activities at the People's Police universities in particular.

- The Political Department innovates the recruitment, placement, and arrangement human resources in the Department of Scientific Research Management to provide timely and accurate advices to the Director Board, Principal Board of People's Police universities in recruitment, placement, arrangement, training, development, and evaluation for human resources in scientific research management.

The conclusion of chapter 4

In Chapter 4, the dissertation summarized the international and regional situation, the domestic situation affecting the improvement of the quality of human resources in scientific research management at the People's Police universities, and proposed some viewpoints to enhance the quality of human resources in scientific research management at the People's Police universities until 2030.

To realize these viewpoints and address the limitations identified in Chapter 3, the thesis suggests four solutions to improve the quality of human resources in scientific research management at the People's Police universities until 2030: (i) Solution to improve physical strength of human resources in scientific research management through specific measures such as regular health check-ups and care for employees, organizing various quality physical activities; (ii) Solution to improve capacity of human resources in scientific research management through enhancing the quality of training and fostering activities, through completing the assessment of scientific research management staff and improving mechanisms, policies, and incentives for scientific research management staff; (iii) Solution to improve mental force of human resources in scientific research management which focuses on enhancing the awareness of human resources in scientific research management on their importance for the quality and effectiveness of the educational activities of the People's Police universities as well as enhancing quality and ethical behavior of scientific research management staff; (iv) Solution to improve the roles and responsibilities of entities in improving the quality of human resources in scientific research management at People's Police universities: This is a solution to maintain the guiding role in the proposed system, emphasizing the role of the Board of Directors, the leadership of the People's Public Security Academy, and the regular coordination between the Political Department and the Research Management Department in the People's Public Security Academy. To make these solutions feasible, it is crucial to prioritize consistency and ensure that the implementation conditions are suitable for the current situation.

CONCLUSIONS

Scientific research activities in the People's Police force in general and the management of scientific research at the People's Police universities in particular is currently in a position of special importance. The results of scientific research activities are scientific products of quality serving the fight against crime, providing strategic advice and proposals, as well as plans to develop the field of scientific research in the People's Police to be increasingly strong, thereby contributing to ensuring that the scientific research work of the Police force meets the requirements and tasks of ensuring national security and maintaining social order in the current situation. The quality of scientific research management directly impacts the effectiveness of leadership, command, as well as directly influencing the results of carrying out the police tasks, therefore, enhancing the quality of scientific research management and the quality of specialized human resources in scientific research management in the People's Police force is always a requirement and task for all levels of the police.

Based on an overview of research related to the topic “*The quality of human resources in scientific research management at the People's Police universities*” published domestically and internationally, from the perspective of political economy research, the dissertation has systematized the theoretical and practical basis on the quality of scientific research management personnel in People's Police universities; studied practical experience on the quality of human resources and enhancing the quality of human resources management in the field of science and technology; assessed the current situation of the quality of human resources in scientific research management at the People's Police universities during the 2018-2023 period, identifying achieved results and limitations concerning physical strength, capacity, mental force and ability to meet job requirements and complete the assigned tasks. To overcome limitations and achieve the goal of enhancing the quality of scientific research management personnel in People's Police universities until 2030, based on predicting the new context of the world and regional situation impacting the country's development, the Public Security sector in general, and scientific research activities in People's Police universities in particular, the thesis proposes viewpoints and four main solutions to improve the quality of scientific research management personnel in People's Police universities until 2030.

LIST OF AUTHOR'S PAPERS RELATING TO THE THESIS

1. Nguyen Thi Mai Phuong (2023), "Improving the quality of human resources in scientific research management advisory work in the People's Police universities today", *State Management Review*, public June 20, 2023.
2. Nguyen Thi Mai Phuong (2023), "Developing human resources in science and technology to meet new demands", *Journal of Finance*, vol.805, no. 2, July, 2023, p.174-177.
3. Nguyen Thi Mai Phuong (2023), "Factors influencing the quality of advisory human resources in the department of scientific research management", *Journal of Finance*, vol.809, no. 2, September, 2023, p.165-167.