



**BUILDING AND DEVELOPING A TEAM OF INTELLECTUALS TO MEET THE
REQUIREMENTS OF HIGH-QUALITY HUMAN RESOURCE DEVELOPMENT AND
THE PROCESS OF INTERNATIONAL INTEGRATION**

**CONSTRUINDO E DESENVOLVENDO UMA EQUIPE DE INTELLECTUAIS PARA
ATENDER ÀS EXIGÊNCIAS DE DESENVOLVIMENTO DE RECURSOS
HUMANOS DE ALTA QUALIDADE E AO PROCESSO DE INTEGRAÇÃO
INTERNACIONAL**

HOA THANH THI PHAN

University of Social Sciences and Humanities, Ho Chi Minh City, Vietnam.
Vietnam National University, Ho Chi Minh City, Vietnam. Email:
ptthoa181011@gmail.com Orcid: <https://orcid.org/0009-0006-3593-2926>

Van Hong Vu

University of Transport and Communications, Hanoi, Vietnam. Email:
vanvh_ph@utc.edu.vn. Orcid: <https://orcid.org/0000-0003-3867-1865>

ABSTRACT

Objective: This study aims to explore the critical role of intellectual teams in developing high-quality human resources and supporting Vietnam's international integration. It identifies strategies to build and enhance these teams to meet modern demands.

Methods: The research employs both theoretical and practical methodologies, including literature review, policy analysis, and survey-based evaluation. Surveys were conducted with 165 respondents, including policymakers, managers, and intellectuals, to assess the role, challenges, and potential solutions for intellectual development.

Results: The findings highlight the essential role of intellectuals in fostering socio-economic growth and international integration. However, gaps remain in awareness, education, and policy implementation. Survey responses emphasize the need for innovative training, balanced development, and supportive environments for intellectuals to thrive.

Conclusions: Building and developing intellectual teams is pivotal for Vietnam's integration into the global economy. This requires immediate improvements in education, policy frameworks, and the work environment to enhance intellectual capabilities and ensure alignment with international standards.

Keywords: Human resources. Intellectuals. Construction and development. International integration. Vietnam





RESUMO

Objetivo: Este estudo busca explorar o papel essencial das equipes de intelectuais no desenvolvimento de recursos humanos de alta qualidade e no apoio à integração internacional do Vietnã. Identifica estratégias para construir e aprimorar essas equipes para atender às demandas modernas.

Métodos: A pesquisa utiliza metodologias teóricas e práticas, incluindo revisão de literatura, análise de políticas e avaliação baseada em questionários. Foram realizadas pesquisas com 165 entrevistados, incluindo formuladores de políticas, gestores e intelectuais, para avaliar o papel, os desafios e as soluções potenciais para o desenvolvimento intelectual.

Resultados: Os resultados destacam o papel crucial dos intelectuais na promoção do crescimento socioeconômico e da integração internacional. No entanto, permanecem lacunas na conscientização, educação e implementação de políticas. As respostas da pesquisa enfatizam a necessidade de treinamento inovador, desenvolvimento equilibrado e ambientes de apoio para o crescimento dos intelectuais.

Conclusões: A construção e o desenvolvimento de equipes de intelectuais são fundamentais para a integração do Vietnã na economia global. Isso exige melhorias imediatas na educação, nos quadros políticos e no ambiente de trabalho para ampliar as capacidades intelectuais e alinhar-se aos padrões internacionais.

Palavras-chave: Recursos humanos. Intelectuais. Construção e desenvolvimento. Integração internacional. Vietname

INTRODUCTION

In the trend of the 4th industrial revolution and the process of globalization and rapid international integration; The fusion of technologies has blurred the lines between physical, digital, and biological. This has had a significant impact on social life, accelerating the process of integration and economic development, but also poses great challenges, including the lack of high-quality human resources and professional skills. Developing high-quality human resources is considered an important and core factor to ensure Vietnam's economy and society develop, integrate deeply and sustainably, meet the country's industrialization and modernization requirements, and respond to the conditions of a new era of knowledge-based economic development.

Human resources in general, and high-quality human resources in particular, are the most important factors in the construction and development process of each country. When commenting on the importance of human resources in general, and high-quality human resources in particular, many studies have shown that: Only when





there are appropriate development policies can human resources be developed. new high-quality human resources are fully and comprehensively developed.

Historically, intellectuals have always been identified as playing an important role in building and developing the country. Intellectuals are intellectual workers, who have a high level of education in a certain professional field, can think independently, be creative, spread and enrich knowledge, and create spiritual and intellectual products. material has value to society. In every era, intellectuals have always been the foundation of social progress, intellectuals are the core force, creating and spreading knowledge. The world's development history has proven that for any country or nation that wants to develop quickly and sustainably, the role of human resources, including intellectuals who are playing a very important and decisive role.

