

# Creating Motivation for the Development of the Vietnam Intellectuals in the Context of Global Integration

Nguyen Van Tuan<sup>1</sup>, Nguyen Thi Thom<sup>2</sup>

(1. People's Security Academy, Vietnam; 2. University of Transport Technology, Vietnam)

**Abstract:** In order to meet the increasing requirements of international integration, promoting the role of intellectuals is of particular importance. In the process of innovation with international integration, Vietnam has actively innovated thinking and action to create motivation for intellectual development. Vietnam regularly supplements and completes mechanisms and policies for intellectuals to develop, study and improve their expertise; actively raises wages, income and appropriate working mechanism; creates credibility, motivates and rewards in time; builds up a scientific, healthy and democratic working environment. Therefore, the Vietnamese intellectuals' intelligence and ability that are necessary for international integration have been improved. However, due to some objective and subjective factors, motivation for intellectuals in Vietnam has not been stable and effective. Therefore, on the basis of explaining why Vietnam must motivate<sup>1</sup> intellectuals to develop, the article deeply analyzes the current state and offers some solutions to motivate intellectual development, and then further promotes the role of Vietnamese intellectuals in the current process of international integration and reform.

**Key words:** motivation; global integration; development; intellectual; Viet Nam

**JEL codes:** I25

## 1. Introduction

Until now, despite the differences in social context, historical tasks and the way of thinking and acting (Vu Khieu, 2014, p. 5), Vietnamese intellectuals have always been regarded as a force representing the mind and spirit of the nation, having close relationship with the people and the country's process. Inheriting the good traditions of forefather in history, entering into innovation and the influence of the revolution in science and technology, especially intellectuals are always aware of their responsibilities, roles in building and developing the country. Together with all people, they have developed all their potentials of intelligence, skill and spirit in the struggle against "poverty", and "backwardness", absorbed the latest achievements to help the country have greater development and deeper & sustainable integration. Over 30 years of implementation of reform policy and international integration (from 1986 to now), Vietnam has many directions, policies to develop intellectual force. Therefore, the Vietnamese intellectuals are constantly developing in quantity, quality and making important

---

Nguyen Van Tuan, Ph.D., People's Security Academy; research areas/interests: economics, education, history, philosophy. E-mail: [nguyentuan.xhmv@gmail.com](mailto:nguyentuan.xhmv@gmail.com).

<sup>1</sup> Currently, with different researches, there are many different views, opinions and definitions of "motivation". However, according to some researchers, "motivation" is a factor that promotes both quantity and quality; it is associated with the increase of satisfaction and is possible to arouse the activeness of the subject by appropriate and effective directions and methods.

contributions to the country's achievements. In recent years, the intellectual race among nations has played a decisive role in dealing with the emergence of further economic lag, addressing the "reverse" impact of globalization, carrying out international accession effectively (WTO, TPP, ...). To win the "intellectual" race, Vietnam is required to develop and implement more "breakthrough" measures to motivate<sup>3</sup> the development of intellectuals. Therefore, in this article, the author analyzes the situation of intellectual development, then introduces a number of solutions and recommendations to motivate intellectual development in Vietnam in the context of global integration.

## **2. Why Does Vietnam Have to Create Motivation for the Development of Vietnam Intellectuals in the Context of Global Integration?**

"Intellectual" is a term widely used in many countries around the world. In each historical phase, there are different approaches and views when considering intellectual issues. However, from the point of view of the Communist Party of Vietnam: "Intellectuals" are mental workers who have a high level of education in a particular field of study, the capacity to think independently, create and enrich knowledge, to create material spiritual products that are valuable for society. With the position and importance of intellectuals, Vietnam needs to focus on motivating them to develop (quantity and quality). This is an objective necessity in the process of international integration at present.

First, the impact of globalization and the revolution in science and technology.

In recent years, globalization<sup>2</sup> and the revolution in science and technology have strongly influenced nations, the social life of all classes and individuals in society. In fact, globalization and the revolution of science and technology are based on the basis and resources of the intellectual economy, so that their influences directly affect the intellect. At present, intellectuals are present in the fields of economy, politics, culture, education, firstly in the state's leadership management at all levels. Globalization and the revolution in science and technology also affect intellectuals in all areas: (i) economic impact is seen as a decisive factor in determining the size and level of globalization, revolutions of science and technology cover various fields. This impact happens to economy and politics in both width and depth. They contribute to the first qualitative change in the formation of new productive forces, in which the leading resource is knowledge rather than resources or financial capital as before (Tran Ngoc Hien, 2005); They make the world's investment inflows, especially foreign direct investment (FDI) become very important to the country's economic growth; form and develop a team of entrepreneurs to meet the demands with the impacts of economic and science technological globalization; (ii) the increasing influence on intellectuals working in the fields of culture, society, and education is becoming more and more direct: creating strong pressure on intellectuals working in the field of education and participating in the educational reform process to train high quality human resources for the country; taking part in the labor market, creating jobs for laborers; adapting and reasonably & effectively dealing with the process of *mutatis mutandis* and cultural exchange between Vietnam and other countries in the region and the world; addressing the social security issues posed by globalization and the technological revolution, etc. The twofold impacts of globalization and the revolution in science and technology

---

<sup>2</sup> Emerging from the 60s of the twentieth century, there are various definitions of globalization, including the definition of the writer Bui Thanh Quat (Globalization — a new approach, *Communist Review*, 2003, No. 27, pp. 11-14) is said to reflect quite precisely the nature of globalization: Globalization is a process turning different regions and communities from isolation, separation into a state with a different of substance, bonding together into an organic unity on a global scale. Then, an event, a phenomenon, a problem that occurs in this region, in this community will have influence on other regions and communities on a global scale.

have given the Vietnamese intellectuals many opportunities and challenges to show the role and importance in the reform and integration. This practice requires Vietnam to have policies and measures that are both comprehensive, integrated and specific to motivate intellectual development in quantity and quality in the coming time.

Second, basing on the limitations in the implementation of the country's renovation policy.

Over the past 30 years of *doi moi* (from 1986 until now), along with other classes in society, Vietnamese intellectuals have made important contributions to the successful implementation of the country's renovation policy and national integration in all areas: Vietnam got out of the socio-economic crisis and underdevelopment, becoming a middle-income developing country; step by step promotes industrialization, modernization and international integration; the economic growth is quite good, the socialist-oriented market economy has gradually formed and developed; society and politics are stable; National defense and security are strengthened; Cultural-society is developing; the appearance of the country and people's lives have changed; Democracy in society is promoted and increasingly expanded, etc.

