
Explore The Content Of Building And Developing The Intellectual Team In The Context Of Industrialization And Modernization Of The Country

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ABSTRACT

Industrialization and modernization are affecting and attracting all countries. For developed countries, modernization is carried out to promote the development of society to become more and more modern. For developing countries, industrialization will be carried out in conjunction with modernization to transform the agricultural economy into an industrial economy in a modern direction. In that context, developing the intellectual team is a prerequisite, ensuring the transition from an agricultural economy to an industrial economy in a modern direction like Kien Giang province of Vietnam. Studying and evaluating current documents will help discover the driving force for developing the intellectual team. Searching and evaluating documents through a system of modern tools, evaluating, criticizing, comparing, filtering, synthesizing and providing results shows that the industrialization and modernization of the country in general, Kien Giang province in particular and the international integration process of Vietnam are the driving force for the development of the intellectual team. This study provides the situation of the development of the intellectual team of Vietnam in general and Kien Giang province in particular, thereby providing important solutions to develop the intellectual team in response to the requirements of the industrialization and modernization process.

Keywords: Explore the content, building and developing, intellectuals team, industrialization, modernization, international integration, Kien Giang province

Introduction

The strong and continuous development of the industrial and modern economy associated with the development of science and technology has promoted the birth of the scientific and technological revolution in the USA in the 50s of the 20th century in the fields of information technology, biotechnology, new energy technology, new material technology, nanotechnology, etc. leading to the process of social modernization. The USA, Japan and European countries have taken advantage of the achievements of the above scientific and technological revolution to modernize society and by the end of the 20th century, a knowledge-based economy and intellectual civilization have emerged. Today, industrialization and modernization are currently affecting and attracting all countries. For developed countries (countries that have completed the industrialization process), modernization is carried out to promote the development of society to become more and more modern. For developing countries (countries that have not yet been industrialized), industrialization will be carried out in conjunction with modernization to transform the agricultural economy into an industrial economy in a modern direction.

For Vietnam, from an agricultural economy to a modern society, with “rich people, strong country, democracy, fairness, civilization”, it is inevitable to promote industrialization and modernization with the nature of “a comprehensive and profound revolution in all areas of social life” (Muoi, 1994). According to the Communist Party of Vietnam (CPV): “Proactively and actively integrate into the international community, properly resolve the relationship between independence, autonomy and international integration; promote comprehensive, deep, flexible and effective international integration for the benefit of the nation” (CPV, 2021). “Industrialization and modernization are the consistent and consistent policies of our Party and State in the process of building and defending the Fatherland” (CPV, 2022).

Kien Giang is a border province, in the Southernmost part of Vietnam; before the Innovation (before 1986), it had a poor agricultural economy, with low production force levels and backward production relations. In nearly 40

years of Innovation (from 1986 to the present), the Party Committee and the people of Kien Giang province have made great efforts to promote industrialization and modernization and achieved positive results. However, up to now, the economy of Kien Giang province is still an agricultural economy, with low labor productivity, and the lives of the majority of farmers are still quite arduous. In this condition, continuing to promote industrialization and modernization is necessary and urgent. Therefore, to effectively promote industrialization and modernization, first of all, there must be high-quality human resources, in which the intellectual team is the core force.

Industrialization, modernization and international integration in Kien Giang province still face many difficulties and limitations: industrial development is not commensurate with the province's potential and advantages, production value is low, there is no key industry, agricultural development is not sustainable, human resources and science and technology have not become the driving force for development. The main reasons are that the awareness of industrialization and modernization still has many unclear contents, the socio-economic infrastructure is not synchronous, some policies are still inadequate, etc. The work of urging, inspecting and supervising the implementation of industrialization and modernization is not adequate and regular. With the difficulties as well as the achievements, the Kien Giang Provincial Party Committee determined to continue to promote industrialization and modernization of the province until 2030.

The task and purpose of this study is to explore and clarify that industrialization, modernization and international integration of Vietnam are the main driving forces and set high and urgent requirements for the development of intellectuals in Kien Giang province; at the same time, solutions to develop and improve the quality of intellectuals will meet the requirements of industrialization, modernization and international integration of Vietnam in general and Kien Giang province in particular.