Since ancient times, our ancestors have had the consciousness of “Phi trí bất hưng” (without intellectuals, the country cannot develop), always valuing intellectuals. There were times when intellectuals were placed in top positions such as: “nhất sĩ, nhì nông” (first is intellectual, second is a farmer), “sĩ, nông, công, thương” (first is intellectuals, second are farmers, third are handicraft workers, fourth are businessman). In 1484, Thân Nhân Trung (an outstanding historical and cultural celebrity of the Vietnamese people in the 15th century) wrote on the Doctor's Stele at Quốc Tử Giám (Vietnam's first university, established 1070): “Hiền tài là nguyên khí quốc gia” (Talent is the core, the initial quality that makes the country's survival and development possible). Lê Quý Đôn (a famous Vietnamese scientist of the XVIIIth century) also emphasized: “Phi trí tắc vong” (Without intellectuals, the country will perish) (Don, 2015, p. 235). President Hồ Chí Minh placed great importance on discovering, nurturing, and utilizing intellectuals. He wrote, “The country needs to be built. Building requires talent”. The 7th Central Conference, term Xth (2018) affirmed: “In today's era, along with the rapid development of the modern scientific and technological revolution, intellectuals have become an essential resource, creating the strength of each country in its development strategy” (Communist Party of Vietnam, 2018).

Thus, to have high-quality human resources to meet the requirements of the 4th industrial revolution and globalization and international integration, it is necessary and important to focus on building and developing an intellectual team. As creators, the intellectuals are not only a pioneering force but also have the role of training and





leading other forces in society, creating many strong impulses to meet the needs of society's requirements of building and developing the country in the context of Vietnam's international integration.

Currently, the team of Vietnamese intellectuals has increased rapidly in number and their qualifications have been raised; the number of highly qualified intellectuals, with capabilities on par with the level of intellectuals of countries in the region and internationally. A team of dynamic and creative intellectuals, working in many industries and fields, in many regions and organizations. By 2021, there will be about 6.2 million people; present in most industries and fields (Trung, et al., 2023).

To better clarify the role of the intellectual team and policies for building and developing the intellectual team, this study focuses on solving the following basic issues: (i) Clarifying basic concepts such as: High-quality human resources; intellectual team; building and developing a team of intellectuals; (ii) Clarifying the role of intellectuals in the process of international integration as an important element of high-quality human resources; (iii) Requirements placed on intellectuals in the process of international integration; (iv) What factors impact the process of building and developing a team of intellectuals; (v) Important solutions to build and develop a team of intellectuals to meet the requirements of high-quality human resource development and the process of international integration.

LITERATURE REVIEW

High-quality human resources

High-quality human resources are understood as a special part of the workforce, capable of meeting high practical demands; have high levels of education and technical expertise; good labor skills; ability to adapt quickly, master production technology; have good health and moral qualities; able to creatively apply knowledge and trained skills to the production process to bring high productivity, quality, and efficiency.

Thus, the concept of high-quality human resources is evaluated by many factors: physical strength, mental capacity, working ability, socio-political positivity, ethics, emotional purity, etc. These factors interact and support each other to help the subject maximize its value. Accordingly, the specific manifestations of human resources can be considered in the following aspects:





Firstly, about the physical strength of human resources: It can be said that an indispensable factor for high-quality human resources is health. Health today is understood not only as the absence of disease but also as physical and mental perfection. Workers with good health can bring high labor productivity thanks to their endurance and flexibility. Every worker, whether working physically or mentally, needs good physical strength to maintain and develop intelligence, transfer knowledge into practical activities, and turn knowledge into physical strength. matter. Furthermore, it is necessary to have the flexibility of mental activity, faith and will, and the ability to mobilize the mind in very difficult and harsh conditions.

Second, about the intellectual capacity of human resources: Intellectual capacity is human intelligence, intelligence is the essential and most important element of people, of human resources, especially high-quality human resources. The core force of high-quality human resources in the process of international integration is skilled workers who directly produce goods and provide services to consumers. Therefore, there must be a certain level of intelligence to absorb and master advanced technology. Furthermore, scientific knowledge and accumulated experience require them to invent new means of production and perfect production techniques and methods. The leading workforce of high-quality human resources is a team of intellectuals - a force with the ability to create, handle relationships, and apply scientific and technological achievements.

Third, regarding the professional ethical qualities of human resources: Starting from the notion that, if people are not equipped with strong revolutionary ideals and do not have the correct revolutionary stance, they will be like “người nhắm mắt mà đi” (people cannot determine direction, leading to mistakes in action). The noblest political ideals of the Vietnamese people in this day and age are “national independence, rich people, a strong country, democracy, fairness, and civilization”.

Intellectual team

There is some view that records of the English noun “intellectual” were found in the 19th century when in 1813 Byron reported: “I wish I could be well enough to listen to these intellectuals” (Collini, Stefan, 2006, p. 18). During the 19th century, other variations of the adjective “intellectual” as a noun appeared in English and French, whereas in the 1890s the noun (intellectual) was formed from the adjective Intellectual





appears with higher frequency in literature (Collini, Stefan, 2006, p. 20). Collini writes of this time: “This cluster of linguistic experimentation occurred... the occasional use of ‘intellectual’ as a plural noun to refer, often symbolically or ironically, to a set of people who can be identified according to intellectual orientation” (Collini, Stefan, 2006, p. 20).

