



Current state of human resource of International Universities in Vietnam

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Abstract

The model of international university is very developed in Vietnam in the open period and economic integration today. The secret of success of the international university model compared to other university models is that the development and diversification (internationalization) of human resources to improve the quality of training and academic reputation for home school. This article will present the current situation of human resources and development solutions so that international universities in Vietnam will truly become the leading university in the national university system, attracting international students from many countries in the region and around the world.

Keywords: human resource, international university, Vietnam

1. Introduction

The mission of higher education in any country is to train highly qualified human resources and create new knowledge for society. To accomplish this mission, one of the decisive factors (in addition to other factors such as training programs and training facility) is the human resources. Higher education development in countries around the world in general and in Vietnam in particular in recent years has posed unprecedented development opportunities, while also posing great challenges to survive and develop. In order to be able to cooperate and compete at the same time, universities must commit to the quality of output for society. In order to have a good output quality, the key is that the human resources of the schools must be good.

First of all, all people need to agree on how to properly understand the quality of human resources. In our understanding, high-quality human resources are not synonymous with academic titles and high degrees, meaning that if someone has a high academic degree or a high degree, he or she does not make any real contribution. Scientific value during teaching or scientific research is not called high quality human resources.

On the contrary, those who do not have academic titles, high degrees, even just workers, technicians, officials with intermediate level, or engineers, bachelor, but if they are skilled or Having a very good expertise in a certain field, best meeting job requirements and making truly valuable contributions to society, it is a high quality human resource. Therefore, high quality human resources are those who are able to complete the assigned tasks in the most outstanding, creative and perfect way, making a really useful contribution to the work and the society. Therefore, seeking high quality human resources not only for Vietnam but also for all countries in the world, from developed to developing ones, is also very important and interesting work to carry out.

In recent decades, looking abroad, we see the rapid

development of many countries in East Asia including Japan, Korea and Taiwan as well as the rapid economic growth of many other countries. New industrial countries, ASEAN countries and China are largely thanks to high quality human resources. Not only plays an important role in economic growth, high quality human resources are also equally important in addressing social issues such as inequality, poverty, environment and progress in all aspects of society. Vietnam has experienced dozens of years in the context of bureaucratic centralized economy and two world economic crises occurred in 1997 and 2008 in the key industrial development countries. Lessons are learned for any Vietnamese who are patriotic, truly innovative and want to move the country forward quickly and sustainably.

Today, in the context of global economic integration, when the competition is getting fiercer, not only in a country but also in the world, high quality human resources play an increasingly important role. with all activities of the economy, as well as other fields, including the banking sector, where the competition is getting fiercer [13, 14, 17, 18, 19, 20]. Limited in this article, we only stop at the awareness of the role of high quality human resources, which are related to training institutions across the country, thereby proposing solutions for human resource development this resource.

Social and economic requirements for the quality of education, research and policy advice are increasing while the conditions for implementation and quality assurance of the University are limited, management thinking. The higher education system is still heavily affected by the subsidy mechanism [9, 15, 16]. Facing opportunities but also many challenges, the International Universities have chosen the issue of human resource development as the key issue to overcome the immediate difficulties but promote the advantages of the latecomer in present Realizing the set goals. Human resource development is therefore not only an urgent issue but also a matter of "development or non-development" for the current universities. Stemming from

the above urgent requirement, we chose "Current situation of human resources of International Universities in Vietnam" as the research topic in this current article.

2. Theoretical framework

2.1. Human Resources

Manpower is the strength of the person, in every human being and that makes him active. That power is growing along with the development of the human body and to some extent, people are eligible to participate in the labor process. Human resources are resources that is considered in two aspects. First of all, with the meaning of origin, is the place where resources arise. Human resources lie within the human being itself, which is also the basic difference between human resources and other resources. Secondly, human resources are understood as the overall human resources of each individual person. As a human resource of the development process, it is capable of creating material and spiritual wealth for society which is manifested in a certain quantity and quality at a certain time ^[10, 11, 12].

In the context of deeper integration and competition, as businesses and organizations are trying to make a difference in competition tools to survive and develop. Many businesses and organizations have considered human resources as the key to solving the above problem. Human resources have really helped businesses and organizations make a sustainable difference in the competitive tools they use. There are many concepts and definitions of human resources. Before giving a concept to use in this thesis, let's explore some definitions of human resources ^[5, 7, 8, 16]:

According to development theory, human resources are understood broadly as a part of resources capable of mobilizing, organizing and managing to participate in the socio-economic development process as resources material, financial resources.