Literature Review

Industrialization and modernization are inevitable trends in developing countries. Vietnam is a developing country, if it wants to progress quickly, the prerequisite is to carry out industrialization and modernization of the country. In particular, Kien Giang province, a province located in the Mekong Delta region, has also joined the country in industrializing and modernizing all aspects of social life. Realizing this importance, in many studies (since 1994, when the Communist Party of Vietnam introduced the concept of industrialization and modernization), there have been many research works, focusing on clarifying many theoretical and practical issues such as: The importance and inevitability of industrialization and modernization in Vietnam, resources for industrialization and modernization. The studies focus specifically as follows:

First, discuss the concept of industrialization and modernization and the content and characteristics of industrialization and modernization in Vietnam during the Innovation period (Table 1):

Order	Researchers (year)	Research content
1	Do Muoi (1994)	The author has argued the inevitability of industrialization and modernization in Vietnam, so in fact, industrialization and modernization are the application of scientific and technological achievements and historical experiences to transform the agricultural economy into an industrial economy and traditional society into a modern society with the goal of "rich people, strong country, fair and civilized society".
2	Nguyen Thanh Ban (1994)	The author has pointed out that the path to modernizing the country (in the context of rapidly developing science and technology) does not necessarily have to be sequential, but should combine sequential steps with leaps (when conditions permit) to shorten the development process and quickly approach the leading countries.
3	Nguyen The Nghia (1997)	According to the author: Industrialization and modernization is: "The process by which humans create and use modern scientific and technological achievements, along with historical experiences to comprehensively and thoroughly innovate all areas of social life, promoting social development to a new state of quality" (pp. 272-273). The content of industrialization is shown as follows: (i) Using scientific and technological advances to shift the economic structure towards modernization, redistributing labor to create high labor productivity, etc.; (ii) Promoting the construction of a socialist rule-of-law state of the people, by the people, for the people; (iii) Creating a healthy cultural environment, promoting the construction of culture as a foundation and driving force for socio-economic development.
4	XIth Congress of the CPV (2011)	Promoting industrialization and modernization of the country is the cause of all people, and the entire political system, taking people as the center, and enterprises as the subject, harmonizing economic, social and environmental goals; closely linked and synchronized with urbanization.
5	XIIth Congress of	Strongly promote the application of science, technology, and innovation,

	the CPV (2016)	especially the achievements of Industry 4.0 to create a breakthrough in productivity, quality, efficiency, and competitiveness of industries, fields, and the entire economy; carry out comprehensive, effective, and substantive digital transformation for the entire population; promote research and application of technology, gradually master the design of technology, core technology, and platform technology of several foundational and priority industries; restructure service industries based on modern technology platforms, digital technology, develop new types of services with interdisciplinary and high added value, and accelerate the servitization of processing and manufacturing industries.
6	XIIIth Congress of the CPV (2021)	The core content of the Industrial Revolution 4.0 is the development of science and technology, intelligent systems playing a leading role, communication between intelligent platforms, the “symbiosis” between human creativity and artificial intelligence products on a large scale, universal, creating changes in the entire production, management and governance systems in society.
7	Bui Ngoc Quynh & Pham Quoc Quan (2023)	According to the authors: Industrialization and modernization must exploit and promote the best potential and advantages of the whole country, regions, localities, and latecomers in the golden population period; synchronously combine sequential with shortcuts, and get ahead; industrialization and modernization of agriculture and rural areas are top priorities; digital transformation is a breakthrough to shorten the industrialization and modernization process.

Second, discuss Vietnam’s international integration process (Table 2):

Order	Researchers (year)	Research content
1	XIth Congress of the CPV (2011)	Identify: Vietnam is “a friend, a reliable partner and a responsible member of the international community” (CPV, 2011, p.435) and the policy shifts from “proactively and actively integrating into the international economy, while expanding international cooperation in other fields” (CPV, 2011, p.123) to “proactively and actively integrating into the international community” (CPV, 2011, p.425). With this policy, proactive and active international integration is not only in the economic field and some other fields but also expanded on a comprehensive scale in the fields of economics, politics, culture, society, national defense-security, etc. This is a new development in the CPV’s foreign policy awareness and thinking, reflecting the urgent need for our country’s revolutionary cause in the new international context.
2	Platform of CPV (2011)	The Platform clearly stated the country’s development viewpoint in the context of international economic integration: “Building an independent and self-reliant economy, while proactively and actively integrating into the international economy”.
3	Politburo Resolution (2013)	The Resolution determined that in the process of international integration, “economic integration is the focus, integration in other areas must facilitate economic integration and contribute positively to economic development”.
4	XIIth Congress of the CPV (2016)	The XIIth National Congress of CPV added the direction of international economic integration to respond to the new situation, which is: “Improving the effectiveness of international economic integration, fully implementing international commitments, building and implementing strategies to participate in free trade areas with important economic and trade partners, signing and effectively implementing new-generation free trade agreements in a master plan with a reasonable roadmap, in line with the country’s interests”.
5	Nguyen Manh Hung & Nguyen Thi Hoa (2022)	In the international integration process, to plan and effectively implement international integration policies and guidelines, countries must always start from the country’s actual strength, the current state of international integration, from the perception and assessment of the world systems in which the country is participating in international integration; at the same time, must properly handle the relationship between independence, autonomy and international integration.
6	Duc Hiep (2022) & Trinh Thanh (2023)	The resolution defines the goal of the international economic integration process in Vietnam as implementing the international economic integration process, maintaining political and social stability to enhance the autonomy of the economy, expanding the market, attracting more capital, technology,

		knowledge, management experience, ensuring rapid and sustainable development, improving people's lives; preserving and promoting national cultural identity; maintaining independence, sovereignty, unity and territorial integrity; enhancing Vietnam's prestige and position in the international arena.
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Third, discuss human resource development, building and developing a team of intellectuals to meet the requirements of industrialization, modernization and international integration (Table 3):