Some research projects believe that the term “intellectual” originates from “интеллигенция” in Russian in the 19th century. Accordingly, intellectuals are considered people with a systematic educational background, a spirit of criticizing reality and upholding social and ethical values (Xu Jilin, 2012). To date, the concept of “intellectual” (интеллигенция) in Russian is still defined as a social group of people engaged in intellectual labor. Intellectuals include engineers, technicians, physicians, lawyers, artists, teachers scientific workers, and a large number of civil servants (Dictionary of Philosophy, 1986, p. 598).

According to the Cambridge Dictionary, intellectual is understood as: (i) Intellectual is relating to your ability to think and understand things, especially complicated ideas; (ii) Intellectual is very educated and interested in studying and other activities that involve careful thinking and mental effort; (iii) Intellectual is a very educated person who is interested in complicated ideas and enjoys studying and careful thinking; (iv) Intellectual is a person whose life or work centers around the study or use of ideas, such as in teaching or writing. According to the Oxford Languages Dictionary, intelligence is: (i) Anything related to intelligence; (ii) people possessing highly developed intelligence; (iii) A person who possesses a highly developed intellect.

When studying intellectuals, many researchers have identified that intellectuals are people who engage in critical thinking, research, and reflect on social reality and who propose solutions to problems. socially normative (Ory, Pascal and Sirinelli, Jean-François, 1997, p. 1; A. Bullock & S. Trombley, 1999, p. 433). Coming from the cultural world, as creators or mediators, intellectuals engage in politics, either to defend a particular proposition or to denounce an injustice, often by refuting it. abandon, create, or expand an ideology, and by defending a system of values (Ory, Pascal & Sirinelli, Jean, 2002, p. 10).

The classicists of Marxism-Leninism soon realized that knowledge is a large, complex issue that needs to be studied deeply. According to K. Marx and F. Engels, intellectuals were born as a consequence of the historical division of social labor.





Intellectuals appear when in society there is a deep division of labor between manual labor and intellectual labor. According to K. Marx and F. Enghen, intellectuals “are a group of intellectual workers in society, mainly working in complex creative fields; develop and disseminate education and culture and have differences in spiritual aspirations, morality, duty, and honor (K. Marx - Ph. Engels, 1995, p. 43). K. Marx commented: “The division of labor only becomes a real division of labor when the division into material labor and mental labor appears” (K. Marx & F. Enghen, 1995, p. 45).

In Vietnam, inheriting the Marxist-Leninist perspective on intellectuals, right after the Democratic Republic of Vietnam was born, President Ho Chi Minh clearly defined the nature and characteristics of intellectuals. He pointed out: “Intelligence is understanding... A person who has completed a university education can be called an intellectual. But... he doesn’t know anything about actual work. So he only has half the intelligence. His intelligence is a book-learned intellectual, not a complete intellectual. If he wants to become a fully intellectual person, he must apply that knowledge into practice” (Ho Chi Minh, 2011, p. 275). That means, in addition to being educated, intellectuals must have the ability to practice and apply their knowledge to directly serve society. At the 7th Central Conference, term X, Communist Party of Vietnam for the first time introduced a defining concept of intellectuals: “Intellectuals are intellectual workers, have high levels of education in a certain professional field, have the ability to think independently, be creative, spread and enrich knowledge, and create excellent products. Spiritual and material things have value to society” (Communist Party of Vietnam, 2018, p. 792).

Thus, in the world there have been many different definitions of “intellectuals”; However, each definition can only express a certain aspect of perception, to abstract and generalize a certain group of characteristics and properties of the object, and cannot cover all the complex connotations of the object. However, we can also identify several connotations with common attributes mentioned in concepts of intellectuals, specifically: (i) Intellectuals are a social class; But in terms of resources for social development, intellectuals are called a team; (ii) In any period, intellectuals are defined as people with high levels of education, deep expertise and a rich background of knowledge; (iii) Target intellectuals are people who have a positive ideological and spiritual life, moral qualities, self-awareness, a sense of responsibility to the





community, and always contribute to the development and progress of society. people and society, have a conscience and are ready to protect justice.

Build and develop a team of intellectuals

The building and developing a team of intellectuals associated with the policies of the nations and nations. If you want the intellectuals to develop highly and contribute a lot to society, each country must have appropriate development policies. As a special part of each country's high-quality human resources, the policy to develop this team needs to have unique features, suitable to the characteristics of this team.

In Vietnam, the policy of building and developing a team of intellectuals has been determined in Resolution No. 27-NQ/TW dated August 6, 2008 of the 10th Central Executive Committee on building a team of intellectuals in period of promoting industrialization and modernization of the country (Resolution 27): "By 2020, build a strong intellectual team, with high quality, reasonable quantity and structure, meeting the requirements develop the country, gradually moving up to the level of intellectuals of advanced countries in the region and the world. Firmly connect the Party and State with intellectuals, between intellectuals and the Party and State, strengthen the great national unity based on the alliance of workers - farmers - intellectuals" (Communist Party of Vietnam, 2008).

