

Application Of President Ho Chi Minh's Ideology On Building The Intellectual Force In Human Resources Training To Meet The Requirements Of The Industrial Revolution 4.0

Nguyen Thi Nhu Quynh –Nguyen Thi Thuy

University of Economics and Business Administration – Thai Nguyen University – Vietnam

Abstract:

In every era and every country, the intellectual force is both the foundation of social progress and the core force promoting national development. From the very beginning, President Ho Chi Minh paid special attention to and always upheld the role of knowledge and the intellectual force. The rapid development of the industrial revolution 4.0 as well as the impact of the international integration process has been posing opportunities and challenges for Vietnam. Based on the content of Ho Chi Minh's ideology on the intellectual force as the basis and guideline for our Party to plan a strategy for human resource development to meet the requirements of the new situation of the country.

Keywords: Ho Chi Minh, the intellectual force, Communist Party of Vietnam, human resources, industrial revolution 4.0.

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I. Introduction

In Vietnam, the intellectual force has become an important source of material and spiritual strength for the country. Stemming from the requirements of reality, studying and applying President Ho Chi Minh's ideology on building the intellectual force in order to train and foster human resources capable of building and developing the country in response to the requirements of the fourth industrial revolution.

II. Content

2.1. Overview of Ho Chi Minh's ideology on building the intellectual force

President Ho Chi Minh is a great cultural man, the first and typical Marxist intellectual of the Vietnamese revolution, who absorbed the scientific knowledge of Marxist-Leninist theory, actively propagated it to Vietnam, and contributed to promoting the development and maturity of the workers and patriotic movements in Vietnam. He was also an early person who saw the great potential of Vietnamese intellectuals in the revolutionary cause. He said that the revolution must have the theory of Marxism-Leninism, it must have scientific knowledge, and for that, it must have a team of loyal revolutionary intellectuals under the leadership of the Party. He commented: "Intelligence is the precious capital of the nation. It is the same in other countries, even more so in Vietnam" [2; 275]. Right from the early days of the revolution, he was very interested in mobilizing and acquiring intellectuals with patriotic spirit and training and fostering them to become a pioneering revolutionary force. On November 11, 1924, as an envoy of the Communist International, he came from Russia to Guangzhou, China to fulfill the purpose of training intellectuals, workers and peasants for the Vietnamese revolution. Through young people who are both educated and enthusiastic, he gradually spread the Marxist-Leninist ideology into the worker movements and patriotic movements. In 1928, through the "Proletarianization" movement of the Vietnam Youth Revolutionary Association, many intellectuals were "industrialized" and many workers were "intellectualized", creating the necessary prerequisites for the establishment of the proletarian Party in Vietnam, creating a great turning point for our country's revolution.

During the period of power struggle, President Ho Chi Minh gathered and attracted a large number of intellectuals to the Viet Minh front. Under the direction of President Ho Chi Minh, on the one hand, the Party advocated fighting to overcome a number of narrow conceptions. On the other hand, he promoted the establishment of a number of representative organizations of intellectuals, such as the General Association of Students, the Cultural Association for National Salvation (1943), and the Democratic Party of Vietnam (1944) which is the Party of intellectuals since they have no conditions to join the Communist Party of Vietnam, so

they set up their own party. Especially with "Vietnamese Cultural Outline (1943)", intellectuals were no longer a matter of strategy to enlist allies, but for the first time in the country's history, the Party affirmed that knowledge was a matter of strategy to radically change the cultural and social foundation of Vietnam, which emerged from an old colonial-feudal society.

On September 3, 1945, in the first meeting of the Government Council of the Democratic Republic of Vietnam, President Ho Chi Minh told the ministers that: "Illiteracy is one of the cruel methods that the colonialists used to rule us. More than ninety percent of our compatriots are illiterate..." [1; 7] and "education is the only way to build socialism" [5; 90]. He also affirmed: "The intellectuals who participated in the revolution and participated in the resistance war are very valuable to the Party. Without such people, the revolutionary work would be much more difficult" [2; 275] and "...You are intellectuals. You have the great and glorious responsibility of being an example to the people in all things. Our people fought bravely. Of course, the intellectual force must sacrifice their struggle and be more courageous to set an example for the people" [2; 381].