Order	Researchers (year)	Research content
1	Nguyen Quang Du (1994)	The author believes that natural resources or capital (money) will gradually be exhausted if used a lot, but human resources with intelligence, knowledge, and creative thinking will grow almost endlessly the more they are exploited. Therefore, to successfully industrialize and modernize, education, training, and scientific research are needed to continuously develop creative intelligence.
2	Nguyen Trong Chuan (1994)	The author believes that in industrialization and modernization, human resources (especially intellectuals) with high education levels, deep understanding, independent thinking, and creativity always play an important role, which is decisive for the success of industrialization and modernization. Therefore, it is necessary to focus on the innovation of education and training. Continuously improve the quality of education and training, especially the quality of postgraduate training. At the same time, there are appropriate policies and mechanisms to foster, reward, and honor intellectuals.
3	Pham Thanh Pho & An Nhu Hai (1995)	According to the authors of industrialization and modernization in Vietnam, it is necessary to carry out simultaneously and integrate all social fields. At the same time, it is necessary to apply typical scientific and technological achievements and experiences in developed countries to both industrialize and modernize (avoid the risk of backwardness). To meet the above requirements, it is necessary to train and develop a large, synchronous and high-quality human resource. In which, it is necessary to focus on both political and ethical qualities and professional expertise.
4	Nguyen Dac Hung (2008)	The author focused on analyzing the issues raised with the country's development, especially the development of the intellectual team (such as the stormy development of the scientific and technological revolution, the emergence of the information society along the transformation of information technology). All of these require the intellectual team to be proactive and active in promoting industrialization, modernization, and international integration, etc.
5	Cao Van Thong & Do Van Tuat (2015)	The authors analyzed a series of concepts: aptitude, capacity, talent, talent, genius; at the same time analyzed the thoughts and policies of our ancestors on talents, recruiting and treating them well; highlighted Ho Chi Minh's Ideology on intellectuals and talents; the policies of the Party and State of Vietnam on "Improving people's knowledge, training human resources, nurturing talents, etc.". Which, the authors recommended that the government soon direct the development of a national talent development strategy to serve industrialization, modernization and international integration.
6	Le Van Thang & Nguyen Van Tuan (2018)	The authors analyzed the achievements of the Industrial Revolution 4.0 and its impact on Vietnam's development sectors. At the same time, they provided a comprehensive and in-depth approach to the Vietnamese intellectual community in the face of opportunities and challenges brought about by the Industrial Revolution 4.0. On that basis, the authors evaluated and proposed directions, tasks and solutions to promote the role of intellectuals in utilizing modern technological achievements to promote industrialization, modernization and development of intellectuals.
7	XIIIth Congress of the CPV (2021)	CPV determined: In the next 5 years (into 2026), there will be a breakthrough in human resource development, in which the connotation of high-quality human resources has been more clearly defined, which is "human resources for leadership, management and key areas" and in particular, our Party continues to link the development of high-quality human resources with "application and development of science and technology, innovation".
8	Vu Hong Van (2022)	It is necessary to perfect the strategies for education, training, and national human resource development following the requirements of industrialization and modernization. Up to now, our country has had many regulations and decrees on

		education and training development as well as human resource development, but compared to the requirements of continuing to promote industrialization and modernization today, many regulations are outdated and no longer suitable for practical requirements. Therefore, it is necessary to review existing regulations, promptly issue new regulations to create breakthroughs in education and training, and gradually remove bottlenecks in the quality of national human resources today.
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Fourth, discuss the characteristics of industrialization, modernization and international integration associated with the construction and development of the intellectual team of Kien Giang province (Table 4):