Resolution 27 (2008) also determined "In the coming years, perfect the promulgated mechanisms and policies, build new mechanisms and policies to effectively promote the potential of the intellectuals; Build a strategy to develop the intellectual team until 2020". Resolution 26-NQ/TW dated May 19, 2018 of the Central Executive Committee, Term Department commented: "Overall, the staff is large but not strong; the situation of both surplus and shortage of staff occurs in many places; limited communication between levels and sectors, etc. Lack of good leaders, managers, leading scientists, and experts in many fields, etc. The capacity of the staff is not uniform, their presence is limited and weak; many officials, including senior officials, lack professionalism and do not work according to their expertise and strengths; foreign language proficiency, communication skills, and ability to work in an international environment are still limited".





Current legal regulations have institutionalized the goals and viewpoints of the Communist Party of Vietnam, creating a legal and policy framework for the process of building and developing a team of intellectuals; along with general regulations, specific regulations expressing the concern of the Party and State of Vietnam for the intellectual team, which on the one hand, encourages and encourages the intellectual team to work and be creative, and at the same time exploit and use more effectively the capacity and intelligence of the intellectual team; current regulations have ensured compatibility with practice.

METHODOLOGY

Theoretical research method: To clarify theoretical and practical issues related to the process of building and developing intellectuals in the process of international integration as an important element of human resources of high-quality human resources, this research focuses on researching: (i) Typical perspectives on human resources, intellectuals, building and developing intellectuals; (ii) Guidelines of the Communist Party, policies and laws of the State of Vietnam on building and developing the intellectual team; (iii) Refer to some typical research projects related to the topic.

Practical research method: To more accurately evaluate theoretical issues as well as make appropriate and correct assessments, and propose appropriate solutions, this study conducts a survey, specifically as follows:

Questionnaire design: This study designed a questionnaire related to the following specific contents: (i) Requirements placed on intellectuals in the process of international integration; (ii) The role of intellectuals in the process of international integration as an important element of high-quality human resources; (iii) Factors affecting the process of building and developing a team of intellectuals; (iv) Important solutions to build and develop a team of intellectuals in the future.

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 2023 and 2024. Results are shown in table 1.



Table 1. 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

(Source of the author's survey: 2023&2024)

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 4-point Likert scale with an interval value. $= (\text{Maximum} - \text{Minimum})/n = (5-1)/5 = 0.8$, so the average values in the scale are conventionally according to Table 2.

Table 2. Conventions for processing survey information

Medium score	$1.00 \leq \bar{X} \leq 1.80$	$1.81 \leq \bar{X} \leq 2.60$	$2.61 \leq \bar{X} \leq 3.40$	$3.41 \leq \bar{X} \leq 4.20$	$4.21 \leq \bar{X} \leq 5.0$
Convention point	1	2	3	4	5
Evaluate importance	Not important	Less important	Rather important	Important	Very important
Evaluate the results achieved	Least	Weak	Medium	Rather	Good
Assessment of role	Totally disagree	Disagree	Partially agree	Agree	Very agree

Processing survey data: Use the formula to calculate the average score:

$$\bar{X} = \frac{\sum_{i=1}^k X_i K_i}{n}$$

In there, \bar{X} is the medium score; X_i is scored at level i ; K_i is the number of participants rated at the X_i level; n is the number of people participating in the assessment.

Survey data processing techniques: The author uses SPSS and Excel software to process survey information.

RESULTS AND DISCUSSION

Awareness of the importance of building and developing a team of intellectuals to meet the requirements of high-quality human resource development and the process of international integration

The Party's policies and guidelines; Policies and laws of the Vietnamese State all highly appreciate the role of the intellectual team and the necessity of building and developing the intellectual team. To accurately assess the importance of building and developing a team of intellectuals to meet the international integration process, the author surveyed 165 people with the following regulations: 1 point. Not important, 2 points. Less important, 3 points. Rather important, 4 points. Important, 5 points. Very important. The results are shown in Figure 1.

