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### Ho Chi Minh Thought on Development and Use of Human Resources

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#### Abstract

In socio-economic development, education has a great position and role, because it is an important factor in creating new people - the basic resource to realize socio-economic development goals. Festival. In addition, education is also the main way to preserve, disseminate and develop culture, and is the basic way to form human personality in society. The current cause of comprehensive innovation in our country has been placing new requirements on human resources (human resources, human resources or human resources). Because human resources

have a particularly important role as the resource of all resources, the decisive factor in the success of innovation, promoting industrialization and modernization of the country. To have human resources, especially high-quality human resources, requires a reasonable, scientific construction and development strategy consistent with the development trend of humanity. In this article, the author presents Ho Chi Minh's ideology on the development and use of human resources.

**Keywords:** Human Resources, Use of Human Resources, Ho Chi Minh Thought

#### 1. Basis for forming Ho Chi Minh's ideology on development and use of human resources

##### 1.1 Objective basis

##### \* Inheriting the concepts of development and use of human resources in the nation's history of building and defending the country

The history of thousands of years of building the country and between our country and our people has formed very unique traditional values, which have become ideological and theoretical premises that contribute to the creation and formation of Ho Chi Minh's ideology. Along with the tradition of patriotism, indomitable resilience, the spirit of solidarity, mutual love, kindness and filial piety, the will to overcome all difficulties and challenges, intelligence and creativity, is the respect for talented people, considering this as a prerequisite for the prosperity and survival of the nation. The tradition of valuing, appreciating, developing and nurturing talents has always been respected and promoted by Vietnamese feudal dynasties in the process of building the country. In each different historical period, dynasties also had different views and regulations on this issue, but in general, they all admired and treated talented people. Talented people always have an important position in the government apparatus at all levels and in the hearts of the people. Therefore, Ho Chi Minh, with his thinking and vision, inherited and selectively and scientifically absorbed the perspective of appreciating, fostering and effectively using talents in the Vietnamese revolutionary process.

In addition, Ho Chi Minh also inherited and absorbed the views and ideas of feudal dynasties on the criteria for selecting and using talented people for the country: (i) absolutely "Loyal, patriotic" (loyal to the king and patriotic), ready to sacrifice himself for the country, the country, and the people, always upholding patriotism first; (ii) always be pure, upright and upright, do not flatter, always promote "integrity" and "honesty" in your relationship with your work and with the people; (iii) be ethical and virtuous in society, must treat people as children, and promote the dignity of a gentleman; (iv) successfully complete the work assigned to you; (v) Must be responsible for discovering, nominating, helping and nurturing talented people for the country.

##### \* Inheriting the perspectives on discovering, training, fostering and effectively using human resources from Eastern and Western countries

Human resources in general, intellectuals and talents in particular are always highly valued by countries. However, each country has different perceptions, assessments, and ways of training, fostering, and using them. As a person who has traveled

to many countries and has knowledge of foreign languages and history, Nguyen Ai Quoc Ho Chi Minh has absorbed and selected valuable experiences and gradually mastered and applied them:

▪ **For the East:**

**Inheriting the perspective of Confucianism:** On the basis of distilling the most quintessential Eastern philosophical doctrines (mainly in the thoughts of great Confucian scholars), Ho Chi Minh absorbed the positive aspects (mainly the essentials of Confucianism) from his father, from his father's friends and from his teachers important arguments about humans and studying Confucianism systematically, that is: Philosophy of action, internal thought world, practicing religion, helping people; is the desire for a peaceful, peaceful, harmonious society; is the role and position of humans in the relationship between heaven, earth, people and everything in the universe.

**Inheriting the views of Buddhism:** Ho Chi Minh absorbed and was deeply influenced by the ideas of altruism, compassion, charity, saving suffering, loving others as if loving yourself...; is an ethical, pure and simple lifestyle, taking care of doing good deeds, is the spirit of equality, democracy, and anti-class discrimination; is to promote labor and combat laziness; is the policy of living not away from worldly affairs but sticking to the people and the country. The most important thing is that Ho Chi Minh absorbed the positive viewpoint of Buddhism, which is to build people with morality (love) as the foundation, taking morality and noble humanity to gradually educate. People, promoting community strength (synthetic strength of resources) for the country.

▪ **Regarding Western culture**

As with Eastern thought, Ho Chi Minh studied Western thought scientifically and selectively to enrich his understanding. Ho Chi Minh studied the West as well as the East as a patriot searching for the truth for the path of national salvation, the path of liberation for each individual and for society, in order to build people - Human Resources Vietnam, the country of Vietnam, is on par with the times <sup>[2]</sup>.