Order	Researchers (year)	Research content
1	Kien Giang Provincial Party Committee (2018)	This report has outlined the characteristics of industrialization, modernization and the socio-economic context of implementing Resolution No. 27-NQ/TW (2008) of the CPV; at the same time, it evaluates the results of 10 years of implementing the above resolution (with achievements, advantages and limitations, shortcomings); in which it mentions the limitations in developing the province's intellectual team. Especially in the face of the requirements of industrialization and modernization of the country.
2	Kien Giang Provincial Party Committee (2020)	The document analyzes, evaluates and affirms the achievements and limitations in the development of the province's socio-economic, cultural, security and defense. It emphasizes the achievements and limitations in promoting industrialization, modernization and human resource development, building the province's intellectual team. The document also affirms one of the three breakthroughs of the province in the period of 2020-2025: "Developing and improving the quality of human resources, promoting the building of intellectual teams and attracting talents".
3	Kien Giang Provincial Party Committee (2022)	Affirming the main achievements of industrialization and modernization and the outstanding results in building the intellectual team of Kien Giang province: "The intellectual team has increased rapidly in quantity and quality, playing a leading role in research, reception, application and transfer of scientific and technological advances, innovation and creativity". However, besides the achievements, there are still certain limitations and weaknesses such as: the ratio of intellectuals to the population is still low, unevenly distributed, the province does not have a strong enough policy system to attract and use high-level intellectuals. Meanwhile, there is a group of young intellectuals who have been properly trained but refuse to return to the province to work.
4	Kien Giang Provincial Party Committee (2023)	This document provides an overview of the results of industrialization and modernization in the province; At the same time, it presents two guiding viewpoints on industrialization and modernization (Industrialization and modernization must fundamentally and comprehensively transform the economy and social life; Industrialization and modernization must be implemented in the direction of developing strategic pillars: industrialization and modernization of high-tech agriculture; Smart cities; development of the marine economy; high-quality tourism, etc.). Determine the goals until 2030 and vision to 2045; and at the same time propose 10 main tasks and solutions to implement industrialization and modernization until 2030.
5	Kien Giang Provincial People's Committee (2023)	The document fully and systematically assesses the current status of human resource development in Kien Giang province; proposes directions for human resource development in the period 2021-2030 with a vision to 2050; at the same time, it presents solutions for human resource development in Kien Giang province; Proposes directions for human resource development in the period 2021-2030 with a vision to 2050; at the same time, propose solutions for human resource development (policy mechanisms; training to attract labor resources; creating a favorable environment and conditions for the development and effective use of human resources; socializing training work, strengthening training linkages.

Research issues:

The above studies have mentioned many issues arising from industrialization, modernization and international integration, as well as the necessity and inevitability of industrialization, modernization and international integration of Vietnam and Kien Giang province. However, no study has mentioned the role of the intellectual

team as a key factor, in deciding the success of industrialization, modernization and international integration. In particular, when posing the correlation (dialectic) between industrialization, modernization and international integration with the development of the intellectual team when determining: that industrialization, modernization and international integration are important motives for developing the intellectual team and the development of the intellectual team will create an important premise for the successful implementation of industrialization, modernization and international integration. Therefore, this study will focus on clarifying this dialectical relationship within the framework of Kien Giang province.

Research Methods

Textual research: Exploring theoretical issues on industrialization, modernization and globalization as well as issues of building and developing the intellectual team in the context of Kien Giang province, Vietnam cannot be separated from the policies and guidelines of the Communist Party of Vietnam (CPV); policies and laws of the State of Vietnam (legal documents); Decrees and Circulars of Ministries, Departments and Branches, focusing on Decrees and instructions of the Ministry of Education and Training, Ministry of Science and Technology. Especially the summary reports and resolutions of the Provincial Party Committee and People’s Committee of Kien Giang province.

Interdisciplinary and interdisciplinary research methods: In the field of social sciences and humanities, the main research methods used are: analysis-synthesis, comparison-contrast, deduction-induction; synchronicity-diachrony, logic-history, etc. Using these methods allows us to explore the contents related to the construction and development of the intellectual team in the context of Kien Giang province, Vietnam from a theoretical and practical perspective. Specifically, this method allows for comparison and contrast of the results of previous research with the author’s research results; historical and specific assessments of the research contents, etc., thereby, allowing comments, assessments as well as necessary theoretical and practical issues in the construction and development of the intellectual team of Kien Giang province in the context of industrialization, modernization of the country and the globalization process.

Subjects of survey and interviews: Policy makers and management staff in some administrative and public service units; knowledge that has a certain influence in certain fields in which they are experts. Number and time of survey: This study surveyed 165 people; survey time: in 2024. Results are shown in table 5.

Table 5. Classification of survey objects

Variables	Characteristic	Frequency (number)	Ratio (%)
The gender of the surveyed person	Female	77	46.67
	Male	85	51.52
	Other	3	1.82
The degree of the person being surveyed	Bachelor	56	33.94
	Master	49	29.70
	Doctor	35	21.21
	Associate Professor and Professor	25	15.15
Working years of the surveyed person	5-10 years	56	33.94
	11-20 years	69	41.82
	21-30 years	40	24.24
Working position	Team of Management	32	19.39
	Policy Makers	26	15.76
	A team of intellectuals is working	107	64.85
Total average		165	100%

Scale convention: The scale used mainly in survey forms is the nominal scale to determine the name and some characteristics of the survey object; the ordinal scale and interval scale to calculate parameters in descriptive statistics such as average value, and percentage.