According to the State-level Science and Technology program KX-07, "Human resources need to be understood as the population and intelligence, the quality and ethical competence of workers. It is a total of actual and potential human resources that are prepared to participate in the socio-economic development of a country or a locality.

In the language of management, human resources are understood as "all human potentials in the organization or society (including the members of the business management board), i.e. all the members in businesses use knowledge, ability, behavior and ethical values to establish, maintain and develop the business".

From the above definitions, we see "human resources are understood as human resources and personnel issues in a specific organization; means the entire staff, organization and employees of the organization as both the central object of the administrator and the operating entity and the driving force of the development of enterprises in particular and of all enterprises and organizations in general".

Inheriting the research achievements of the previous scientists, on the basis of research and practical summarization, the author proposes to use the following concept: "Human resources is the synthesis of the people involved in the team of officials by their ability to work their willingness to contribute to the overall development of the organization". With the above definition, human resources is a dynamic concept. In an organization, human resources include not only the current structure but also the ability and willingness to join the organization as well as the

number of people who can withdraw from the organization ^[13, 16]. Human resources consist of two main subjects: full-time and part-time officials. However, due to time constraints, research in this thesis will be limited to full-time members.

2.2. Human Resource development

Human resource development is an issue that every organization cares about. Many works have been researched on this issue. The studies have addressed the main issues: theoretical basis of human resources, human resource development; characteristics of human resources for higher education; surveying the real situation of developing human resources for higher education; suggest key solutions to the development of higher education human resources in Vietnam. In terms of rationale of human resources and human resource development, many authors such as Do Minh Cuong (2001), Pham Minh Hac (1996), Duong Hoang Anh (2007), Nguyen Hoang Tien (2017), John Bratton and Jeff Gold (2007) have studied quite deeply and have identified factors that constitute human resources, the relationship between human resource development and human resource management, clearly indicating the object of human resource development ^[16]. However, the authors also have different views on the constituent elements of human resources and the content of human resource development is not mentioned. There is no official work on the issue of human resource development criteria and human resource development mechanism in the university. Regarding the survey of the current situation of human resources for higher education in Vietnam, there have been some research works authored by Do Minh Cuong (2001), Vu The Dung (2004). Regarding suggestions for human resource development solutions, a number of studies have been proposed by Do Minh Cuong (2001) and Mai Trong Nhuan (2005) suggesting many mechanisms and policies. A number of other papers and articles also raised points to pay attention to developing human resources for higher education ^[12]. However, the above suggestions mainly stop in the form of macro-level, individual recommendations that have not been formulated into a system of mechanisms, policies and specific solutions for a university. For international universities, there has not been any systematic research on human resource development. Is it just a small study on some aspects and characteristics of human resources at International Universities in Vietnam; Especially, there are no studies showing the current status of human resources, the impact mechanism and suggested solutions for their development at International Universities in Vietnam.

2.3. Recruitment of human resources

The process of recruiting personnel is the process of evaluating candidates according to different aspects based on the requirements of the job, to find the right people for the requirements set out among those who have attracted be in the recruitment process. The rationale for the selection is the requirements of the job that are set according to the job description and the requirement for the person performing the job.

The recruitment process is an important step to help human resource managers make the best recruitment decisions. Selection decisions are very important for business strategy and for organizations, because the good selection process

will help organizations get the right people with the right skills for development of the organization in the future. Good selection will also help the organization reduce the costs of re-recruiting, retraining as well as avoiding the risk of damage during the implementation of the work.

The process of recruiting human resources of an enterprise has many factors that affect. If the positive impact will help the recruitment process take place according to the wishes of the business, help businesses select good candidates, fully converge the qualifications and professional skills necessary for the job. In contrast to the negative effects of the environment that hinder the recruitment process, businesses cannot recruit candidates who meet the conditions of the job, which will significantly affect the efficiency of employment and business results. Therefore, businesses need to pay attention to the impact of environmental factors on recruitment to get the best recruitment results [6, 11, 16].

External environmental impacting factors

Recruitment activities are influenced by many factors, so when deciding to recruit businesses, you need to consider their impact to choose the most appropriate way in recruiting.

- The characteristic of the labor market, is to recognize the supply - demand relationship of the types of labor that enterprises need to recruit in terms of quantity and quality. With the trend of international economic integration, enterprises can consider both domestic and foreign labor markets, especially when it is necessary to attract experts on enterprise development. If the supply is greater than the labor demand, the enterprise is easy to recruit, low recruitment cost and low payable salary but still appealing to talented people. In contrast, organizations will find it difficult to attract highly qualified workers in fiercely competitive markets. Under these conditions, organizations must offer attractive incentives to recruit talented people and ensure they will work permanently in the organization.