However, after 30 years of renewal, Vietnam has still faced with many difficulties and limitations needing tackling in the following areas: economic growth is quite good but not corresponding to potentials, not really sustainable, especially in the past 10 years; The socialist-oriented market economy institutions are slowly being perfected; the market system is not well-formed; The quality of human resources is still limited, the infrastructures are not synchronized and modernized, which is hindering the development; creating a foundation for a modernize & industrialized country is slow and difficult; developing culture and solving social problems as well as protecting the environment have some limitations, affecting the sustainable development. Many problems arise, especially social issues and social development management are not perceived and effectively resolved. Social morality has some downside; cultural modification negatively affect the spiritual life of society; overexploited resources, polluted ecological environment, global climate change increasingly affecting Vietnam causing severe consequences; Social security for people, especially for the poor is not guaranteed; the reform of the system and mode of political activity are slow, not synchronized with economic reform.

To promote the positive, as well as overcome the limitations in the process of innovation and integration in the past, it requires Vietnam to mobilize and use the power of intellectuals. It is time to promote the role of a pioneer force, lead in advisory and successfully implement the target: rich people, strong country, democracy, civil justice.

Third, starting from the experience of motivating intellectuals in the process of building and defending nation

From the Ming exam (February 1075) to the last exams held (in 1919), Vietnam had 184 examinations with 2785 doctors and junior doctors and there were 56 first doctoral candidates (including 7 of the 9 Vietnamese first rank graduates and 49 first doctoral candidates). Competent and talented geniuses having knowledge and visions to catch opportunities contributing to planning strategies to protect the country, make good life for all. As it can be seen, that the country develops or fails, has the glory or the hatred is associated with intellectuals. Country's history also shows that the use of intellectuals makes the country peaceful, prosperous. In contrast, if it makes the talented people turn their backs, the dynasty and its regime will become decay, ruined. Therefore, for the sustainable country, regimes should have strategies for building, training, fostering, employing and motivating intellectuals to develop. On the basis of the summary of historical realities, the Grand Secretariat Than Nhan Trung<sup>3</sup> emphasized: "Opening examination, choosing the talented is the first step in the strategy of governing country, thank to them, politics is

---

<sup>3</sup> Than Nhan Trung (Sino: 申仁忠, 1419-1499), pen-name (Sino: 甫甫), is a Vietnamese famous scholar, as Vice Admiral of the Le Thanh Tong Dynasty. He used to become doctorate, a mandarin for the post-Le dynasty under the two kings, Le Thanh Tong and Le Hien Tong, the head of Imperial Academy, minister of rites, the head of Hanlin Academy, and minister of Personal.

improved, education is universalized, and good deeds are done. All the ancient emperors adapted this tragedy” (Tang Ba Hoanh, 1999). Because: “Talents and Virtues are the nation’s sap, the greater sap is, the better nation develops; therefore, all wisdom king took the fostering of talents, picking scholars, cultivating the country’s sap is the first thing”.

Each Vietnamese feudal dynasty has its own means of motivating intellectuals with various means. They set policies to encourage, motivate intellectuals. Those who passed the exams were honored by the court with a series of solemn rituals (granting the coat of arms, taking to hometown to make a thanksgiving to ancestors), were arranged the suitable position in the court. In addition, they are also granted the fortune (money, garden, land, house, etc.). After a period of working, the royal court regularly organized the “exams” to provide more knowledge and appropriate treatments; and bonuses basing on grade and merit.

However, the history witnessed the pain of intellectuals when having to ignore the corruption of the feudal dynasties. The head of the country were no longer “wisdom kings”, so many intellectuals had to “turn away”, hiding themselves in the countryside, making friends with the “poems”, “moon, wind” Nguyen Trai once said: “The intellectuals often meet anxiety and troubles”(Vu Khieu, 2014, p. 10), because intellectuals often emphasized integrity, and refused to fawn upon the power, authority, and fortune. They always praised the spirit of patriotism, love of the people and gratitude, so there were many people suffered disadvantages and history still records: Grand preceptor Le Van Thinh<sup>4</sup> with an injustice in Dam Dam lake; Nguyen Trai and his intellectual wife — Nguyen Thi Lo University must die unjustly in the case of Le Chi Vien<sup>5</sup>; Ngo Thi Nham<sup>6</sup> had to live in solitude with Thai Binh people; Cao Ba Quat<sup>7</sup> was shown in public throughout the northern provinces, etc. The pain and anxiety of the great intellectuals in the long history of the nation left a valuable experience in recognition and evaluation of the way how to use intellectuals and how to motivate them to develop their talents, knowledge and morality when solving problems of “national welfare and the people’s livelihood”.

Fourth, deriving from the importance of intellectuals to the cause of national construction and defense today

Emphasizing the importance of knowledge to the country, China’s reformist, Deng Xiaoping once asserted: “That the country is strong or weak, the economic rebound is big or small depends on the qualification of workers, on the quantity and quality of intellectuals” (Dang Tieu Binh, 1995, p. 295). This view has been applied in practice in China, and they have already built up a powerful intellectual force expressing in both quantity and quality.

In the context of international integration, building and defending the Fatherland is the cause of all people, thus mobilizing the total strength to successfully accomplish the objectives set by Vietnam in the current period is necessary. In addition to promoting the power of the classes in society, attracting and intellectuals play an especially important role.

---

<sup>4</sup> Le Van Thinh (1040-1096) was considered as first doctoral candidate of scientific history in Vietnam. He was the first person in the first examination of the Ly in 1075, through many offices and made to the title-court officials. However, a unique quirk happened in 1095, when he was expelled, exiled to Thanh Hoa and died in the border region in 1096.

<sup>5</sup> The case of Le Chi Vien occurred in 1442, or the case of the litchi garden, was an unjust case in the early of Le dynasty. In this case, Nguyen Trai — a meritorious figure who had many contribution to the victory of Lam Son revolt) and his wife Nguyen Thi Lo was sentenced to death by the court, accused of killing Le Thai Tong and had 3 generations killed.

<sup>6</sup> Ngo Thi Nham (吳時壬; or Ngo Thời Nhiệm 吳時任[1]25/10/1746-1803), pen name is Hy Doan (尹尹), the title is Dat Hien (軒軒), was a famous scholar, writer in the end of Le dynasty -Tay Son, who made great contributions to helping Tay Son defeat Quing enemy. Ngo Thi Nham was born in a royal family in Bac Ha region, the son of Ngo Thi Si whose hometown is Ta Thanh Oai, today in Thanh Tri District, Hanoi.