To facilitate the assessment and analysis of data reasonably and scientifically, the information collected from the survey questionnaire is based on the average value on a 5-point Likert scale with an interval value. = (Maximum

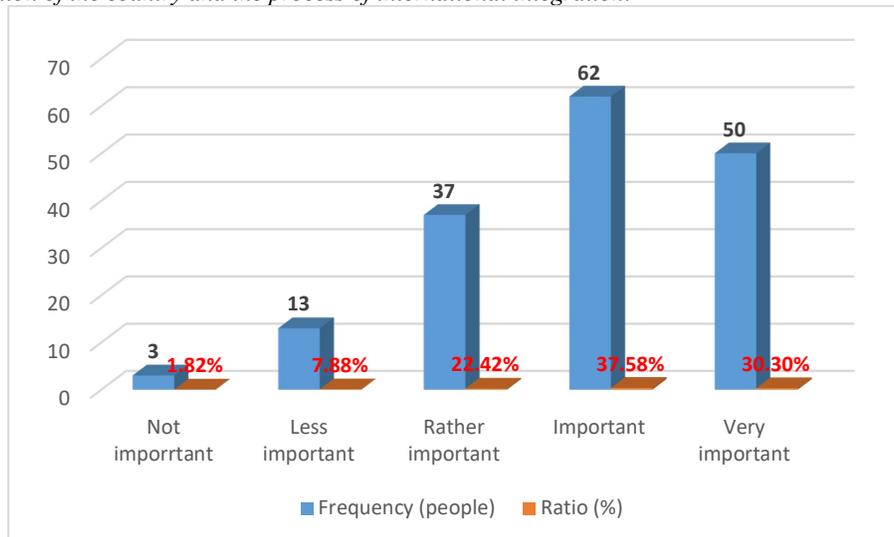
$$\bar{X} = \frac{\sum_{i=1}^k X_i K_i}{n} \quad (1). \quad \bar{X} : \text{Medium score. } X_i : \text{Score at level } i; K_i : \text{Number of participants rated at } X_i \text{ level; } n : \text{Number of people participating in the}$$

– Minimum)/n = (5-1)/5 = 0.8. Use the formula to calculate the average score: Meaning of using \bar{X} : The average score in the statistical results represents the degree of representation according to a certain quantity criterion of the sum of many units of the same type. The average

score reflects the average level of the phenomenon and compares two (or more) populations of the studied phenomena of the same type, not of the same scale.

Results

Assessing the importance of building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration.



Hình 1. Assessing the importance of building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration (Figure 1).

The survey results in Figure 1 show the importance of building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration in Kien Giang province. Specifically: The number of people who evaluated focused on “Important” with 62/165 respondents (accounting for 37.58%) (the highest rating); “Very important” for 50/165 respondents (accounting for 30.30% (second highest rating); “Rather important” for 37/165 respondents (accounting for 22.42%) (third highest rating). However, there are still 13/165 respondents who rated it as “Less important” (accounting for 7.38%) and 3/165 respondents who answered “Not important” (accounting for 1.82%).

Contents of building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration:

Previous studies have shown that there are many contents in building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration (clearly shown in Table 3); based on the requirements of the process of industrialization, modernization of the country and the process of international integration (Table 1 and Table 2) and discussing the characteristics of industrialization, modernization and international integration associated with the construction and development of the intellectual team of Kien Giang province (Table 4), the author builds a research model including 04 contents: (i) Linking the construction of the intellectual team with the requirements of socio-economic development and promoting industrialization, modernization and international integration; (ii) Linking the construction of the intellectual team with education and training; (iii) Building and developing the intellectual team associated with the development of high-quality human resources; (iv) Building a synchronous and comprehensive intellectual team to meet the requirements of industrialization, modernization and international integration.

Based on the theoretical basis and previous studies, the group of authors built a research model including 03 contents of the building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration in Kien Giang province including: Building and developing the intellectual team with the requirements of social development; linking the building and developing the intellectual team with education and training; building and developing the intellectual team associated with the development of high-quality human resources; building a synchronous and comprehensive intellectual team and sustainable development. The dependent variable is the context of industrialization and modernization of the country (shown in Figure 2).



Figure 2. Contents of building and developing the Intellectual Team in the context of industrialization and modernization of the country.

The results of testing the Cronbach’s Alpha scale found that all 7 independent variables achieved high reliability (Table 6).

