

SUMMARY OF PhD DISSERTATION

Dissertation title: **Development of high quality human resources in Vietnam Oil and Gas Group to 2025.**

Scientific branch of the dissertation: Economics

Code No.: 62.31.01.01

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Training course: 12

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1. Summary of the Thesis

The purpose of the thesis is to set the research objectives as follows: exploring the relationship between the development of high quality human resources and the efficiency of PVN and at the same time considering the internal factors of PVN which have both direct and indirect effects on the development of high quality human resources.

The specific objectives of the thesis are as follows: *firstly*, to identify and measure the effects of the development of high quality human resources on the efficiency of PVN; *secondly*, to identify and measure the internal factors affecting the development of high quality human resources in PVN; *thirdly*, to identify the quality elements of high quality human resources in PVN and demonstrate that these elements are the intermediaries which conduct the effects of the internal factors to the development of high quality human resources in PVN; *finally*, to propose views and solutions to the development of high quality human resources in PVN.

With these research objectives, the thesis is structured into six chapters as follows:

Chapter 1: Introduction and overviews of the related studies

Chapter 2: Literature review on the development of high quality human resources in the Oil and Gas industry

Chapter 3: Proposed methodology of the thesis

Chapter 4: Situation of the development of high quality human resources in Vietnam Oil and Gas Group

Chapter 5: Research Findings

Chapter 6: Solutions to the development of high quality human resources in Vietnam Oil and Gas Group to 2025.

In Chapter 1 the writer examines both domestic and international studies on the issues related to the development of human resources such as the studies on human capital and the development of human resources in enterprises as well as those on high quality human resources and the development of high quality human resources. By adopting the values as well as finding the research gaps of these studies, the writer of the thesis proposes the objectives, the objects and the scope of the research.

In Chapter 2 the writer clarifies the literature review on high quality human resources and the development of high quality human resources, thus proposing the writer's views on the concepts, the quality elements of high quality human resources and the factors affecting the development of high quality human resources. Through the studies of many perspectives on human capital of reputable authors in the world together with the viewpoints on high quality human resources in Vietnam, the writer proposes that the elements which make up the quality of high quality human resources are personality-attitude, physical strength, knowledge and skills. The internal factors affecting the change of the above elements include in-enterprise training, policy of using human resources, working conditions and benefit policies. In the next chapter, this is the basis for the writer to use the qualitative methodology by means of in-depth interviews with experts and group discussions to study the current situation of the development of high quality human resources in Vietnam Oil and Gas Group.

In Chapter 3, there are details on the basis to form 13 research hypotheses, the main research methodology; the data used in the research, the methods of data collection and investigation and the description of the samples and sampling methods.

The writer conducts the survey of 510 people including the senior and junior managerial staffs, the science-education researchers and the working staffs in the highly demanding positions on personality-attitude, physical strength, knowledge and skills. This is a large set of data which will help the research to gain scientific and practical significance for not only the employees in PVN but also those in Vietnam Oil and Gas industry.

In Chapter 4, there are the economic and technical characteristics of the Oil and Gas industry, the Oil and Gas human resources and the Oil and Gas human resources market. The writer also analyzes the situation of the development of human resources in Vietnam Oil and Gas Group in terms of quantity, structure, and especially, quality. The method used is mainly the descriptive statistics, with the secondary data provided by PVN. In addition, the writer of thesis uses the production function of Cobb-Douglas type to demonstrate that the investment in the improvement

of the quality of human resources has played an essential role in the growth of Vietnam Oil and Gas Group in recent years. This is the basis to confirm the precise and urgent directions in the development of high quality human resources in the Group.

With the research mode presented in Chapter 3, in Chapter 5 the writer presents the findings of the research by using the method of linear structural analysis (SEM) with very strict tests and the following outstanding results are achieved: Firstly, the writer of the thesis demonstrates and measures the effects of the development of high quality human resources on the efficiency of PVN so as to realize the importance and urgency of promoting the development of high quality human resources.

Secondly, the writer identifies and measures the factors affecting the process of the development of high quality human resources in PVN. The results of the analysis indicate that the policies of using and training human resources, the working conditions and the benefit policies all have both direct and indirect effects on the development of high quality human resources. Indirect effects are is the effects by means of the quality elements of human resources which change the quality elements, thereby promoting the development of high quality human resources.

Thirdly, the quantitative results show that all the three factors: knowledge, skills and personality-attitude have positive impacts on the development of high quality human resources from high to low levels. What is more, affecting these factors is the best way to help develop high quality human resources in Vietnam Oil and Gas Group.

Fourthly, in the thesis the multi-group analysis has been conducted to compare the differences between the impacts of the factors affecting the development of high quality human resources and the elements of high quality human resources in the perspectives of the managerial staffs and the direct working staffs. As a result, there are the differences which are clearly analyzed in this chapter.

In Chapter 6, based on the orientation and objectives of the development of PVN to 2025 and the basic viewpoints on the tasks of training and developing high quality human resources together with the results of the research on the current situation of high quality human resources in PVN, the writer proposes some solutions to promote the development of high quality human resources in the PVN.

2. New findings of the thesis

Compared with the studies which have been conducted, there are some new results which have been achieved as follows:

Firstly, the scale of quality elements of high quality human resources has been added

Secondly, the causal effects of the development of high quality human resources on the efficiency of PVN have been measured and proved.

Thirdly, the writer of the thesis proposes the factors affecting the development of human resources in the PVN both directly and indirectly and evaluates the impacts of these factors on the development of high quality human resources in PVN by means of the actual data collected through the surveys.

3. Applications / Applicability in practice or Problems which need to be further studied

Academically, the thesis codifies the general theoretical issues on the development of high quality human resources to help create the scientific basis for research on the development of high quality human resources and contributes an empirical study that demonstrates the roles of the development of high quality human resources in enterprises' efficiency, adds the scale of quality elements of high quality human resources and identifies the factors affecting the development of high quality human resources in PVN.

Practically, the results of the research help researchers and policy-makers have a more complete and comprehensive views on the ways to approach the development of high quality human resources, completely and clearly be aware of the situation of the development of high quality human resources in PVN, the impacts of the development of high quality human resources on the efficiency of PVN and the factors affecting the development of high quality human resources in PVN, from which some solutions have been proposed as the basis for planning and improving the quality of the development of high quality human resources in PVN from now to 2025.

In addition, Vietnam Oil and Gas industry is controlled by Petrovietnam (PVN), under the supervision of the Ministry of Industry and Trade in both operation and administration. It is the key role of PVN in Vietnam Oil and Gas industry that the analysis results in PVN may be generalized and applied in the entire Vietnam Oil and Gas industry.

However, the study still has some limitations which need to be overcome in further research.

Firstly, a number of people who have been surveyed are just some of the units at the first stages in the fields of exploration and exploitation, and some of those at the following stages in the fields of oil processing together with some of the training unit-Petroleum Vocational College. The further research can extend to survey people working in the units which operate in other fields.

Secondly, the sampling method which has been used is the convenient sampling one. The further studies may use better sampling methods such as the systematic or stratified sampling ones.

Thirdly, in the multi-group analysis in this study because of the limited sample size the writer should merge the group of Leadership - Management and that of Trainfgyhuting - Scientific research into the same group in order to compare with the group of the direct working staffs. Therefore, the further research can separate each group so as to analyze more precisely

Lastly, after proving and measuring all the relationships, the further studies may make intensive surveys of the reasons for both meaningful and meaningless relationships and conduct surveys or get experts' opinions on overcoming measures. If so, the solutions will be more practical and effective for the Group.

First Advisor

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Authorized by Training Institution