<sup>7</sup> Cao Ba Quat (伯适适; 1809-1855), Chu Shen (臣臣), title: Mani Hien (軒), Cuc Tang (堂堂), the national teacher in the My Luong Revolt against the depressed Nguyen Dynasty and was executed, and was a prominent poet in the middle of 19th century in the history of Vietnamese literature.

In the past years, with their ability and characteristics, intellectuals have constantly absorbed, created and spread the knowledge of humanity to enrich the knowledge of the nation and affirm the Vietnamese intelligence in the international arena. To actively participate in the study and creation of many scientific works in various domains in service of the process of promoting industrialization and modernization of the country; Timely summing up practical experience to draw lessons and build scientific arguments contributes significantly to the review activities to perfect the policies and policies of Vietnam; Continuing and upholding the values of traditional traditions that make important contributions to the cause of national construction and defense; In addition, intellectuals are actively involved in the struggle against wrongdoings and conspiracy to undermine the cause of national construction and defense. On the basis of awareness of the importance of intellectuals, Vietnam has affirmed: “Vietnam intellectuals is a creative workforce which is particularly important in the process of promoting industrialization and modernization of the country and international integration, building the intellectual economy, making the Vietnamese culture advanced, deeply imbued with the national identity. Building a strong intellectual force is directly raising the mind of the nation, the strength of the country, enhancing the Party’s leadership capacity and the quality of the political system. Investing in a team of intellectuals means investing in sustainable development” (The Vietnamese Communist Party, 2008, pp. 82-84).

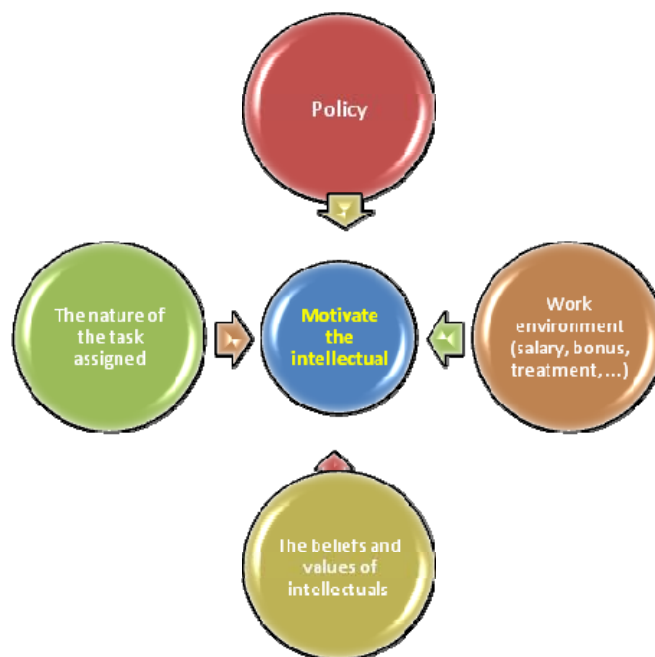
Vietnam is in the process of building and perfecting a law-governed socialist State of the people, by the people and for the people. The state’s management and administration capacity needs to achieve efficiency, disciplinary. The legitimate rights and interests of the people are good or not depend on intellectuals. They have a great role in contributing intelligence and practical assessment capabilities to Vietnam’s policies. They participate in evaluating and criticizing the issues of “national welfare and the people’s livelihood”, and also fighting against negative activities (corruption, apart from people and communes, the practice, etc.) of some cadres and civil servants.

For an effective international integration in general, it is significantly critical to recognize the position and importance of intellectuals. This is an important motivating factor for Viet Nam to put forward many positive policies, measures to motivate intellectuals to participate in more activities of economy, politics and society-culture, foreign affairs of the country.

### **3. The Current Practice of Creating Motivation for the Development of the Intellectual in Vietnam**

Creating motivation for the development of the intellectual is known as the policy system, the appropriate actions which affect the internal elements motivate the intellectual to work under certain conditions to create high capacity and efficiency to meet the demand of the innovation career and international integration. Creating motivation for the intellectual to develop will help to meet the huge demand of highly qualified human resource for the innovation and integration process.

In recent years, Vietnam has not only actively changed its minds, but also focused on changing the way to implement the measures. Vietnam focuses on reforming and perfecting policies and mechanisms, and resolving difficulties in the Party’s and State’s undertakings and policies; Working environment (salaries, bonuses, policies, etc.); Create trust and enhance the value of intellectuals; Solving problems in the process of performing the task of intellectuals ... So, in recent years, Vietnamese intellectuals are constantly developing and achieving some basic achievements:



Firstly, the training and fostering of intellectuals is increasingly appreciated.

Vietnam has expanded higher education (university and postgraduate) first of all by increasing the number of universities and colleges. As of 2016, the number of universities and colleges in the country has 412 schools, on average, each province and city has about 6.6 universities and colleges (Hong Hanh, 2016), the total number of students nationwide is approximately 2,204,000 (up 143% over 2008), reaching the rate of about 250 students per ten thousand people. Of which: university students accounted for 66%, college students accounted for 34%; School girls accounted for 49.6%; The number of students attending public schools is 85%; non-state schools account for about 15% of the total number of students; Regular students are 1,962,000. In addition, there are about 80,000 Vietnamese students studying in nearly 40 countries and regions in the world. Massive forces, trained in prestigious institutions, have been a complementary source of knowledge. This is the prerequisite for Vietnam to achieve its goals: rich, strong, democratic and civilized.

From 1980 to 2015, after 24 reviews, the total number of professors and associate professors has been recognized in our country is 11,619, of which 1,680 Profs and 9,939 Assoc. profs. In 2016 alone, 65 more professors and 638 associate professors are recognized (Ngoc Ha, 2016). Highly educated intellectuals are currently working in all fields, especially in education and training at universities, colleges and academies all over the country.

In order to avoid economic backwardness and escape the “middle income trap”, Vietnam has actively cooperated with other countries with modern education in the world so that young intellectuals have the opportunity to study, research, access to the most modern knowledge. This unit has become a mainstay of solving difficulties in the fields of economy, politics, society, national defense and security.

In addition, in the process of international integration, Vietnam has learned successful and unsuccessful lessons in the field of intellectual capital training in other countries, recognizing the role of corporations and enterprises not only engage in production-business activities that are part of active participation in training, retraining and improving the quality of human resources in the intellectual. The question most executives put forth is: Train whom? Training for what purpose? Training for what? How to train? By defining the right subjects and the way to answer

these questions, large enterprises and corporations often open long-term, medium-term, short-term training courses, even send their employees to get trained and participate in research at prestigious training institutions in the world.