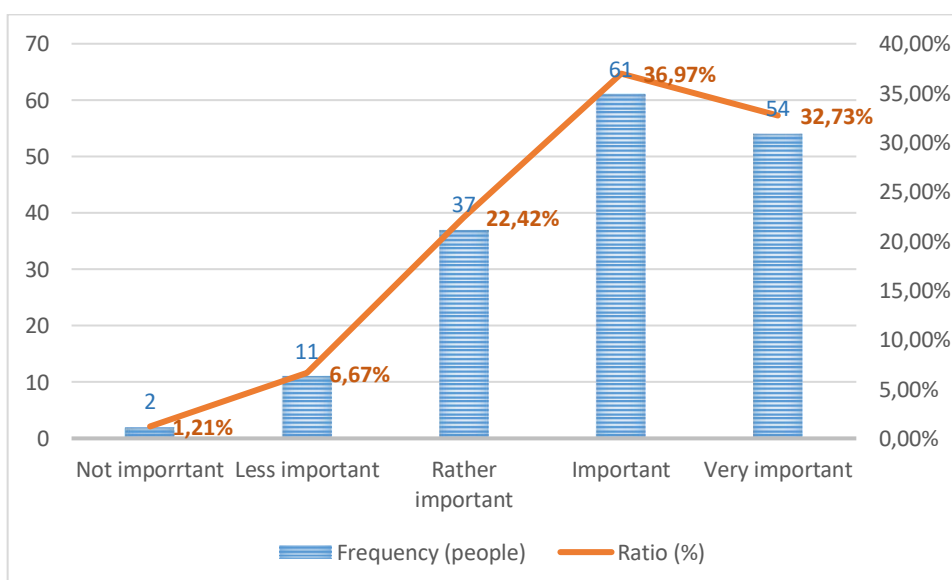


Figure 1. Assessing the importance of building and developing a team of intellectuals to meet the requirements of developing high-quality human resources and the process of international integration



The survey results in Figure 1 show that 32.73% (54/165 respondents) answered “Very important”; and 36.97% (61/165 respondents) answered “Important”. Thus, the total number of people answering “Very important” and “Important” accounts for 69.70% (115/165 respondents). Meanwhile, the number of people answering “Rather important” accounted for 22.42% (37/165 respondents); the number of people who answered “Less important” accounted for 6.67% (22/165 respondents) and the number of people who answered “Not important” accounted for 1.21% (2/165 respondents).

This survey result is relatively consistent with several previous studies by colleagues when researching and evaluating the importance of building and developing a team of intellectuals to meet the requirements of quality human resource development. high and the process of international integration. At the same time, the research results with 69.70% (115/165 respondents) answering “Very important” and “Important” showed that Vietnam’s guidelines and policies are almost consistent with reality, as well as the requirements set out in the process. The process of building and developing a team of intellectuals meets the requirements of developing high-quality human resources and the process of international integration.

The role of intellectuals in the process of international integration as an important element of high-quality human resources

When evaluating the role of intellectuals in the process of international integration as an important element of high-quality human resources, many research works have discussed and all affirmed that intellectuals’ consciousness plays a great role, contributing to all areas of social life, specifically: Communist Party of Vietnam (2008), in “Documents of the 7th Conference of the 10th Central Executive Committee “ has determined: “Vietnamese intellectuals are a particularly important creative labor force in the process of promoting national reform and modernization and international integration, building a knowledge economy, and developing Vietnam’s culture. The advanced South is rich in identity. Building a strong team of intellectuals is to directly raise the intellectual level of the nation, and the strength of the country, and improve the Party’s leadership capacity and the operational quality of the political system. Investing in building a team of intellectuals is investing in sustainable development”. Nguyen Van Phong (2022), in the article “The position and role of intellectuals in the



cause of building and protecting the Fatherland” determined: “Intellectuals are a particularly important creative workforce.” in the process of national innovation”. etc.

Based on the analysis of the views of the Communist Party of Vietnam, inheriting the views of previous studies, combined with the results of testing the Cronbach’s Alpha scale (with 23 variables of the factor scale), the author has identified the role of intellectuals in the process of international integration as an important element of high-quality human resources with the following contents: (i) Intellectuals are a special creative workforce; (ii) Intellectuals are a fundamental part of high-quality human resources; (iii) Intellectuals are the driving force for socio-economic development; (iv) Intellectuals are the force who guide and train other social forces.

To accurately assess the role of intellectuals in each content, the author surveyed 165 people with the following rules: 1 point. Totally disagree, 2 Disagree, 3 points. Partially agree, 4 points. Agree, and 5 points. Very agree. The author used the calculation formula in the research methods section. The survey results are shown in Table 3.

Table 3. Assessment of the role of intellectuals

Oder	Survey content	Survey results					\bar{X}	Cronbach’s Alpha
		1	2	3	4	5		
1	Intellectuals are a special creative workforce	2	11	36	77	39	3.85	0.737
2	Intellectuals are a fundamental part of high-quality human resources	3	12	35	75	40	3.83	0.726
3	Intellectuals are the driving force for socio-economic development	4	11	36	76	38	3.81	0.697
4	Intellectuals are the force who are guides and trains other social forces	3	13	39	73	37	3.78	0.741
Total average		3.00	11.75	36.50	75.25	38.50	3.82	4
Ratio (%)		1.82	7.12	22.12	45.61	23.33	x	x

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 “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 1.82% (3/165 respondents); “Disagree” accounts for 7.12% (11.75/165 respondents); “Partially agree” accounts for 22.12% (36.50/165 respondents).

This survey result shows that it is necessary to raise awareness about the role of intellectuals in Vietnam’s international integration process. Because, without proper awareness of this team, it will be difficult to have the right policies (for policymakers) and plans for training and personal development (for intellectuals and social forces preparing to join this team).