- The legal provisions on labor, that is, the compliance with the provisions of the law on recruitment and employment of labor to ensure equality of men and women in the labor market and other regulations. The competition in recruiting talented people. It is necessary to consider personnel policies and policies to attract talents of competitors to make policies for their businesses that are attractive but cost-effective.

- The attitude of society to a certain career will change over different periods, affecting the preference to do this job over another profession to show its status in society.

Internal environmental impacting factors

- The reputation of the organization to the public through ensuring the reputation of the quality of products and services, commitment to customers and through public relations activities of the business.

- The financial capacity of the organization has a direct impact on the cost of the recruitment process and the appeal of talented people to work. When an organization with strong financial resources can apply a high remuneration policy for good performers to promote enthusiasm for work, and recruitment measures can be applied to widely notify to public demand on hiring.

- The personnel policies of the business. Organizations that emphasize internal promotion promotions may limit the number of candidates for vacancies in organizations that pursue or discourage hiring relatives to work in the same department.

- The competence of recruited experts also directly affects recruitment quality such as: recruitment expertise and experience, the right level of awareness of the role of recruitment to flexibly use the methods recruitment method. Recruitment is very important because when new employees fit the job requirements, they will increase cooperation and commitment in the job. Good selection will help the organization reduce the costs of re-recruiting, retraining as well as avoiding the risk of loss during the employment process in particular and the production and business process in general. Good selection helps the organization to have a suitable workforce, meet the immediate work requirements and ensure the organization's future development. Therefore, selection is extremely important to the success and victory of the organization in production and business.

3. Research results and discussion

3.1. Situation of human resources in international universities in Vietnam

Today, the world is in the process of globalization, so many Vietnamese students have to constantly study and equip themselves with the knowledge and foreign language skills to become a global citizen. Therefore, studying abroad has become the dream of most students today because not only access to an advanced education but also increase future career opportunities. But the cost of studying abroad is too expensive, so many parents choose a solution for their children to study at international schools in Vietnam, while saving costs and being able to access foreign education. International universities in Vietnam include, among others, the following names: RMIT International University, International University (IU) Ho Chi Minh National University, Eastern International University, Saigon International University, British University Vietnam. International universities have in common that the training program is foreign, language of instruction is English and especially these universities always require good human resources not only in the teaching staff and officials but also ensure high quality human resource output. In Vietnam, although there are no specific figures on the list of international universities, however, the prestigious International Universities both domestically and abroad are mentioned above and presented in details hereafter [1, 2, 3, 4]:

RMIT International University

The Royal Melbourne Institute of Technology (RMIT) is an Australian university operating in Vietnam with two campuses in Ho Chi Minh City and Hanoi. The school is fully invested and operated by its main campus in Australia, not under the framework of Vietnam's public university. Recruitment process here is done through the online process and direct interview. Candidates after applying via gmail will be filtered, selected and notified of the results. Once in the final round, they will be interviewed as well as their English proficiency. The final is to confirm the results and work notifications via online. The benefits of RMIT for faculty members are also very attractive, in addition to enjoying Vietnamese labor law, lecturers are also supported with travel, air tickets for business trips, medical assistance. and health, gym, providing equipment and work rooms. In addition, lecturers are also provided with in-depth training and support to develop the necessary skills, knowledge, competencies, attitudes, and behaviors to help RMIT

Vietnam meet its goals. Salary is also an important element of RMIT, there will be separate salary packages for each position, attractive bonuses depending on ability.

International University (IU) - Ho Chi Minh National University

Ho Chi Minh City International University stands for a member of the National University of Ho Chi Minh City, but the curriculum is designed completely according to foreign standards from syllabus, learning methods to communicate using English language in class time, especially specialized subjects. The school focuses on training disciplines in key fields such as economics, management, and technology. With the goal of becoming one of the leading research universities in Vietnam and in the region, it is capable of training and providing high quality human resources to meet the needs of land development and integration. In addition, the university's model of operation is built modernly according to international standards of teaching staff, curriculum, oriented curriculum and links with high-ranking universities in countries around the world. gender, such as the United States, Europe, and the Asia-Pacific region.