It can be seen that the process of innovation and international integration is an opportunity for Vietnam to recognize, evaluate and innovate the role of intellectuals. This is also an opportunity for Vietnam to change its mind about motivation for intellectual development. This motivation starts with creating conditions for intellectuals to take part in the study to improve their professional skills. Intellectuals have the opportunity to study and work according to their own strengths. Enterprises, corporations and the State accept and select laborers with higher professional qualifications. Vietnam has created a healthy competition in the labor market among intellectuals, forcing laborers to work ceaselessly to meet the demands of their work in the process of reform and integration process.

Secondly, the working environment of the day intellectuals is guaranteed.

Building and improving the working environment is one of the issues that Vietnam cares about. Because when the state wants intellectuals to devote their talents and knowledge to the country, they must live and work in a favorable environment, modern and secured both physically and mentally. Therefore, creating favorable environment (salary, bonus, preferential treatment, relationships between individuals, etc.) are always paid attention by the authorities at all levels. In recent years, Vietnam has launched many policies and measures to treat and honor intellectuals, to set up national prizes, scholarships, encouragement funds throughout the country (Scholarship for young intellectuals program<sup>8</sup>; program “Young intellectuals for education”<sup>9</sup>; Scholarship fund NDH<sup>10</sup>;...). The Study Encouragement Fund has helped many students and young intellectuals to study, study and contribute to society.

In the past time, some corporations and enterprises have taken the initiative first and foremost to achieve scientific achievements by mobilizing and utilizing highly qualified intellectuals to speed up the process to modernize producing process, to create product competition with big corporations in the world. Rang Dong Light Flame Company stands out with the philosophy of knowledge as the leading power. Rang Dong has made a miracle. The process of building and growing Rang Dong transforms knowledge into a motive force for success with the process of mobilizing in the following order: Knowledge acquisition – Creative application – Knowledge generation — Active Master Knowledge (PV, 2016). Rang Dong has affirmed its belief in the human mind of Vietnam; Self-reliance, learning ability; the art of connecting strength and determination to turn knowledge into real value.

In order to ensure the material life of intellectuals, especially the highly qualified staff who are working in universities and institutes throughout the country. Vietnam has introduced many supportive policies about wage support, additional income. Thus, the average income of Vietnamese intellectuals is higher than that of the general public. The article “The real income of Vietnamese university lecturers is quite high compared to the world” using desk review and semi structured interview. Although the hard salary of lecturers in some leading universities in Vietnam may be low, the real income level is quite high; Even higher than the average in many advanced countries in the world such as Japan, France or Argentina (Pham Hiep, Dam Quang Minh, 2014).

---

<sup>8</sup> The “Young Intellectuals” Scholarship Fund is sponsored by VASS, which is used to support tuition fees for students — pupils, invest in building on-the-spot management systems, develop English language training programs and tools, modern campus in the university, college, secondary school located in Ho Chi Minh City.

<sup>9</sup> The Ho Chi Minh Communist Youth Union Central Committee, the Ministry of Education and Training, Tuoi Tre Newspaper and the co-organized Thien Long Group officially kicked off.

<sup>10</sup> The NDH Scholarship Foundation was established in 2014 with the goal of providing financial support and future direction for disadvantaged students who have good academic achievements.

**Table 1 Comparison of Annual Income and Percentage of Basic Salary on Total Income of High-Level Lecturers in Some Leading Universities in Vietnam**

University group	Master	Doctor	Associate Professor	Professor	Segment
1. National and regional universities are not financially autonomous	72 (72%)	144 (48%)	300 (25%)	480 (25%)	<b>C</b>
2. Financially autonomous public universities	102 (50%)	270 (26%)	380 (20%)	480 (25%)	
3. Units/faculties/affiliated centers affiliated to universities	150 (35%)	270 (26%)	380 (20%)	/	
4. Excellent universities		290 (100%)	480 (100%)	/	
5. The leading domestically owned private universities	280 (70%)	380 (70%)	440 (60%)	/	<b>B</b>
6. Private universities owned by foreigners	/	792 (100%)	1080 (100%)	/	<b>C</b>

Note:

- Income is calculated in million units; In parentheses is the percentage of basic salary over total income
- The slash (/) has no information because the groups of that subgroup have too few instructors of the corresponding level

The process of promoting industrialization and modernization and international integration has raised challenges for science and technology innovation and the competitive capacity of Vietnam's economy. Vietnamese intellectuals have spent their endless endeavour to create, innovate and create models of production and business ... Scientific contributions are quickly applied and implemented, contributing to boosting economic growth and development, changing the social appearance and ensuring social security for people. This intellectual unit is recognized by Vietnam, praised in time. They are honored and awarded the titles of science, noble titles. Accompany with honors, intellectuals with special contributions will be paid ahead of time, rewarded with material accompanying and planned, promoted, appointed to important positions of agencies and departments.

Focusing on and promoting the social counterintelligence role of intellectuals is one of the measures that Vietnam has implemented in recent years. Through this, Vietnam is able to hear and take in the opinions in scientific aspect of intellectuals in the fields of Vietnam's policy lines; Socio-economic development policy; Socio-cultural issues; Building and developing infrastructure; Human resources development strategy; ... Through the counter-intelligence activities, which have shown the intellect and bravery of intellectuals, Vietnam has reduced the negativity, waste and even dangers caused by programs, schemes. Critical activity is also a playground for true scientists with patriotic spirit, science fusion to converge, share and learn experiences; This is also a channel for intellectuals to advise Vietnam on ways, policy of innovation and effective integration.

Thirdly, attract high-level intellectuals abroad to come back to work for the country.

Currently, Vietnam has more than 4.5 million Vietnamese living and working in over 100 countries and territories, including about 300,000 intellectuals. The overseas Vietnamese intellectuals and technology intellectuals are very potential and are present in almost every discipline, including high technology such as aerospace, etc. (Nghiem Hue, 2016). In pursuit of the aspirations of building a prosperous Vietnam, as well as with other countries in the region and in the world, Vietnam attaches importance to attracting overseas Vietnamese intellectuals to live, learn and work in the country. With their intelligence and ability, overseas Vietnamese intellectuals have a great influence to the development of the country. Overseas Vietnamese compatriots in general and a team of overseas Vietnamese experts and intellectuals are always seen as a valuable resource, contributing to national construction at any time.

<sup>11</sup> ADS Tracking link: <http://vietnamnet.vn/giao-duc>.