President Ho Chi Minh said: "Without the theory of scientific socialism, it is impossible to have a firm class stance" [2; 113]. Intellectuals of the Vietnamese revolution must have the spirit of serving the people and the revolution. He affirmed: "The revolution really needs intellectuals, and in fact, only the revolution can respect intellectuals" [4; 53], however, "respectable intellectuals are intellectuals who wholeheartedly serve the revolution and the people" [4; 53]. The most important thing for intellectuals is to know how to harmoniously combine theory with practice. Intellectual work must be combined with manual labor and "intellectuals serving the people is always necessary, the resistance to national construction is also needed, it is also necessary to advance to socialism, to advance to communism is even more necessary" [3; 72]; "Theory must be put into practice. Practice must follow theory. Theory is like the name (or bullet). Practice is like a target to shoot. Having bullets without shooting, or shooting indiscriminately, is like having no bullets. Theory is for practical application. If we just learn in order to show off the world, that argument is useless. Therefore, we must try to learn, and at the same time, we must practice" [2; 274].

President Ho Chi Minh was also very interested in using intellectuals and promoting their role. It is necessary to attach importance to raising people's knowledge, training and using talents for each specific job, and must have the policy to recruit talented people to help the country. "Our country's talents are not many, but if we choose wisely, distribute and use wisely, our talents will grow more and more" [1; 99]. President Ho Chi Minh's criteria for using talented people and the art of using people are very clear, specifically: "The use of talents should not be based on things that are too strict. As long as they don't go against the interests of the people..., they have loyalty to the Fatherland. Big talents are used to do big things, small talents are used to do small jobs. Knowing how to use such people, we will not worry about lack of officials" [1; 541]; "We need to see what a person can do something. If talented people use their talents improperly, they will not fulfill the job" [2; 314]. "Nobody is good at everything. Therefore, we must use people skillfully, correct their shortcomings, and help them boost their strengths" [2; 314]. We must trust intellectuals when using them. We must "let them do, let them be in charge, even if they make a little mistake, they are not afraid" [2; 276] It is that belief that is a great motivation, a precious medicine to promote Vietnamese intellectuals to sacrifice themselves in the resistance wars and national construction.

2.2. The fourth industrial revolution and the requirements for the quality and competence of Vietnamese people

Currently, the world is entering the industrial revolution 4.0. The essence of this revolution is based on the foundation of digital technology and the integration of intelligent technologies in the fields of physics and biology with the center being the development of artificial intelligence (AI), the Internet of things (IoT), big data and nanotechnology... The fields of this revolution have a strong impact on all countries, all fields, including Vietnam and its human resources. When it comes to human resources, including high-quality human resources, we refer to intellectuals, including elite intellectuals.

The Industrial Revolution 4.0 has a strong impact on Vietnamese intellectuals because practice has confirmed their leading role. It is they who will be the pioneers to embrace modern science and technology and spread and motivate other social groups. In other words, the current Vietnamese intellectuals have a decisive role in research, application and transfer of science and technology, helping to accelerate industrialization, modernization and international integration of Vietnam, contributing to the success of the cause of national construction and defense against the impact of the Industrial Revolution 4.0. This is even more true when the creation of knowledge is taking place on a large scale. The use of scientific and technological knowledge in production becomes a daily need of society. At the same time, the processing and transfer of knowledge and information take place very quickly and widely, thanks to the achievements of modern science and technology, especially information technology. Since then, the Vietnamese intellectuals have had the conditions to improve their education level, continuously accumulate and enrich knowledge, adaptability and high flexibility to changes in work, career, workplace and rapid advancement of new technology. Due to such a rapid rate of change, the occupational content of employees also changes frequently. If intellectuals do not know how to self-

study and cultivate knowledge, they will quickly become obsolete with their own work and with the surrounding environment. Intellectuals who do not dare to boldly change their thinking and ways of doing things cannot keep up with the rapidly changing speed of science and technology. Not only that, Vietnamese intellectuals have the conditions to dare to engage in practice, dare to boldly apply new things in labor and production. The rapid change of scientific and technological knowledge makes the advantage belongs to the unknown, so if they refuse to apply the new to keep up with the development speed of human knowledge, it is clear that the inventions and innovations are just scientific works located in the library, the creativity of intellectuals cannot make a change in practice.

The Vietnamese intellectuals have the conditions to actively participate in the economic development of the country during the integration process. At the same time, they are the ones who maintain the core foundation of the nation, which is the spirit of patriotism, are the fine traditional values that create our national identity. To be patriotic in this age is to actively contribute to the construction of the country. And when the Fatherland calls for protection, intellectuals do not hesitate to sacrifice themselves to serve the Fatherland. That service is to contribute to the cause of the struggle to protect national sovereignty. In Vietnam, patriotism is associated with love of socialism, is trusting and obeying the leadership of the Party, and protecting the Party.

