

*Hanoi, date month year 2023*

## **SUMMARY INFORMATION ON THE CONTRIBUTIONS OF THE DOCTORAL DISSERTATION**

1. Dissertation Title: **HUMAN RESOURCE DEVELOPMENT IN FOREIGN DIRECT INVESTMENT ENTERPRISES IN VINH PHUC INDUSTRIAL ZONES**
2. Field of Study: Human Resource Management Code: 9340404
3. Doctoral Candidate's Name: Nguyen Thi Ngoc Anh, Doctoral Candidate Code: TSQT0101
4. Supervisors:
  - Supervisor 1: Assoc. Prof. Dr. Le Thanh Ha
  - Supervisor 2: Assoc. Prof. Dr. Hoang Van Hoan
5. Training Institution: University of Labor and Social Affairs
6. Contributions of the Dissertation:

New theoretical contributions:

(1) This dissertation is the first comprehensive study of human resources development in foreign direct investment enterprises in industrial zones. Based on the assimilation of scientific content from domestic and international research, the dissertation has systematized and developed a theoretical framework for developing human resources in foreign direct investment enterprises in industrial zones. It clarifies the differences in human resource development in these enterprises compared to other types of businesses. The dissertation explains the nature of human resource development, its content, evaluation criteria, and factors influencing human resource development in foreign direct investment enterprises in industrial zones.

(2) The dissertation has developed a theoretical model for evaluating internal factors affecting human resource development in foreign direct investment enterprises in industrial zones, closely related to the practical conditions of Vinh Phuc province. Based on the identification of unified human resource development content with the models of Mc Lagan (1989), Swan (1995), and Gilley (2002), including individual development, career development, organizational development, and performance management combined with the specific characteristics of foreign direct investment enterprises in industrial zones, the dissertation proposes factors influencing human resource development in foreign direct investment enterprises in Vinh Phuc province. These factors include (i) Investor policies; (ii) Labor relations; (iii) Job analysis and evaluation; (iv) Working environment; (v) Labor utilization policies; (vi) Compensation and benefits. The research model synthesized in the dissertation identifies and specifies which factors impact human resource development in foreign direct investment enterprises in Vinh Phuc province.

New findings and proposals derived from the research and surveys conducted in the dissertation:

(1) Based on the studies by Chew et al. (2005), Yammarino and Bass (1990), and expert discussions, the dissertation constructs a measurement scale for the "investor

policies" factor, which influences human resource development in foreign direct investment enterprises in Vinh Phuc province.

(2) The research results of the dissertation provide researchers and policy-makers with a more comprehensive and holistic perspective on approaches to human resource development in foreign direct investment enterprises in industrial zones. It enhances the understanding of the current status of human resource development in foreign direct investment enterprises in Vinh Phuc province.

(3) The research findings of the dissertation demonstrate that factors such as Investor policies, Labor relations, Job analysis and evaluation, Working environment, Labor utilization policies, and Compensation and benefits all impact human resource development in foreign direct investment enterprises in Vinh Phuc province. Among these factors, the most decisive influence is labor utilization policies, followed by compensation and benefits, job analysis and evaluation, investor policies, working environment, and labor relations. The results of the dissertation provide recommendations for the management of foreign direct investment enterprises in industrial zones, the management board of Vinh Phuc industrial zones, and the People's Committee of Vinh Phuc province in proposing appropriate solutions for the sustainable development of human resources in foreign direct investment enterprises in Vinh Phuc industrial zones in the coming years.

**Supervisor 1**

**Supervisor 2:**

**Doctoral Candidate's**

Assoc. Prof. Dr. Le Thanh Ha    Assoc. Prof. Dr. Hoang Van Hoan    Nguyen Thi Ngoc Anh