Overseas Vietnamese know how to work in Vietnam with professional skills, expertise and modern skills. They create the bridge of scientific knowledge connecting the country and the world; they establish the working style of science in management and production activities in Vietnam. Overseas Vietnamese intellectuals bring their intellectuals from the host countries back home to promote the key economic sectors and conduct intensive scientific activities: electronics, telecommunications, information technology, machine building, new technologies, nanotechnology, energy, medicine, etc. Many of them have been professors and scientists of most famous universities in the world.

Furthermore, Vietnam has been well implementing the policy of attracting, employing, connecting experts and overseas Vietnamese intellectuals to enhance modern knowledge sharing, advanced management experience and technology transfer. The mode of scientific work, and propose specific ideas, initiatives and policies to promote the development of the country. The mobilization and combination of gray matter resources of overseas Vietnamese with the gray matter in the country is a channel to support the Government's policy advice on sustainable development in the process of innovation and international integration.

In addition, innovation achievements show that intellectuals are constantly improving from health and physical strength. They are facilitated to promote their highest ability, maximize the gray matter in the process of accelerating industrialization and modernization and building the intellectual economy. Therefore, when assessing the process of intellectual development, development and contribution, Viet Nam emphasized: "The intelligentsia has made a positive contribution to the development of scientific arguments for the planning of guidelines and policies of the Party and the State, contributing to clarifying the country's development path and its solutions. New issues arise in the cause of innovation; Directly training human resources, raising the people's intellectual level and fostering talents; Creative works of value in thought and art, many products of high quality, competitive; Step by step upgrade the level of science and technology of the country, reaching out to the level of the region and the world." (The Vietnamese Communist Party, 2011).

In addition to the results achieved, motivation for intellectuals in Vietnam remains inadequate to address in the coming time:

*Firstly*, although Vietnam has set out guidelines and policies affirming the importance of intellectuals in the process of international integration, they are not fully aware of the motives and motivations for intellectual development. Practice shows that the policy on training, fostering, intellectual property has not been implemented seriously, synchronously and effectively in practice. Many policies are not timely, consistent with the trend of human development and conditions of socio-economic development of the country. Programs, schemes and policies aimed at attracting intellectuals in disadvantaged localities, socio-economic conditions are still difficult or even bankrupt.

*Secondly*, the working environment for intellectuals is not really guaranteed: the incomes of Vietnamese intellectuals are low compared to intellectuals in countries in the region and the world, so they do not meet the basic needs to ensure the lives of themselves and their families. With that income, it is difficult for Vietnam to attract and promote intellect of intellectuals in the cause of promoting industrialization and modernization and international integration. The working environment in many state agencies is limited, lacking professionalism, science; Support equipment is not improved, research conditions are still limited to complete the work. The policy of attracting talented people, however, has not recovered much effectiveness, preferential treatment policy is much worse than that of other countries in the region and the world, thus not meeting the requirements in work and life for students, post-graduates abroad. The belief and motivation of overseas Vietnamese intellectuals on the support and

assistance from management agencies is not high. Many educated overseas students, overseas Vietnamese after a while living in the country, they then find ways to transfer to work abroad.

Waste of resources and brain drain have been becoming a factor obstructing the development of the country. According to statistics from 2000 to 2010, Vietnam has spent more than 2,500 billion for about 3,000 staff and lecturers to study abroad; Of the 2,268 people sent for doctoral training, only 1,074 returned home. The average cost per student under this scheme is about \$ 22,000 per year. Thus, for 10 years the state has to spend on each person is \$ 220,000, or nearly 4.4 billion dong (Xuan Trung, 2014).

*Thirdly*, policies on investment and management of science and technology with too many administrative procedures, ask-give mechanisms and even negative effects in scientific management activities: Using capital for scientific research for personal purposes; Fabricating evidence to appropriately fund scientific research; Contracting and using fake invoices and vouchers to legalize funds unlawfully; “Stir fry” many times a research topic for scientific research for funding; Quit the survey data to reduce the funding of the topics; Even worse, many poor science works are accepted, this is a “dangerous” problem for the country ... These negativity has made a part of intellectual enthusiasm do not want to put effort, intellectual participation in scientific works. A young intellectuals after participating in research topics, they fall into a state of confusion, lacking in the belief in a true science.

In addition, laws and policies on protection of intellectual property for scientific products of intellectuals are not guaranteed and perfected. Many scientific works are quickly “stolen”, copied. This fact has been occurring in many different areas that make scientists, especially those scientists who have spent time studying, work abroad very discontent.

*Fourthly*, it is about programs and projects on attracting high-quality human resources. Many provinces having difficulties in terms of mechanisms and policies can not attract high-level intellectuals for their work. Many localities lack serious intellectuals who are doctors, pharmacists, architects, construction engineers, who have high academic degrees. Meanwhile, sources of employment in the social sciences, business administration, accounting are abundant, but local demand is not. Many good students and high-level people apply for the province but the province cannot be arranged due to no payroll.

Many young intellectuals, after studying and working abroad, wish to be devoted to the country and the localities. However, when participating in the field, there is a small group of young intellectuals who are frustrated, depressed, disoriented before difficulties because Vietnam has not publicly announced mechanisms and policies ... to attract young people’s dedication. The coordination between managers, scientific management agencies, scientists is not tight, lacks coordination mechanism. Even in some places, intellectual status is being civilized. An intellectual unit is trained in depth but when working in local, they shift to management or a different. It can be said that this fact not timely solved will be a problem for the country in the future.

#### **4. The Tasks of Vietnam in Creating Motivation for Development of the Vietnam Intellectual**

Training, fostering and using the intellectual are difficult, but it is even more difficult to appreciate and create motivation for the intellectual. Therefore, creating motivation for comprehensively development of the intellectual to meet the requirements of the cause of national renovation and international integration is the important task of Vietnam today. This task requires Vietnam to have both long-term and urgent strategies; is both the responsibility of the whole political system and the responsibility and obligation of each intellectual. In order to creating motivation

for development of the Vietnam intellectual in international integration, Vietnam needs to focus on some following basic solutions:

Firstly, unifying perceptions in the political system and society of the importance of creating the motivation for development of the intellectual.

Bringing into full play the role of the intellectual in the process of international integration, it is necessary to unify the perception of all levels and sectors in the political system from central to local levels and society of the importance of creating the motivation for development of the intellectual. To effectively implement the solution, Vietnam has to focus on solving some following specific tasks:

Vietnam needs to mobilize the aggregate strength of the press, broadcasting and television, education and training sector in the dissemination of scientific knowledge, new achievements in science, the significance of science to economic and socio-political development...In addition, Vietnam also needs to recognize and honor timely positive and prominent intellectuals; reflect and condemn negative and sinful deeds in scientific research activities.