Requirements for the process of building and developing a team of intellectuals in the process of international integration

In the context of globalization and Vietnam’s international integration process; the domestic and international context has placed many requirements on the process of building and developing a team of intellectuals. Vietnam’s international integration process poses even more requirements that need to be done immediately. This issue is specifically expressed in the following basic contents:

Firstly, building and developing a team of intellectuals needs to ensure quantity (61.82% of respondents agreed with this content). To build a team of intellectuals with guaranteed quantity, it must first be based on the requirements and tasks of national development in all fields. Without the necessary intellectual force, the role of national human resources cannot be fully promoted. Therefore, it is necessary to have a long-term strategy for developing intellectual human resources, ensuring a balanced ratio between intellectual human resources and other human resources, so that the intellectuals can truly promote their role.

Secondly, build and develop a team of intellectuals first of with deep expertise, rich knowledge, and strong innovation capacity (68.49% of co-respondents agreed with this content). The intellectual team needs to be fully equipped with professional knowledge and professional skills, mastering basic knowledge of political theory and rich practical experience, not only having the ability to receive knowledge, but also can apply, innovate, invent, discover, and make breakthroughs to contribute more to the comprehensive, independent, and self-reliant development of the country.

Thirdly, building and developing a team of intellectuals needs to ensure a balanced and reasonable development structure in all industries and occupations in all





areas of social life (64.85% of respondents agreed with this content). A balanced and reasonable development structure is a condition for the intellectual team to promote the potential of each intellectual part because the intellectual force is a whole consisting of constituent intellectual parts and when the intellectual forces are if the intellectual department have a balanced and reasonable development structure, each intellectual department will be able to promote its potential and creativity in work, leading to the entire team of intellectuals promoting their role. their role in the development process of the nation.

Fourthly, building and developing a team of intellectuals is reflected in the emphasis on political and ideological training and education, so that they always have patriotism, social responsibility, and pure moral qualities. Strong political will, ideals, and strong belief in the cause of building socialism, in the Party's leadership; have a spirit of willingness to contribute to the cause of building and protecting the Fatherland (66.06% of respondents agreed with this content). This is an important requirement for intellectuals to be able to assume their role and promote their role. If this requirement cannot be guaranteed, no matter how talented an individual intellectual is, if it is not for the benefit of the nation and nation, and if it does not put the people's interests first of all, then talent will fail. That skill only benefits them personally but does not bring prosperity to the nation at all.

Factors affecting the process of building and developing a team of intellectuals

Nowadays, intellectuals are increasingly participating deeply in all areas of social life, so the building and development of intellectuals are influenced by many different factors, both objective and subjective, both within and outside the country. domestic and international. There are many ways to identify and determine impact factors. According to author Bien Quoc Thang: i) Cultural traditions, psychology, customs, and practices of the nation; ii) Guidelines, mechanisms, and policies of the Party and State; iii) Education and training; iv) Environment and operating conditions; v) Quantity, quality, structure of the intellectual team (Thang, 2017, pp. 56-61). Authors Nguyen Viet Thong and Le Thi Su identify three basic factors, which are: i) The process of training intellectuals; ii) The process of using, treating, and honoring intellectuals; iii) The Party's viewpoint system, guidelines, state policies and laws in creating conditions to promote the independence, creativity and social criticism ability of intellectuals



(Thong & Su, 2019, pp. 71-76). Authors Vu Van Ha and Vu Thi Phuong Dung identify five basic factors: i) The working environment and dedication of intellectuals; ii) The impact of the market economic mechanism; iii) The institutional system, policies, and regulations on remuneration, evaluation, and honor of intellectuals; iv) Investment in research and development; v) Qualifications, awareness, and responsibility of the intellectual team (Ha & Dung, 2022).

To more accurately assess the factors affecting the process of building and developing a team of intellectuals, the author built a questionnaire based on the results of testing Cronbach's Alpha scale (with 27 variables of the factor scale); combining the research of Bien Quoc Thang (2017), Nguyen Viet Thong and Le Thi Su (2019), Vu Van Ha and Vu Thi Phuong Dung, etc., the author has identified 03 impact factors, specifically shown in Figure 2.

