BRIEF INFORMATION
ON THE NEW CONTRIBUTION OF PHD DISSERTATION

1. Theme of the dissertation: ***"Human resource development strategy of Vietnam Pharmaceutical Corporation"***

2. Major: Commercial business

3. Full name of PhD Candidate: **Trinh Minh Duc**

4. Code: 62.34.01.21

5. Full name of supervisors:

Supervisor No. 1: **Assoc. Prof. Dr. Nguyen Thi Bich Loan**

Supervisor No. 2: **Assoc. Prof. Dr. Nguyen Thi Nguyen Hong**

6. New contributions of the dissertation

6.1. Academics and interpretation

With review of domestic and foreign research works, the thesis has inherited and developed a new structure of strategic human resource development in enterprises:

(i) Basing on the literature review, the thesis navigates the content of human resource development strategy of enterprise. For the research purpose, the human resource development strategy has been organized into three group which are labor attraction, labor training and labor total rewards.

(ii) Set up research model of human resource development strategy of enterprise. The research model involves in designing human resource development strategy, implementing human resource development strategy, and evaluating human resource development strategy.

(iii) Identify factors affecting human resource development at enterprise. Environmental factors affect human resource development strategy: workforce, technology, finance, competitors' technology, source of workforce, political environment, laws and macro economy.

6.2. In practical

(i) From experience in building up human resource development strategy at some different companies, the thesis draws out lesson for human resource development strategy of Vinapharm, in terms of structure and content.

(ii) Regression analysis with contingent model has been applied to evaluate the impact of human resource development strategies of Vinapharm. The regression equation: $DLLV = -0.462 + 0.123DT + 0.173PT + 0.101PHKQ + 0.108TC + 0.231DBVL - 0.139GV + 0.244DM + 0.291MTCV$.

(iii) Basing on analyzing the human resource development strategy of Vinapharm for period from 2011 to 2018, the thesis evaluates achievements, points out weaknesses as well as reasons for practical human resource development strategy of Vinapharm. Some of weaknesses

include lack of qualified workforce for long-term development, lack of attraction for high profile talent, failure of total rewards for high profile talent, etc. Some of reasons for weakness include: a part of labor does not have sense of success, improper empower, content of training is still needed to improve, training policy is still needed to improve, and salary is not perfectly adequate with competency of high-profile talent.

6.3. Solutions and recommendations

(i) Improve human resource development strategy of Vinapharm, in terms of talent attraction, training and total rewards.

(ii) Propose three categories of implementing human resource development strategy for Vinapharm, comprising the implementation of human resource development strategy in terms of talent attraction, training and total rewards.

SIGNATURE OF SCIENCE SUPERVISORS

Supervisor No. 1	**Supervisor No.2**	**Candidate**
Associate Prof. Dr.	**Associate Prof. Dr.**	**Trinh Minh Duc**
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