It is necessary for Vietnam to continue raising awareness among leaders of all levels and sectors in the political system from central to local levels, especially who are directly involved in the management of scientific, education-training activities, and training of high-quality human resources... Staff should be fully aware of the importance of creating motivation for development of the intellectual... to have policies, guidelines and organization of implementation properly and appropriately in order to exploit maximize the necessary conditions for development of the intellectual.

The Vietnam intellectual also need to be aware of their responsibilities in the cause of national renovation. In order to develop more self-efficacy and dedicate to the country, the intellectual should actively create necessary conditions. To do this, the intellectual have to improve their professional capabilities, and their ability to cooperate in scientific research and scientific ethics. The genuine intellectual and scientist must always self-assess their own capacity, recognize strengths to develop and find weaknesses to overcome. Thus, the intellectual have to provide appropriate directions and solutions to improve professional capacity and build scientific ethics. This is also the way in which the intellectual receive the attention and respect of society.

It can be seen that the unification of perception in the whole political system and social of creating motivation for development of the intellectual is a meaningful solution as the “starting point” for other solutions. As the perception of the political and social system has improved, the motivation of the intellectual in all aspects has been fulfilled (Appropriate directions and policies; working environment, salaries and rewards are improved; equity in dedication is valued; belief and value of the intellectual are recognized,...), Vietnam will further promote the role of the intellectual in the process of accelerating industrialization and modernization and international integration.

**Table 2 The Intellectual Self-Assess Their Own Abilities**

	Sensitive	Careful	Creativity	Adaptability	Cooperative	Ability to work independently
N	882	881	876	877	881	878
Missing value	26	27	32	31	27	30
Average value	3.86	3.86	3.93	3.68	3.98	4.13
Standard Deviation Value	0.82	0.82	0.78	0.86	0.81	0.80

\* N: Total survey samples

Missing value: The number of people did not answer the question

Average value: The average score of total survey samples according to the 5-point and 10-point scale

Standard Deviation Value: Variable distance of average value

Source: (Nguyen Van Khanh, p. 306)

Secondly, creating a favorable working environment for development of the intellectual.

Creating motivation for development of the intellectual is the synthesis and influence of various factors (Vietnamese policies; the nature and tasks assigned to the intellectual; the beliefs and values are received by the intellectual; good or professional working environment). In which, creating a favorable environment (salaries, bonus, incentives, relationship between individuals, etc.) is always considered as the most important factor to attract and retain the currently intellectual and talent.

Creating a favorable working environment should be addressed as a matter of priority by Vietnam in the near future. Vietnam has to understand that the training of the intellectual is difficult, but it is even more difficult to use effectively the intellectual in the areas. It is necessary for Vietnam to build and maintain a healthy working environment, the necessary conditions in order to the intellectual love and stick with the profession, sacrifice and dedicate in their area, to evoke desire, ideal of dedication and spirit of solidarity in work.

Currently, the income of the Vietnam intellectual is low compared to other countries in the region and the world. Many intellectuals have high academic degrees but they have low income and do not meet the legitimate requirements of themselves and their families. This situation occurs in the education and training — the most important area. Nowadays, the brain drain in the education and training sector is in a state of alarm.

In order to attract talented intellectuals, Vietnam has to mobilize collective strength in the “burning torch to find talented people” with a variety of measures and ways. It appears that in practice, Vietnam has to continue to study and develop appropriate policies to attract talented intellectual such as: bachelors with a good diploma; candidates with the highest scores in recruitment exams; graduates of prestigious universities in the world; people with special talents ... In addition, nomination is the way to get talented intellectuals, the nomination is the responsibility of the local authorities, agencies, and managers. However, the task of nominating the talented intellectual for the country must be very careful and be evaluated and evaluated publicly, transparently and clearly: “you must act on humanity, make decision on the righteousness, the noble men you must share with each other, and the good men you must introduce to each other...” (Vi Chinh Thong, 1996, pp. 63-70).

The process of deploying the task, the responsibility of the leaders in evaluating the essence of the intellectual is considered an important issue, deciding the arrangement and use of the intellectual. If evaluating and rewarding the talent are inaccurate, it will lead to waste of the talent. On the other hand, if evaluating and rewarding are inaccurate, the talent can turn their back upon, discouraged, and buried in oblivion.

Credibility in the intellectual is essential in intellectual property policy; is to assign work corresponding to the capacity of each talent, to create all conditions, especially the mechanism for talented people to show their quality. The working environment must ensure the credibility of the intellectual and the sense of solidarity must be respected. In addition, the good environment requires the leaders have to arrange talented people in the difficult and new things; and also requires higher capacity of the talented people to challenge and train them. Credibility also includes the belief in the intellectual will overcome limitations and deficiencies when assigned to a higher position.

Good environment is a condition for scientists to actively use funds for scientific research and to take responsibility for the results and effectiveness of their research; in particular, the researchers have a legitimate interest in the results of their research. Due to the special importance of the intellectual, Vietnam needs to pay more attention to the working environment, in particular, the intellectual have to be trusted to assign tasks, have the right to research and are given the best of working conditions (such as modern research equipment, laboratories, libraries, proactive in international cooperation, good co-ordinated colleagues, the right to invite domestic and international experts to do research, etc...). In order to work in the environment, the intellectual must have the high human and

financial autonomy when conducting research activities as usual in developed countries.

The genuine intellectual often emphasize qualities such as “integrity”, “righteousness”, always fight for discontent, and condemn wrongdoing in society. The genuine intellectual often highly valued for the qualities of “self-respecting virtue”, “equality virtue”, and “righteousness virtue”; always fighting for discontent, condemn wrongdoing in society. History shows that Vietnam has many the talented intellectual who totally devoted to the country but have intended fate. Therefore, the creation of a favorable working environment must be closely linked to the intellectual protection against the “worms”, the “sycophantic courtier”. Vietnam must be determined and severely punished collectives and individuals who personally take the intellectual down.

In addition, it is necessary for Vietnam to mobilize and promote the role of individuals holding key leadership positions. They must be the righteous people, know how to use people. They are the people who hold the “knot” of creating a scientific, fair and professional working environment. Vietnam also needs to have appropriate mechanisms and policies to promote the role and responsibilities of leaders in the developing, training, and fostering the intellectual: “Leaders and organizations must know how to gather talented people, use and utilize the gray matter and capacity of the intellectual, develop the potential of human resources, especially high quality human resources. Besides, leaders and organizations also need to review and arrange the right people and the right task to maximize creativity and ability to meet specific tasks.” (Gia Bao, 2016).