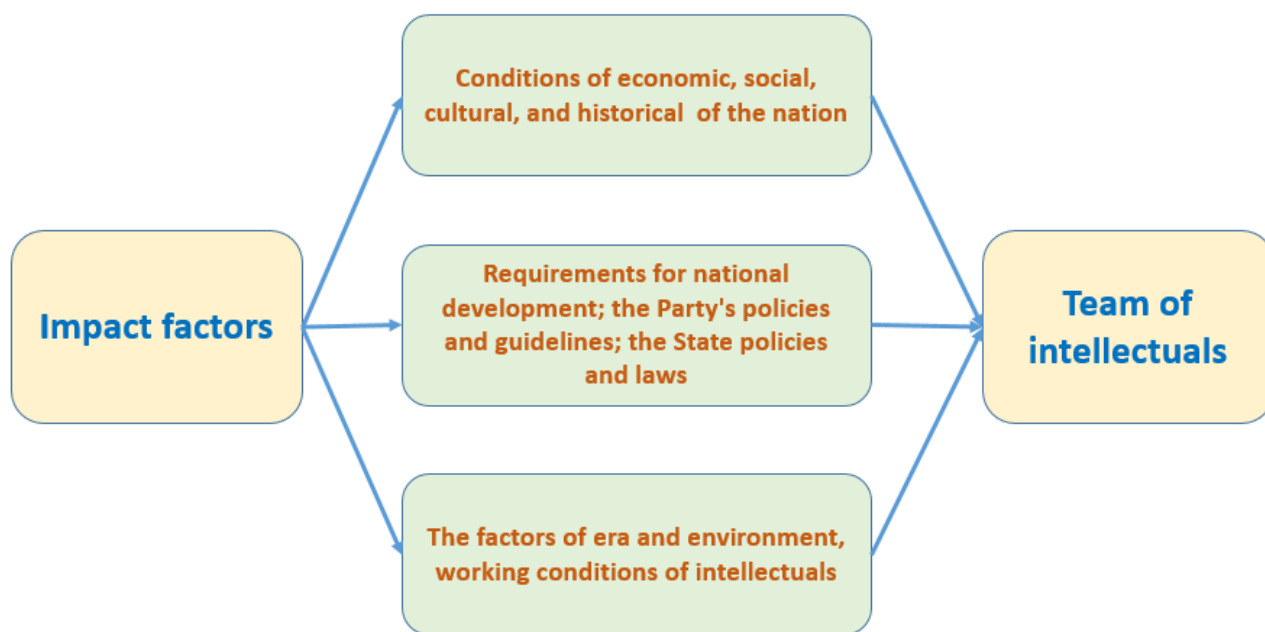


Figure 2. Factors affecting the process of building and developing a team of intellectuals

With the above results, the author surveyed 165 people, with the following regulations: 1 point. No impact, 2 points. Low impact, 3 points. Medium impact, 4 points. Rather impact and 5 points. Very impactful. The author used the calculation formula in the research methods section. The survey results are shown in Table 4.

Table 4. Assessment of factors affecting the process of building and developing a team of intellectuals

Oder	Survey content	Survey results					\bar{X}	Cronbach's Alpha
		1	2	3	4	5		
1	Conditions of economic, social, cultural, and historical of the nation	7	16	41	65	36	3.65	0.674
2	Requirements for national development; the Party's policies and guidelines; the State policies and laws	4	13	37	72	39	3.78	.0710
3	The factors of era and environment, and working conditions of intellectuals	5	14	39	69	38	3.73	0.702
Total average		5.33	14.33	39.00	68.67	37.67	3.72	x
Ratio (%)		3.23	8.69	23.64	41.62	22.83	x	x

The survey results in table 4 show that All \bar{X} s are in the range of $3.41 \leq \bar{X} \leq 4.20$, reaching the “Rather impact” level, there are no \bar{X} s that the survey subjects rated as “Not impact”, “Less impact” and “Medium impact”. However, considering each content and each level of assessment, many people still have not identified the factors that impact the process of building and developing a team of intellectuals. That is reflected in the average total number of people rating the content, specifically: “No impact” accounts for 3.23% (5.33/165 respondents); “Little impact” accounts for 8.69% (14.33/165 respondents); “Medium impact” accounts for 23.64% (39.00/165 respondents). Meanwhile, the highest average percentage is assessed at the “Rather impact” level, accounting for 41.62% (68.67/165 respondents); the number of people who answered “Very impact” accounted for 22.83% (37.67/165 respondents).

Solutions to build and develop a team of intellectuals to meet the process of international integration

In the context of widespread globalization, especially the development of the fourth industrial revolution, intellectuals are required to be both virtuous and talented, meeting the requirements of construction. and develop the country. In that context, the



Communist Party of Vietnam is increasingly interested in building a team of intellectuals, as well as appreciating the role of the team of intellectuals in the work of building and protecting the Fatherland. Resolution No. 27-NQ/TW (August 6, 2008) of the 7th Central Conference of the Services and solutions for building a team of intellectuals in the current period, specifically: Improving the environment and favorable conditions for the activities of intellectuals; Implement policies to favor, reward and honor intellectuals; create fundamental changes in training and fostering intellectuals; promote the responsibility of intellectuals, consolidate and improve the quality of activities of intellectual associations; Improve the quality of the Party's leadership work for intellectuals.

The 12th Congress (2016) of the Communist Party of Vietnam also affirmed: "Building an increasingly strong, high-quality intellectual team to meet the requirements of national development. Respect and promote freedom of thought in research and creative activities. Appreciate intellectuals based on a proper assessment of qualities, abilities, and contributions. Protect intellectual property rights, remunerate, and honor the contributions of intellectuals appropriately. There are special mechanisms and policies to attract the country's talent. Appreciate the consulting, criticism, and social assessment roles of scientific research agencies in planning the Party's guidelines and policies, the State's policies and laws, and economic development projects, sociocultural".