Table 6. Testing the Cronbach’s Alpha scale

Order	Content (scale)	Number of variables accepted	Cronbach’s Alpha
1	Building and developing a team of intellectuals with the requirements of social development	7	0.798
2	Linking building and developing a team of intellectuals with education and training	5	0.763
3	Building and developing a team of intellectuals with the development of high-quality human resources	6	0.757
4	Building a team of intellectuals that is synchronous, comprehensive and sustainable	5	0.784

(Source of the author’s survey, n=165)

After assessing the scale’s reliability using Cronbach’s Alpha coefficient, 23 variables of the scale “content of building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration” were included in the factor analysis. Through EFA analysis, we identified four contents of the building and developing the intellectual team in the context of industrialization, modernization of the country and the process of international integration. To determine the specifics of each content, the author surveyed 165 people (n = 165). Specific regulations 1. Weak, 2. Poor, 3. Average, 4. Rather, 5. Good. The results are shown in detail in Table 7.

Table 7. Evaluation of the contents of building and developing the intellectual team in the context of industrialization and modernization of the country

Order	Survey content	Frequency (people)	Degree evaluation					\bar{X}
			1	2	3	4	5	
1	Building and developing a team of intellectuals with the requirements of social development	165	4	11	21	82	47	3.95
2	Linking building and developing a team of intellectuals with education	165	6	13	23	80	43	3.85

	and training							
3	Building and developing a team of intellectuals with the development of high-quality human resources	165	7	14	24	79	41	3.81
4	Building a team of intellectuals that is synchronous, comprehensive and sustainable	165	6	14	22	80	43	3.85
Total		165	5.75	13.0	22.5	80.25	43.5	3.87
Ratio (%)		100	3.48	7.88	13.64	48.64	26.36	

(Source of the author's survey, n=165)

The survey results presented in Table 3 show that: All \bar{X} s are in the range of $3.41 \leq \bar{X} \leq 4.20$, reaching the "Rather" level, there are no \bar{X} s that the survey subjects rated as "Weak", "Poor", "Average" and "Good". However, considering each content and each level of evaluation, many people still underestimate the role of intellectuals. That is shown in the average total number of people rating each content, specifically: "Weak" accounts for 3.48% (5.75/165 respondents); "Poor" accounts for 7.88% (13.0/165 respondents); "Average" accounts for 13.64% (22.5/165 respondents).

To develop the intellectual team in the context of industrialization and modernization of the country, there must be requirements. To properly assess the necessity, the author surveyed 165 people (n = 165). Specific regulations 1. Completely disagree, 2. Disagree, 3. Partially agree, 4. Agree, 5. Very agree (shown in Table 8).

Table 8. Requirements for the development of the intellectual team

Order	Survey content	Frequency (people)	Degree evaluation					\bar{X}
			1	2	3	4	5	
1	A team of large intellectuals, in which there is a harmonious combination of leadership and management intellectuals with scientific intellectuals and literary and artistic intellectuals	165	4	11	20	82	48	3.96
2	A team of balanced intellectuals, ensuring the correspondence and rationality between quality, quantity and structure (age structure, structure ratio of qualifications and academic titles, degrees, professions and workplaces)	165	5	12	23	81	44	3.89
3	A team of intellectuals with full and comprehensive qualities of "morality - intelligence - courage"	165	4	12	24	81	44	3.90
Total		165	4.33	11.67	22.33	81.33	45.33	3.92
Ratio (%)		100	2.63	7.07	13.54	49.29	27.47	

(Source of the author's survey, n=165)

The survey results presented in Table 8 show that: All \bar{X} s are in the range of $3.41 \leq \bar{X} \leq 4.20$, reaching the "Agree" level, there are no \bar{X} s that the survey subjects rated as "Totally disagree", "Disagree", "Partially agree" and "Very agree". However, considering each content and each level of evaluation, many people still underestimate the role of intellectuals. That is shown in the average total number of people rating each content, specifically: "Completely disagree" accounts for 2.63% (4.33/165 respondents); "Disagree" accounts for 7.07% (11.67/165 respondents); "Partially agree" accounts for 13.54% (22.33/165 respondents).

Discussion

Building and developing a team of intellectuals is closely linked to the requirements of socio-economic development and promoting industrialization, modernization and international integration ($\bar{X} = 3.95$, the highest rating).

In Vietnam in general and Kien Giang province in particular, the requirements of socio-economic development and the tasks of industrialization and modernization are always consistent with each other and place high demands

on human resources, especially on the team of intellectuals. Therefore, building a team of intellectuals must always be closely linked to the requirements of socio-economic development and promoting industrialization and modernization.

