

RESTRUCTURING THE HUMAN RESOURCES: A KEY TO VIETNAM'S RAPID AND SUSTAINABLE DEVELOPMENT

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Experience of East Asian countries shows that stable and sustainable growth must be based on high quality human resources and education associated with scientific-technological renovation and creativeness. The rapid growth of South Korea, Singapore and Japan in the 20th century was based on human resources that are high quality in professional qualification, skills, as well as mental and physical power and productivity. The article shows that human resources should be considered as an inner strength and the most precious property in the process of renovation, integration and development. A country not possessing natural resources abundantly, lacking capital and advanced technology like Vietnam should consider human resources to be an alternative resource. It is high-quality human resources that bridge the development gap, as a condition for integration with the international community. Currently, the restructuring of human resources is one of three strategic steps forward the other two being institutions and infrastructure. In spite of owning a population dividend structure, Vietnam is caught in a "bottleneck" because of low-quality and low productivity of labor force. Limitations in human resources start to be revealed themselves even more clearly when Vietnam has to compete with nearby countries such as Thailand, Indonesia, Malaysia, Singapore ... and when goods and labor move freely in the ASEAN Economic Community, starting in 2015. In the last part of the article, recommendations are proposed with a view to constructing and effectively using human resources through scientific knowledge and technological innovation. This is the key to achieving rapid and sustainable development in Vietnam.

LEGITIMATE SOCIAL STRATIFICATION FROM A SYNTHESIS INTEGRATION OF WESTERN SOCIOLOGICAL THEORIES AND SOME SUGGESTIONS REGARDING SOCIAL JUSTICE

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Sociological research often explains social stratification according to one of the three classical approaches: functional, conflict and reconciliation theories. Albeit with great advantages, such research still has some certain limitations, some unconvincing explanations, and sometimes even some contradictions. This article introduces a relatively new approach based on the inheritance and critical synthesis integration of reasonable kernels in each theory. The social stratification concept that is the is separated

of two sub-concepts, namely legitimate social stratification and illegitimate social stratification. This helps to understand and distinguish the concepts of social justice and social equality. Legitimate social stratification by nature is an order of social equality and a condition, mode and social foundation ensuring the implementation of social equality. Social equality, therefore, must be a core standard of legitimate social stratification.

HUMAN RESOURCES FOR TOURISM DEVELOPMENT IN LY SON, QUANG NGAI: A STUDY APPLYING THE ANALYTICAL FRAMEWORK OF RESOURCE THEORY

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Tourism development in Ly Son island district, Quang Ngai province needs to be based on a wide variety of resources including human resources. Human resource is considered a focal factor to make competitive advantages with its own identification and culture. In this article, the author has used analytical framework of resource-based theory to analyze the situation of tourism's human resources in Ly Son, thereby suggesting some solutions for tourism development in Ly Son. These suggested solutions match the orientation of tourism development towards labor restructuring from agriculture to service industries, in line with the industrialization and modernization.

KNOWLEDGE MANAGEMENT FOR AVOIDING KNOWLEDGE TRAP: RELEVANT COMPARISON WITH SOME SOUTHEAST ASIAN COUNTRIES

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Knowledge has been considered as a major resource for rapid and sustainable development. Many countries without natural resources have found this idea very attractive and have embarked on the strategies to develop a knowledge-based economy. It is right, of course, but in doing so they risk falling into a "knowledge trap". The paper postulates "the epistemic backlash": an increase of knowledge leads to an even greater increase of ignorance, which is accompanied by an increase of necessary research funds and high-level manpower for the next stages. A careful and smart governance of knowledge is needed to avoid this "knowledge trap". Examples and data are drawn from some Southeast Asian countries, namely Brunei Darussalam, Malaysia, Singapore and Vietnam.