Faced with the new requirements and tasks of the period of industrialization and modernization of the country, when the world is conducting the Industrial Revolution 4.0, Vietnamese intellectuals have the opportunity to rise to assert themselves, promote international cooperation in knowledge, in research and application of scientific and technological advances, in receipt and transfer of technology in various fields. People doing scientific work become a direct productive force in the fields of research, application and deployment of advanced technologies and other scientific and technological services. The team of science and technology intellectuals continues to affirm their role as a driving force, contributing to the realization of the development goals of the industry by focusing on building large-scale science and technology tasks to solve urgent, central and key issues. For in-depth economic development, inclusive growth and sustainable development, the intellectual strength and brainpower of intellectuals, experts and scientists must be well exploited. This team - with knowledge of the market economy and international economic integration - can participate in value chain creation, brand building, and enhancement of the country's economic integration. Intellectuals as economic and social researchers, propose solutions or participate in contributing and criticizing economic policies and ways to capture development advantages and eliminate risks. In addition, many Vietnamese intellectuals also have the opportunity to study, exchange and transfer technology to many other countries, not only contributing to improving the quality of international human resources but also creating favorable conditions to attract foreign investment in the development of science and technology in Vietnam.

2.3. The application of the Communist Party of Vietnam in training human resources to meet the requirements of the industrial revolution 4.0

Imbued with Ho Chi Minh's ideology, our Party is increasingly interested in building the intellectual force, as well as appreciating the role of intellectuals in national construction and development. Resolution No. 27-NQ/TW, dated August 6, 2008, of the 7th Meeting of the 10th Central Committee "on building the intellectual force in the period of accelerating industrialization and modernization of the country" provided five tasks and solutions to building the intellectual force in the current period, specifically: Improving the environment and favorable conditions for intellectuals' activities; implementing the policy of appreciating, treating and honoring intellectuals; creating fundamental changes in training and fostering intellectuals; upholding the responsibility of intellectuals, strengthening and improving the quality of activities of intellectual associations; improving the quality of the Party's leadership for intellectuals. At the 12th Congress of the Party, it was also affirmed the task of "building an increasingly strong and high-quality intellectual force to meet the requirements of the country's development; respecting and promoting freedom of ideology in research and creativity activities; appreciating intellectuals on the basis of properly assessing their quality, capacity and dedication results; protecting intellectual property rights, treating and honoring the contributions of intellectuals. There are special mechanisms and policies to attract the country's talents, appreciate the role of scientific research agencies in consulting, criticizing and assessing the society in planning the Party's guidelines and guidelines, the State's policies and laws, and projects on cultural, social and economic development" [6; 161-162]. At the 13th Party Congress, special attention was paid to building the intellectual force and attracting talents. The document of the 13th Congress clearly states: "Building an increasingly strong and high-quality intellectual force to meet the requirements of the country's development in the new situation. There is a mechanism to promote democracy, creative freedom and uphold ethics and responsibility in scientific research; prioritize investment in the development of infrastructure, working environment, research and innovation of intellectuals, appreciate and adequately treat talents, Vietnamese scientists and technologists with high professional qualifications at home and abroad, especially leading scientists with strong leadership skills, maintain particularly important scientific and technological tasks; really respect and create conditions to improve the effectiveness of consulting and criticism activities of experts and intellectuals" [7; 167]. Since then, along with the development of the country, the number of Vietnamese intellectuals has increased rapidly in quantity, improved in quality, and actively contributed to the

planning of the Party's guidelines, policies, and laws of the State, making an important contribution to the country's achievements of historical significance in the *doi moi*. At the same time, it is necessary to continue to make important contributions in training high-quality human resources, building the country for rapid and sustainable development.

III. Conclusion

The Fourth Industrial Revolution fundamentally changes the civilized production of mankind. This revolution takes place at a faster pace, with a large scope from production to life, from the activities of individuals, organizations, businesses, and even the government, ministries and sectors. It has a strong impact on all aspects of socio-economic life, leading to the change of methods, and promoting the development of social production forces. With the awareness that people are the country's most valuable and authentic resource and wealth, our Party creatively applied President Ho Chi Minh's point of view on building intellectuals in the process of human resource training to meet the requirements of the industrial revolution 4.0 as well as shortening the development gap with other countries in the region and the world in order to soon fulfill the goal of national construction, which is to strive for the middle of the twenty-first century, our country will become a developed and socialist-oriented country.

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