Regarding the requirements of socio-economic development of the province; from 2015 to 2020, the province has focused resources on development, meeting the requirements of development and completing the tasks of socio-economic development. Specifically, the average growth rate (GRDP) reached 7.22%/year; The economic scale increased from 47,076 billion VND (2015) to 71,755 billion VND/year (2022); per capita income increased from 1,630 USD (2015) to 2,504 USD (2020); the economic structure shifted in a positive direction: reducing the proportion of agriculture, increasing the proportion of services and industry (Kien Giang Provincial Party Committee, 2020, pp. 47-48). From 2020 to 2025, the general requirements for the socio-economic development of the province are: “promoting the strength of the entire people, mobilizing to the maximum and effectively using all resources to build a step-by-step synchronized socio-economic infrastructure, exploiting potential strengths, especially the marine economy and industry; promoting economic restructuring towards increasing the proportion of services and industry; continue to innovate the growth model, increase labor productivity, economic competitiveness, respond to the process of international economic integration. Develop society, improve people’s lives, etc.” (Kien Giang Provincial Party Committee, 2020, p.79).

Specify the general requirements for socio-economic development mentioned above into 5-year targets (2021-2025); the average economic growth rate (GRDP) over 5 years will reach 7.24% or more, and by 2025 the average GRDP per capita will reach 3,845 USD, economic structure: agriculture accounts for 25.2%, industry accounts for 19.8%, services account for 49.4%, etc. The rate of trained workers will reach 75.0% (of which the rate of trained workers with certificates is 52.5%); the poverty rate is below 2%, 100% of communes meet new rural standards; 90.0% of urban residents and 65.0% of rural residents use clean water, forest coverage rate reaches 11.0%, etc. (Kien Giang Provincial Party Committee, 2020, pp.80-81)

Thus, the general requirements and specific targets for the socio-economic development of Kien Giang province have been and are posing urgent requirements, stipulating directions for building a team of intellectuals associated with and meeting the requirements and targets for the socio-economic development of the province. First of all, it is necessary to build a team of intellectuals with sufficient quantity (to meet the development of economy, industry, agriculture, forestry, fisheries, services, transportation, environment, urban planning and management, new rural construction, etc.) and strong quality (professors, associate professors, masters, bachelors, experts). Each of the above fields needs at least 3 leading experts with enough capacity, ability, and enthusiasm to solve the tasks set out in each industry and each field of the province.

Regarding the requirements to promote industrialization and modernization of the province by 2030, it is necessary to strongly apply the achievements of the modern scientific and technological revolution, especially the achievements of the 4.0 industrial revolution to create a development step, a breakthrough in productivity, quality, and efficiency of the economy, promote economic restructuring in a positive direction; build, rapidly develop and put into operation 5 industrial parks and 14 industrial park clusters. At the same time, promote agricultural industrialization in the direction of developing high-tech agriculture and rural modernization associated with new rural construction and actively developing service industries based on science-technology and innovation (Kien Giang Provincial Party Committee, 2023, pp. 6-7)

With the above requirements, industrialization and modernization in Kien Giang province stipulate the direction of building a modern intellectual team. In particular, focusing on building a scientific and technological intellectual force (with the capacity to research and apply the achievements of the 4.0 industrial revolution to promote the development of industries and services, with the ability to promote the development of high-tech agriculture: creating plant varieties and animal breeds that adapt to climate change, have high productivity, quality and economic efficiency, etc.).

Building and developing a team of intellectuals, linked to education and training ($\bar{X} = 3.85$, ranked 2nd highest).

As a special social class, with high education and deep specialization, with independent and critical thinking, specializing in intellectual labor to create value to serve society, the team of intellectuals is built and developed inseparably from the process of training and developing human resources. Therefore, building a team of intellectuals in Kien Giang province must always be linked to training and developing human resources through each historical period. Currently, human resources in Kien Giang province have very interesting characteristics, specifically as follows:

First, the number of human resources is large (the proportion of workers of working age accounts for 53.7% in 2022 and is quite stable at 52.0% in the period 2011-2022). This is a favorable factor for building a team of intellectuals, however, the level and quality of human resources are still low (the rate of untrained workers is quite high, accounting for more than 30% in 2020, while 7.05% of workers have been trained for less than 3 months and do not have degrees or certificates). Reality shows that “training has not kept up with development, there is a lack of human resources with high technical expertise and good managers, the best experts in the fields of science-technology, engineering and some areas of the province’s strengths. Although the rate of trained workers is high,

the quality is still limited, etc.” (Kien Giang Provincial People’s Committee, 2023, p.57).

Secondly, the whole Kien Giang province has only 1 university and 3 vocational colleges, the rest are vocational education centers, continuing education centers mainly provide short-term vocational training with old content, programs, and methods (slow to innovate), leading to the province’s labor force being mainly simple and unskilled labor. Therefore, the human resources provided for building a team of intellectuals are not much.

Thirdly, the province does not have a strong system of mechanisms and policies, capable of attracting and effectively using high-quality human resources, especially leading intellectual experts, and has not created a favorable environment to attract, use, treat and honor intellectuals. This is a limitation that needs to be promptly removed and overcome.