\* **Inheriting the views of Marxism - Leninism**

Marxism-Leninism in general, and the doctrine of man in particular, became the objective factor that provided the scientific worldview and dialectical methodology, determining Ho Chi Minh's creation of the great problem of man. People. In each stage of the revolution, Ho Chi Minh sought to have wise perspectives on discovering, training and using human resources to serve the noblest goal of class liberation and people's liberation. Race and human liberation. Ho Chi Minh has put forward many specific viewpoints and measures that provide important orientation for the Party, State and localities to realize the position and importance of human resources. In addition, in the spirit of mastering and creatively applying the views of Marxism-Leninism, Ho Chi Minh absolutely believed in the power and role of people (the masses) <sup>[6]</sup>.

**1.2 Subjective basis**

Born into a poor intellectual family, in the land of Nam Dan (Nghe An) rich in revolutionary tradition. With a scientific vision and inherent human strength, Ho Chi Minh quickly received, selected and developed many views and ideas of

Eastern and Western scholars and sages on work. Discover, train, foster and effectively use human resources in the specific historical conditions of Vietnam. Witnessing the loss of his country, the destruction of his home, and the people being miserable and enslaved under the yoke of the feudal court, the domination of the French colonialists and the invasion of the Japanese fascists, Ho Chi Minh became even more deeply aware of the value of his country. The value of independence and the powerful role of human resources in the survival and prosperity of the country. To serve revolutionary goals in each period, talent in perceiving, discovering, using, fostering, and allocating resources (especially building resources for key officials of the Party and State) Ho Chi Minh's work demonstrated the qualities of thinking, sharpness, revolutionary bravery and the spirit of daring to do and dare to take responsibility. Therefore, Ho Chi Minh built for himself a team of key officials who were virtuous, talented, loyal to the nation, and sacrificed themselves for the people (General Vo Nguyen Giap; General Secretary Truong Chinh; General Secretary Le Duan).

Practical revolutionary activities show that Ho Chi Minh is a person with independent, self-reliant, creative thinking, plus a sharp and clear critical mind. He is a person with steadfast character, always believes in the people, and is humble and simple; sensitive to new things, with a practical mind. He always worked hard to study to dominate the pinnacle of human knowledge, an enthusiastic revolutionary communist soldier. In discovering, training, fostering and using human resources, Ho Chi Minh deserved to be a talented and excellent strategic planner. Discovering and using the correct position and function of each individual has promoted each individual's internal strength, helping them become heroic and outstanding individuals. Each outstanding individual in each different field has created a total strength that helps the Vietnamese people in turn defeat the most powerful enemies in the world.

In short, Ho Chi Minh's ideology on discovering, training, fostering and using human resources is a comprehensive product of objective and subjective conditions, national cultural traditions and cultural quintessence. Transform humanity. From the national reality and the times, Ho Chi Minh summarized and transformed it sharply and delicately with a scientific and dialectical method. Therefore, Ho Chi Minh's ideology on discovering, training, fostering and using human resources has become a guideline in all actions for our Party and State to apply in the work of building and mobilizing human resources. Mobilizing and using human resources in the current context of promoting industrialization, modernization and international integration.

Ho Chi Minh's ideology on the development and use of human resources is one of the basic and important viewpoints in Ho Chi Minh's ideological system, formed over the course of Ho Chi Minh's revolutionary activities (from people's national democratic revolution to socialist revolution); is the result of creative application of Marxist-Leninist viewpoints; At the same time, absorb experience in fostering, developing and utilizing human resources in the history of the nation and humanity with the aim of developing and using these resources appropriately to build, protect and integrate the land. Water <sup>[1]</sup>.

Ho Chi Minh's ideology on human development and use includes the following basic contents:

First, Ho Chi Minh's ideology on human development and use is one of the basic and important viewpoints in Ho Chi Minh's ideological system.

Second, Ho Chi Minh's ideology on human development and use is the result of inheriting the nation's experiences and the cultural quintessence of the East and the West about people.

Third, the purpose of Ho Chi Minh's ideology on developing and using people is to build human resources to meet the needs of fighting against foreign invaders and building the country. That ideology is associated with the discovery, training and reasonable use of human resources to build and develop these resources effectively and sustainably.

It can be seen that, with the basic connotation of the above concept, Ho Chi Minh's ideology on the development and use of people has great value for the nation and the era, especially in the context of national innovation. And international integration:

In theory, Ho Chi Minh's thoughts on the development and use of people contribute to summarizing and supplementing theories and humanistic and humanitarian thoughts of the Vietnamese people in the process of building and defending the country. Currently, his thoughts have become an important foundation for the Party and State to build policies to build and develop human resources in the context of promoting industrialization, modernization of the country and international integration. International.