Thirdly, creating motivation for development of the intellectual must be implemented regularly and effectively in practice.

To show affection for the “intellectual”, the court of the feudal dynasties gave the cap and vest; honored and built doctor gravestones rewarded corresponding positions to people who passed the metropolitan and court examinations. Based on the experience of showing respect to intellectual of feudal dynasties, Vietnam should have incentives, attract and build meritocracy...

Vietnam have to step by step build, develop and synchronize policies in order to encourage and promote the development of the intellectual, especially the talent. The incentives and meritocracies for the intellectual have to start from seeking to ensure proper material living conditions for themselves and their families; focus on the arrangement of human resources in accordance with individual capacity to maximize the employee’s strengths. There should be special incentives and meritocracies (housing, training..) for highly qualified human resources, enabling talented people to increase their incomes with their knowledge and skills; policies to attract high-level scientists involved in teaching, research and technology transfer at training institutions and science and technology institutions. Vietnam should take advantages of precious experiences in nominating and using the talent and the intellectual during historical course: “In nomination not bias for the relations, not discrimination for the opponents, examination must be conducted according to ability, performance and virtues of the applicants, and not requesting the reciprocation from the nominated.” (Cao Van Thong, 2011).

Supporting policies in the area of scientific research, housing, and transportation for the intellectual should be considered by the central and localities. In order for the young intellectual to have the opportunity to experience and show their qualities and talents, the state-run scientific management agencies should proudly delegate scientific subjects to them. In the process of research, it is necessary to regularly support and encourage the spirit and attitude of the intellectual to promote their enthusiasm in the assigned task.

It is necessary to concentrate our minds and energies to study the “flood” situation in this area and to ensure the livelihood of tens of millions of people here. To implement the issue of nationality, Vietnam must “dare to act” in attracting the overseas Vietnamese intellectual. In the face of the impact of scientific change on the lives of the

people and national food security (especially in the Mekong Delta), this is an opportunity for Vietnam to appeal and attract scientists with knowledge, talent and dedication for “tackle” issues. It is necessary to gather mentality and ability in order to study and solve the current state of “lack of the intellectual” in this area; and ensure the lives of people here. In order to implement the issues of the nature of “national policy for the welfare of the people”, Vietnam must “dare to act” in attracting overseas Vietnamese intellectuals. We should give more autonomy to localities in attracting overseas Vietnamese to return the country; and submit regular reports to diplomatic office on the intellectual, oversea pupil and students.

In order to implement incentives and meritocracies in the best way, Vietnam needs to honor and reward the intellectual. Honor is the proper recognition and appreciation; timely commend the contributions of the intellectual. Favourable treatment is the implementation of special “favourable treatment” regime to talented people higher than other. Favourable treatment has many forms: paying high wages, raising wages early; providing preferential allowances; arranging convenient transportation and working facilities... In addition, in order to develop high-level scientific and technical expertise of the intellectual, Vietnam needs to promote regional and international cooperation, organize seminars and conferences to find out appropriate policies for the intellectual. Vietnam must cooperate with prestigious universities in the world such as Harvard, Oxford, ... to create education alliance and increase the number of students studying abroad.

Fourthly, there should be a “breakthrough” for development and integration of the young intellectual

The internationalization and globalization not only creates opportunities and advantages, but also forces countries in the world to participate in the “war” in science — high technology and culture. The emphasis of this war is to develop the highly qualified intellectuals have the ability to participate in inventing, innovating and applying to production and business... in particular, they contribute to promoting the development of producers, thus changing the face of the country. Export development, thereby changing the face of the country. With a low starting-point (due to objective and subjective factors), the Vietnam intellectual, especially the young intellectual need to create a mechanism of “breaking the rule” and “breakthrough” from the policies to enforcement solutions. If this matter is to be done well, Vietnam will create a decisive momentum in the competition with other countries in the world in order to assert its position and power and in all areas (social, political, cultural-social...).

With the large intellectual and trained in various fields of expertise and in different environments, the young Vietnam intellectual have been showing their talents in building and developing the intellectual economy. However, in order to restrain brain drain and waste high quality young human resources, it is necessary to have transparency and publicity in the planning, training and fostering the young intellectual; nominate the young intellectual to important positions in the political system and scientific research institutions of the state. Vietnam must eraser the concept of “being longer in age, being higher in position” and “hereditary relationship”, solving the most urgent problems existing in the social, governmental position commercializing...Vietnam needs to diversify the way the intellectual are recruited into key positions in the political system, and state-run corporations. Only then, will remove the negatives in the planning and nominating in agencies in the public administration in the last time

Working environment is the “number one” factor that the young intellectual are always interested in. In order to promote the role of the young intellectual in the country and oversea, Vietnam needs to rebuild the “healthy”, “fair” and “transparency” working environment. Vietnam should take advantages of precious experiences of developed countries in the world (USA, Japan, China, Singapore ...) to build effective working environment. Vietnam must understand that the “healthy” environment (economic, political, legal ...) is the key to attracting and effectively

using the young intellectual. According to Mr. Nguyen Van Ve:<sup>12</sup> “the ‘cleaner’ environment, the more intellectuals come, the more dirty one, the more intellectuals go away; for example, America attract many talents thanks to their good environment, not to propaganda” (Le Van, 2016).

In order for the young intellectual to work and dedicate totally, Vietnam needs to develop a specialized salary scale represents “breakthroughs” for the young scientists, which may be several times more than existing salaries; improve working conditions; honor spiritual values; have training strategies on research and occupational skills and the ability to apply achievements in production and social life; regularly enable the intellectual to be highly trained, retrained and exchanged experiences in the areas of research and management; expand international cooperation conditions, especially in the natural sciences and social sciences fields; have appropriate policies and mechanisms for the testing, evaluation, selection and elimination.

The academic and scientific research environment must be focused on investment, thus Vietnam must prioritize funding to build world-class universities and institutes to train high-quality human resources. This is also a way to avoid losing financial resources when the Vietnamese young have studied in countries around the world. In addition, Vietnam must continue to research, develop and build high-tech industrial zones in some big cities (Hanoi, Ho Chi Minh City, Hai Phong, Da Nang, Binh Duong, Can Tho, etc.) in order to facilitate research and apply the latest scientific achievements into reality by the young intellectual.