Eastern International University

Eastern International University situated in Binh Duong province, the southern key economic region. The school trains 24,000 students with 3 main disciplines: Business Administration, Engineering & Technology, Nursing. The school uses of English language in teaching. Facilities: 210 classrooms equipped with projectors, air conditioners, computers, teaching equipment, area of 68,592 square meters, library, meeting room, foyer, dormitory, training room fitness, all are modern and comfortable. The mission of the University is to train high quality human resources to effectively meet the urgent requirements of resources for sustainable socio-economic development in Binh Duong. At the same time, the University will also be a center for scientific research - application and technology transfer, as a driving force for socio-economic development of the southern key economic region and the whole country with the estimated high-quality human resources demand. up to 150,000 people by 2020.

Saigon International University

Saigon International University was built in 2007, the first international private school in Vietnam located in Ho Chi Minh City. The school consists of 3 main branches: Business Administration, Foreign Languages, Information Technology. All three majors are chosen by many students to attend university or college so it is not difficult to understand when the school has a lot of students attending. The curriculum consists of 2 languages: Vietnamese - English with experienced teachers, the curriculum is mainly based on the curriculum framework of universities and colleges in the United States. Therefore, Saigon International University will be considered as the best choice for students who have not good English proficiency.

International Education Institute

It is a school directly under the Vietnam National University in Ho Chi Minh City (VNU HCMC), founded in 1996. The institute consists of three undergraduate systems, bachelor's and associate's degrees, and joint training programs in economic sectors. The curriculum framework is based on the British standard - a country with advanced education, which is used by many countries according to the educational models here. Quality of training and teaching is

entirely in English, students can also receive scholarships to study abroad. International Education Institute (IEI) with the mission of creating a professional, friendly and humane international education environment in the intellectual economy. Applying advanced technology in teaching and learning, giving learners lifelong learning opportunities. Ensuring international quality in training programs in cooperation with prestigious universities in the world, in higher education research in Vietnam and the world in order to meet the increasing requirements for the quality of human resources. forces of the country, ensuring the sustainable development of IEI and VNU HCMC

British University Vietnam (BUV - British University Vietnam)

British University Vietnam with 100% foreign capital, awarded international public diplomas at UK universities. The curriculum, quality, curriculum framework are entirely in English, textbook-based curriculum at some prestigious universities in the UK so students can improve their English proficiency as well as continue. closest to international education in the country. The school is mainly focused on economics - the industry has great potential both domestically and internationally. Students who come to this school not only for the quality of education, they will also receive a university degree granted by a famous foreign school: International Business Administration, Marketing Management, Financial Accounting, Accounting Mathematics & Business, Tourism Management (awarded by Staffordshire University), Finance & Economics (awarded by BUV), Banking and Finance (degree awarded by University of London).

In general, international universities have a well-organized and foreign-based curriculum, so human resources are required to meet intensive professional requirements, followed by careful Language skills, especially English. And finally, the professional working style according to foreign standards. The working environment at the universities is very good, the salary is suitable with the capacity, the spending, the requirements as well as the interview process here will be stricter than other domestic universities. After being recruited, lecturers will be trained and trained regularly to increase their professional skills. Therefore, in order to train and educate international-quality human resources, students here receive professional teaching and style from excellent teaching staff. However, in the context of globalization and the current explosion of knowledge in the world, our country's education system is put in deep crisis. In order to survive and keep up with that development momentum, innovating education and training, especially higher education, is a must. In the education and training innovation strategy in general, there are many things to be done and must be carried out synchronously, but developing high quality teaching staff is a strategy of primary concern. Different from high school, the responsibility of a university lecturer is very large. They are not just lecturing, they do not have to teach in the old fashioned way, ie "reading and writing teachers" but always have access to new knowledge to update the lecture and use new teaching methods. That requires a true university lecturer to be an expert in a particular field. This function can only be formed through experience from enterprises, research and deployment practices. University lecturers are obliged to participate in scientific research, or apply new knowledge to practical activities, and have the duty to guide

and organize students in such activities, see That is one of my main tasks. In a university, if there is only teaching and learning, and teachers only teach in the "reading and writing" style, and only know that, then the university, as they call it joking, just a "fourth-grade high school", and the quality of teaching and learning here is only "rice dots". Such universities need to change the way of teaching to improve the quality of national human resources as well as to catch up the trend of integration.

3.2. Proposed solutions

It can be said that Foreign Trade University, National Economics University, Banking Academy based in Hanoi, Polytechnic University in Hanoi, University of Technology in Ho Chi Minh City are the training institutions with the highest university entrance enrollment in the country. In recent years, these schools have proved their ability and ability to train high quality human resources in many fields. Although in recent years students of these schools have graduated from the commune. credit union. However, schools are always looking for new directions to further improve the quality of training and quality of human resources. We strongly propose some solutions to develop high quality human resources that the following schools need to conduct:

Firstly, it is necessary to cultivate and improve practical knowledge, job skills and the ability to use foreign languages, along with expanding links with businesses in training high quality human resources with Diversified forms such as inviting reputable businesses to participate in teaching, organize for students to practice many times at the enterprise. In addition to the responsibilities of school leaders, teachers and teachers, it is necessary to develop clearer processes and regulations so that everyone, including students, should have the responsibility to participate. clearly define the objectives, motivation, learning attitude to self-study, not to cheat in exams, to consciously study at home, at school and at anytime and anywhere.