In practice, his thoughts have made important contributions in determining the central position, role and driving force of human resources in building socialism with the goal of improving life in all aspects. Of people, promoting the spirit and intelligence of human resources, successfully realizing the goal: Rich people, strong country, democratic, fair and civilized society.

## **2. Content of Ho Chi Minh's ideology on development and use of human resources**

First, human resource development is both a requirement and a goal and driving force of the Vietnamese revolution

Aware of the importance of the position and role of human resources and human resource development, Ho Chi Minh always affirmed that human resources - human resources are the resource of all resources, a precious capital. Best; Comprehensive care and development of human resources is the highest goal of our regime, the central task, and the driving force of the Vietnamese revolution. The cause of national liberation and building socialism is always associated with the liberation and development of people - human resources. It can be said that the goal of liberating human resources comes from national liberation and building socialism. With that stance, Ho Chi Minh always reminded us to "use all the people's strength, the people's talent, and the people's property to work for the people... to benefit the people"; "relying on: The people's force, the people's spirit, to build happiness for the people"; "Socialism is aimed at improving the material and cultural life of the people and is built by the people themselves."<sup>[3]</sup>

Comprehensive human resource development is both the goal and the driving force of the Vietnamese revolution. Ho Chi Minh always paid attention to historical circumstances and the reality of the Vietnamese revolution. The general goal of the revolution is national liberation, class liberation and human liberation - human resources. In each historical period, specific goals must be determined. The supreme goal

of the revolution before 1945 was to seize power, and after 1945, that government must bring practical benefits to the people. When the North went into building socialism and achieved certain achievements, President Ho Chi Minh advocated implementing a policy of strengthening people's health, improving people's living standards..., and at the same time mitigating farmers' contributions". In the context of a country at war, President Ho Chi Minh still did not forget to take care of the people's interests: "We must consider how, if necessary, we can reduce part of the construction to solve the problem of food and clothing." The lives of the masses can be better, don't let the life situation become too stressful. Human issues are extremely important. The factory also needs more, soon, but what is needed more is people, the excitement of the masses."

The ideal that Ho Chi Minh pursued all his life was to seek independence for the nation, everyone had food, clothing, and education. For Ho Chi Minh, making a revolution is to build a new regime - where people (human resources) are free, equal, happy, and fully developed. Therefore, President Ho Chi Minh always paid top attention to the cause of "cultivating people". Even when entering eternity, President Ho Chi Minh still did not forget to advise us to take great care of human resource development and consider it as the "first thing to do" in the process of building the country.

Second, developing and using human resources is the comprehensive development of physical, mental and moral aspects

From the beginning, President Ho Chi Minh paid great attention to people's physical fitness and health. Ho Chi Minh said: Preserving democracy, building the country, building a new life, everything requires good health to succeed. The concept of health is both physical and mental health of a person: "The blood circulates, the spirit is full, that is good health." Ho Chi Minh also clearly pointed out the close relationship between the health of each person and the health of the entire nation, therefore, improving individual health contributes to improving the health of the entire society:

"Every weak person means the whole country is weak, every strong person means the whole nation is healthy. Therefore, exercising and improving health is the duty of every patriotic person." Building and developing physical strength and health for Vietnam's human resources is getting better and better, President Ho Chi Minh proposed. Two measures to take:

First, improve and continuously enhance the material life of the people.

Second, is to strengthen disease prevention hygiene, medical care, exercise and sports.

- Develop intellectual capacity and improve professional qualifications for human resources.

It can be seen that intelligence and professional capacity are qualities found only in humans - Human resources, which are a fundamental aspect that governs all human perceptions and actions. The intelligence and professional capacity that human resources possess are mainly due to the efforts of individuals and society in transferring and receiving knowledge, professional experience... of previous generations. Left behind and the research and summary from current natural and social renovation practices. The more society develops, the more knowledge people need. To

absorb, innovate, and continuously improve scientific knowledge, people need to have an increasingly high level of culture and awareness.

Therefore, Ho Chi Minh paid great attention to developing intellectual capacity and improving professional qualifications for human resources, considering this as the root and sustainable factor for Vietnamese human resources in all revolutionary periods.