In order to create a “breakthrough” for development of the young intellectual, Vietnam not only should have a special priority policy but also must establish and effectively use the National Fund to support the young intellectual; encourage businesses, organizations and individuals to participate in training, fostering, finding and using the young intellectual. This solution is no stranger in some countries with developed economies but it will be a breakthrough in awareness and action in developing countries as Vietnam.

## **5. Conclusion**

The Vietnam intellectual is the important creative workforce in the process of accelerating industrialization and modernization and international integration, building intellectual economy; developing Vietnam’s advanced and strong national identity culture. The development of the intellectual helps to raise intelligence of the country and assert the “intelligence power” of Vietnam in the world. In order to build and develop the intellectual, Vietnam has clearly identified the key task is to create motivation for development of the intellectual. The government system at all levels in Vietnam is constantly renovating thinking and ways in order to develop the intellectual’s capacity, intelligence, and working methods and international integration such as: renovation of education and training; improvement and innovation in the working environment; improvement of material and spiritual conditions;... However, the creating motivation for development of the intellectual has not been highly effective due to many factors, thus the Vietnam intellectual have not developed their important role and position in the process of innovation and international integration.

## **References**

- Anh Hoa (2013). “Cả nước có khoảng 2,2 triệu sinh viên (There are about 2.2 million students in the country)”, accessed 29/12/2013, available online at: <http://vov.vn>.
- Gia Bao (2016). “Phát triển nguồn nhân lực tạo động lực thúc đẩy kinh tế tư nhân (Developing human resources to create motivation for development of the private economy)”, accessed 26/11/2016, available online at: <http://www.tapchicongsan.org.vn>.

---

<sup>12</sup> Deputy Director of the Committee for Propaganda and Education, the Vietnam Fatherland Front Central Committee.

- Dang Tieu Binh (1995). *Dang Tieu Binh: Văn tuyển*, National Politics, Hanoi, p. 295.
- “Danh sách 56 trạng nguyên Việt Nam (List of 56 first doctoral candidates in Vietnam)”, accessed 29/6/2011, available online at: <http://Mactrieu.vn>.
- The Vietnamese Communist Party (2008). *Văn kiện Hội nghị lần thứ bảy Ban Chấp hành Trung ương khóa X (Document of the Seventh Plenum of the 10th Party Central Committee)*, National Political Publishing House, Hanoi, pp. 82-84.
- The Vietnamese Communist Party (2011). *Hội nghị lần thứ bảy Ban Chấp hành Trung ương khóa X về xây dựng đội ngũ trí thức trong thời kỳ đẩy mạnh công nghiệp hoá, hiện đại hoá đất nước (the Seventh Plenum of the 10th Party Central Committee on the Building of the Intellectual in the Period of Accelerating National Industrialization and Modernization)*, accessed May 18th, 2011, available online at: <http://www.tapchicongsan.org.vn>.
- Tran Hong Đức (1999). *Các trạng nguyên, bầy nhân, thâm hoa qua các triều đại phong kiến Việt Nam (The First Passers, the Second Passer, and the Third Passers in Feudal Dynasties Vietnam)*, The Culture and Information, Hanoi.
- Ngoc Ha (2016). “Cả nước có thêm 703 giáo sư, phó giáo sư (There are 703 professors and associate professors in the country)”, accessed 05/11/2016, available online at: <http://tuoitre.vn>.
- Hong Hanh (2016). “225.000 cử nhân, thạc sĩ thất nghiệp: Hệ quả của mở trường đại học ồ ạt (225,000 bachelors, masters are unemployed: The consequence of massive opening of universities)”, accessed 31/05/2016, available online at: <http://dantri.com.vn>.
- Tran Ngoc Hien (2005). “Tác động của toàn cầu hoá đối với sự phát triển đội ngũ trí thức và Liên hiệp các hội khoa học và kỹ thuật Việt Nam, (The impact of globalization on the development of the intellectual and the Vietnam Union of Science and Technology Associations)”, in: *Conference of “The Vietnam Intellectual and the Development of the Country”*, March 24, 2003, accessed 28/02/2005, available online at: <http://www.vusta.vn>.
- Pham Hiep and Dam Quang Minh (2014). “Thu nhập giảng viên cao nhất lên đến hơn 1 tỷ/năm (The highest salary of lecturers is up to 1 billion VND/year)”, accessed 3rd November, 2014, available online at: <http://vietnamnet.vn>.
- Tang Ba Hoanh (1999). “Tiến sĩ Nho học Hải Dương (Confucianism Doctor in Hai Duong) (1075-1919)”, Hai Duong.
- Nghiêm Hue (2016). “Làm sạch môi trường để hút trí thức Việt kiều (Cleaning the environment to attract the overseas Vietnamese intellectual)”, accessed 29th September, 2016, available online at: <http://www.tienphong.vn>.
- Nguyen Van Khanh (Editor). *Xây dựng và phát huy nguồn lực trí tuệ Việt Nam phục vụ sự nghiệp chấn hưng đất nước (Building and Developing Vietnam's Intellectual Resources in the Cause of National Reconstruction)*, National Politics, Hanoi.
- Vu Khieu (2014). *Trí thức Việt Nam thời xưa (The Vietnam Intellectual in the Past Time)*, Thuan Hoa, Ho Chi Minh City, p. 5.
- Vi Chinh Thong (1996). *Nho gia với Trung Quốc ngày nay (Confucianist Scholar and China Today)*, National Politics, Hanoi, pp. 63-70.
- Cao Van Thong (2011). “Một số vấn đề về công tác nhân tài của Việt Nam hiện nay (Some issues about the Vietnam intellectual today)”, accessed 27/10/2011, available online at: <http://www.tapchicongsan.org.vn>.
- Xuan Trung (2014). “Phát triển đất nước không thể ‘ăn xổi’ (Not room for ‘premature manner’ in developing country)”, accessed 16 January, 2014, available online at: <http://giaoduc.net.vn>.
- PV (2016). “Đưa trí thức thành động lực phát triển và những khó khăn nhìn từ thực tiễn của Công ty cổ phần Bóng đèn phích nước Rạng Đông (Turn the intellectuals to the momentum of development and challenges of the Rang Dong Light Source & Vacuum Flask Company)”, accessed June 27th, 2016, available online at: <http://www.baoxaydung.com.vn>.
- Le Van (2016). “Tiến sĩ về nước lương không bằng osin thì thu hút thế nào? (Salary lesser than that of a charwoman, hard to drive the doctors returning country)”, accessed 29th December, 2016, available online at: <http://vietnamnet.vn>.