Secondly, expand links and cooperation with prestigious universities in the world (both undergraduate and postgraduate training) in order to improve teaching capacity of teaching staff, always adding new textbooks. and instructional materials, providing students with access to the latest knowledge in the world. Diversify training channels and modes, expand cooperation between domestic universities, domestic and foreign research institutions with ministries, central branches and establishments.

Thirdly, cooperate and make full use of the help of international organizations in the fields that schools are interested in to further enhance the capacity of training and scientific research, thereby helping to improve High quality training. In addition, it is also very important to attract human resources who are overseas Vietnamese experts with profound knowledge about each field of cooperation with schools in the field of teaching and scientific research.

Fourthly, in order to do well with the aforementioned issues, it is necessary to invest in many aspects of the State in higher education on facilities to improve training quality, the Government needs to have policies. Encouraging and encouraging enterprises to contribute to the cause of education and training and enterprises also need to be proactive and responsible to contribute material facilities and practical skills to schools.

4. Conclusion and recommendation

4.1. Recommendation

First of all, all Vietnamese people need to agree on how to properly understand the quality of human resources. In our understanding, high-quality human resources are not synonymous with academic titles and high degrees, meaning that if someone has a high academic degree or a high degree, he or she does not make any real contribution. Scientific value during teaching or scientific research is not called high quality human resources. Therefore, high quality human resources are those who are able to complete the assigned tasks in the most outstanding, creative and perfect way, making a really useful contribution to the work and the society. Therefore, seeking high quality human resources not only for Vietnam but also for all countries in the world, from developed countries to developing countries, is also very interested in very important work. this.

According to many responsible experts, high-quality workforce in some fields such as mechanical engineering, automation, atomic physics, international trade business, accounting and auditing, credit However, banks will continue to be in shortage and scarce. Most of the credit institutions and banks, when asked, thought it was difficult to recruit good professional staff, but it was much more difficult to recruit good managers. At the same time, keeping good workers in the business is also not easy. This again shows that in the future when the global economic crisis is over, businesses will carry out restructuring and the demand for high quality human resources will increase, surely the loss of weight. The gap between labor supply and demand will be exacerbated if Vietnam does not have effective measures to solve this problem right now.

4.2. Conclusion

The condition to create a competitive advantage in this day and age is to invest in developing high quality human resources in parallel with restructuring the economy. Economic competition is broadly understood as competition on education, training and science and technology. Precisely because of such a broad understanding, in the last years of the 20th century, Vietnam brought education and training to the top national policy. Any country that has mastered the key sciences and technologies will have strong economic competitiveness, however, to achieve such a fundamental problem, it is necessary to make a worthy investment in education. education and training, which means investing in human resources, training human resources with intellectual and professional skills, capable of receiving and creating new knowledge and technologies. Moreover, the development of high quality human resources takes time and appropriate investment in all aspects. This work cannot be done overnight, the time lag in investing in human resources from the beginning until the effectiveness of human resources is significant. The fact that the development process of East Asian countries including Japan, South Korea, Taiwan has proved this. Currently, more than ever, Vietnam needs to be extremely quick to implement synchronous and effective measures to develop high-quality human resources for economic integration in order to achieve economic development goals. It is the desire and aspiration of an industrialized nation in the future, which is the longing and aspiration of every Vietnamese citizen with a patriotic spirit and national self-respect.

Joint training is not just for the immediate purpose of addressing the place of study and meeting the labor needs of production and business establishments. Training links also have a further, more strategic goal, which is to import advanced educational technology, foster teaching staff and contribute to the modernization of Vietnamese higher education. Practical practice of the Faculty shows that short-term and long-term goals are closely related. Without fulfilling the task of ensuring the quality of training and providing human resources of international standards, it is also impossible to accumulate and perform long-term tasks. The past five years have been a difficult and difficult journey, but the faculty and staff of the Faculty of International Studies have striven incessantly and in fact, have confirmed their unique training model. These positive results over the past five years are a solid basis for the International Universities to continue to reach new heights in the career of growing people full of honor and responsibility.

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