After leading the people in a revolution to gain power, despite extremely difficult conditions, President Ho Chi Minh carried out an unprecedented career of expanding people's knowledge and fighting against ignorance in history. History of our country and have obtained great results. Immediately after declaring Vietnam's independence to the world, in the first meeting of the Government, President Ho Chi Minh identified fighting illiteracy as the second key task among the six most urgent tasks. Of the country at this time. Implementing a strategy to eliminate illiteracy and improve the people's educational level, President Ho Chi Minh and our Government have advocated promoting the "popular education" movement, attracting the entire nation to the front of extermination. Combat ignorance, improve people's knowledge, and build the intelligence of Vietnam's human resources in the new era "to be worthy of an independent Vietnam". Besides, according to Ho Chi Minh, if you want to build intellectual human resources, you must focus on improving the cultural level for yourself and the whole society. This is a prerequisite for human resources to access and grasp the achievements of human civilization to serve their own intellectual development as well as contribute to the development of society. Ho Chi Minh also firmly opposed the style of studying based on degrees and fame. Clearly, the purpose of cultural studies is to acquire science and technology to meet the requirements of social construction and tasks for the revolutionary cause in the new period<sup>[4]</sup>.

- Ethical development is an important issue in the development and use of human resources.

Imbued with the nation's fine moral traditions and communist ethics, President Ho Chi Minh paid great attention to caring for, educating, and fostering revolutionary ethics and political ideology for the Vietnamese people. Ho Chi Minh considered morality to be the root of the revolution, the source of the success of the revolution and the nation. Therefore, attaching importance to building ethics in the overall construction and development of people was always emphasized by Ho Chi Minh, considering this a long-term task, the responsibility of all society and each family and individual. According to Ho Chi Minh, to be virtuous, each person must train themselves and practice throughout their lives.

Ho Chi Minh not only cared about moral education for everyone, moreover, he himself was always an example of moral practice that generations today must follow. According to Ho Chi Minh, moral education for people to have good human resources for the future is a process in which people's moral qualities and political ideology are not formed on their own, but are formed on their own. Must be through the education and training of the generation that is the master of the country. President Ho Chi Minh always appreciated the role of morality in life and affirmed that morality is a source of nourishment and human development, like the root of a tree, the source of rivers and

streams. The content of basic moral qualities necessary for Vietnamese people in the new era according to Ho Chi Minh includes four basic contents: Loyalty to the country, filial piety to the people; Diligence, frugality, integrity, righteousness, public-mindedness and impartiality; Love people; The international spirit is pure and faithful. At the same time, he also proposed basic principles to build and train people's morality, which are: Go hand in hand with action, and set an example of morality; Building along with fighting must create a widespread mass movement; must cultivate morality throughout life<sup>[5]</sup>.

Third, comprehensive development of human resources is the cause of the entire people, the entire political system and all social organizations.

Ho Chi Minh believes that comprehensive human development is not only the development of good individual human values, but more than that, it is also the development of human society, including the entire community - people. For President Ho Chi Minh, it is to ensure that all classes and segments of the population in our entire nation can have a prosperous, free, and happy life; to study, develop intellectual capacity, work, create and enjoy those achievements. Every Vietnamese citizen in their lives must always be aware of their own development as well as their civic responsibilities; know how to harmoniously combine personal interests with community interests; Developing personal freedom is associated with the responsibility of building a good social community, in which relationships between people carry cultural identity and humanity.

Awareness of the lesson "If it's easy a hundred times without the people, you can endure it, if it's ten thousand times difficult if you don't have the people, you can do it". The people are considered the root of the revolution, all achievements of the revolution are made by the people. However, for the cause of the entire people to be successful, it is necessary to promote the role of the entire political system and social organizations. According to Ho Chi Minh, building and developing human resources for the country is the responsibility of the entire political system, social organizations and each person: The Party and Government need to be responsible in planning policies, a comprehensive policy to build and develop people (human resources). Planning must mobilize total strength (internal and external forces), must have long-term strategies and short-term strategies; Political organizations must play the role of propagandizing and implementing the Party and State's guidelines and policies on human construction and development (Human Resources). Must take the lead in the fight against negativity and detect negativity in recruitment and appointment of positions in the political system; People are a fundamental and fundamental factor in creating human resources for the country, so life and education must be well organized in the family. Each family must be a healthy cell, a strong nucleus to provide human resources for society<sup>[7]</sup>.

In short, Ho Chi Minh's ideology on building and developing people (human resources) is the inheritance of views and ideas in the history of the nation and humanity. The content of Ho Chi Minh's ideology on building and developing human resources is comprehensive, long-term strategy and strategy in each stage and period of revolution. In recent years, the Party, State and political organizations in general have researched and applied creativity to build sustainable and effective human resources and

comprehensively develop (virtue, intelligence, body, beauty). Human resources in the new conditions of the country.

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