Building and developing a team of intellectuals associated with developing high-quality human resources ($\bar{X} = 3.81$)

In the period 2021-2030, with a vision to 2050 to promote industrialization, modernization and sustainable development, Kien Giang province has made the following forecasts on labor population and training: (i) In 2020: the total population is 1,728,809 people, of which the working-age population is 911,885 people, trained workers are 610,962 people (455,943 people with degrees and certificates, 155,020 without degrees and certificates). (ii) In 2030: the total population is 1,758,000 people, of which the working-age population is 966,900 people, and trained workers are 749,348 people (531,795 people with degrees and certificates); 217,553 people without degrees and certificates). Forecast of trained workers by professional qualifications: (i) In 2020: the total is 610,962 people (of which vocational workers are 475,092 people; intermediate and college workers are 56,737 people, university and higher workers are 79,134 people). (ii) In 2030: the total number is 749,348 people (of which, vocational workers are 555,968 people, intermediate and college workers are 93,939 people, and university and higher workers are 99,441 people). (Kien Giang Provincial People’s Committee, 2023, p.63).

Thus, in the period 2020 - 2030, the target on population, labor, and human resources is clearly shown: total population increases from 1,728,861 people (in 2020) to 1,758,000 people (in 2030); working-age population increases from 911,885 people (in 2020) to 966,900 people (in 2030); the proportion of trained workers increases from 67.0% (in 2020) to 77.5% (in 2030), of which workers with degrees and certificates account for 55.0%; the proportion of workers with university and postgraduate training increases from 79,134 people (in 2020) to 99,441 people (in 2030). Of which, the number of masters trained increased by 1,568 people and the number of doctors trained increased by 133 people. Building and improving the quality of human resources is the key task of Kien Giang province until 2030 and the vision for 2050 is to promote industrialization, modernization, international integration and socio-economic development. Creating a direct basis and favorable conditions for building a team of intellectuals. In other words, building a team of intellectuals needs to rely on and always be closely linked to the process of developing the human resources of the province.

Building and developing a synchronous and comprehensive team of intellectuals to meet the requirements of industrialization, modernization and international integration ($\bar{X} = 3.85$).

In recent years of innovation, Kien Giang has achieved important initial achievements in building a team of intellectuals and promoting industrialization and modernization. However, besides the achievements, there are still many difficulties and certain weaknesses (the intellectual team has increased but has not met the requirements of industrialization and modernization, the province’s economy is still an agricultural economy with low productivity, quality, and efficiency, etc.). In the current conditions, the trend of globalization and the scientific and technological revolution are developing rapidly, the 4.0 industrial revolution, characterized by the connection of all things based on the Internet system, etc., has impacted and penetrated all areas of society and brought practical benefits to people. At the same time, it also poses major challenges not only to the intellectual team but also to the development of countries.

For Kien Giang province, industrialization, modernization and comprehensive development of the province in all fields: industry (mining and construction materials industry, manufacturing and processing industry, etc.) construction, agriculture (cultivation, animal husbandry, forestry, fishery, etc.) environment, transportation, tourism and services, information and communication, science - technology, education - training, health, culture, literature - arts, press, etc., all of the above sectors and fields pose a long-term and urgent requirement to build a synchronous and comprehensive intellectual team.

Conclusion and Recommendations

Thus, from now until 2030, the cause of building and developing the intellectual team in Kien Giang province needs to be implemented synchronously in all four aspects: (i) Linking the building of the intellectual team with the requirements of socio-economic development and promoting industrialization, modernization, and international integration; (ii) Linking the building of intellectuals with education and training; (iii) Building and developing intellectuals with the development of high-quality human resources; (iv) Building a synchronous and comprehensive intellectual team to meet the requirements of industrialization, modernization and international integration.

To build and develop the intellectual team of Kien Giang province in the context of industrialization, modernization and international integration, it is necessary to ensure the synchronicity and comprehensiveness of the intellectual team, demonstrating: (i) a large intellectual team, in which there is a harmonious combination between leadership and management intellectuals with scientific intellectuals and with literary and artistic intellectuals; (ii) a balanced intellectual team, ensuring the correspondence and rationality between quality, quantity and structure (age structure, structure ratio of qualifications and academic titles, degrees, structure of professions and workplaces); (iii) an intellectual team with full and comprehensive qualities of “morality - intelligence - courage”. They are people who are diligent, thrifty, honest, patriotic, love the people, work for the people, respect the people with profound knowledge, scientific and dialectical thinking and courage (protecting the good, the right, condemning the bad, the wrong). To have a team of intellectuals with the above qualities, it is necessary to implement an educational program, training and practice in ideology, politics, ethics, knowledge and culture.

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