The 13th Congress (2021a) of the Communist Party of Vietnam paid special attention to building a team of intellectuals and attracting talent. Documents of the 13th National Congress (2021a) state: "Building an increasingly strong, high-quality intellectual team to meet the requirements of national development in the new situation. There are mechanisms to promote democracy, freedom of creativity and promote ethics and responsibility in scientific research. Prioritize investment in infrastructure development, working environment, research, and innovation of intellectuals. Respect and adequately compensate talented Vietnamese scientists with high professional qualifications at home and abroad, especially leading scientists and scientists capable of presiding over tasks. Science and technology service is especially important. Truly respect and create conditions to improve the effectiveness of consulting and criticism activities of experts and intellectuals".





Faced with new requirements and tasks of the international integration process, to continue building and developing a team of intellectuals to serve the cause of innovation, we need to focus on several key contents and solutions. As follows:

Firstly, unify awareness and enhance the responsibility of Party committees at all levels, concretize strategies and contents following the practical needs of sectors and localities. Focus on innovating the leadership methods of the Party and State, pay attention to specific and key mechanisms and policies, and meet the development of quantity and quality of intellectuals. Increase awareness and responsibility of the intellectual team; continue to innovate the organization and association work activities of intellectuals. Strengthen propaganda work with a team of intellectuals, reputable people, writers, and artists to arouse the spirit of patriotism, national pride, passion, and desire to develop a prosperous and happy Fatherland. Enhance the responsibility, pioneering spirit, and exemplary performance of party committee officials of the Vietnam Union of Science and Technology Associations (A leading organization in the industry, gathering a large team of Vietnam's intellectuals) and the Vietnam Union of Literature and Arts Associations (Where a large number of Vietnamese writers, artists, and art workers gather) from central to local levels. Comprehensively renovate the organizational apparatus and operating mechanisms of intellectual organizations in a compact, practical, and effective manner. Improve the quality of consulting, criticism, and social appraisal.

Secondly, continue to innovate the Party's leadership methods on intellectual work in the new period. Continue to innovate awareness, unify, and enhance the responsibility of each party committee, party organization, political system, and the entire society regarding the nature, mission, and importance of the intellectuals. Party committees and party organizations at all levels, especially the leaders, are responsible for building mechanisms and policies to attract, utilize, treat, and honor intellectuals in the assigned area and field. Innovate content and methods, improve the quality and effectiveness of implementing the Party's viewpoints and policies, and the State's policies and laws on intellectual work.

Thirdly, comprehensively improve the legal system, mechanisms, and policies to develop intellectuals. Strengthen the management of intellectuals and concretize the Party's resolutions and directives on intellectuals with unified, synchronous, appropriate, and effective mechanisms and policies with resolutions on continuing to





promote intellectual property rights. industrialize and modernize the country until 2030, with a vision to 2045; promote the development of science and technology; on fundamental and comprehensive innovation in education and training. Have policies to attract, utilize, treat, and honor intellectuals, especially highly specialized foreign intellectuals, to work for state agencies; take advantage of the achievements and advantages of the Fourth Industrial Revolution to support innovation, absorb, and spread knowledge. Innovate the evaluation and approval of scientific works and titles honoring intellectuals; create opportunities for intellectuals to improve efficiency, advise, criticize, and evaluate society in a professional and expanded manner. Promote decentralization and decentralization of power in the direction of increasing the initiative and self-responsibility of science and technology organizations and universities for the recruitment of management personnel and scientific titles according to provisions of law; research and promulgate a reasonable working age framework for intellectuals.

Fourthly, innovative training and fostering intellectuals. Create a breakthrough to fundamentally and comprehensively innovate education and training, improve the quality of human resources, and develop high-quality intellectual resources according to international standards. Promote the improvement of university training quality associated with research, science and technology development, and innovation at higher education institutions. Build several key universities on par with developed countries in the region and internationally. Focus on promoting talented people at home and abroad, attracting, training, fostering, appreciating, and rewarding talents in some key occupations and fields, talented intellectuals, intellectuals who have contributed to social activities, ethnic intellectuals, and young intellectuals.

Fifthly, increase investment resources to build a team of intellectuals. Focus on prioritizing investment funds to develop infrastructure systems, working conditions, research, and creativity of intellectuals. Maximize social resource mobilization, promote the development of science and technology enterprises, place orders, transfer research results of key state programs and topics, and form innovation investment funds. Promote links with countries with advanced scientific and technological potential. Actively join the world innovation network. Strengthen cooperation and technology exchange between domestic enterprises and the foreign direct investment business community.





CONCLUSION

The process of innovation, national development, and international integration is posing new, bigger, higher, and more complex demands on the intellectuals. Accordingly, to improve the quality and quantity of intellectuals in Vietnam today, it is impossible not to pay attention to the operating and working conditions and environment of intellectuals. Even though we know that in reality there are many scientific and technological products, educational and training products, literary and artistic works, etc., of intellectuals and talented people in the world and Vietnam created in conditions of material deprivation and a harsh, difficult social environment, even in prison and poverty.

However, that is not a common thing, especially in the context of the fourth industrial revolution. Therefore, it is impossible to improve the quality and quantity of intellectuals without really paying attention to investing, building, innovating, and fundamentally improving conditions, working environment, creativity, and dedication of intellectuals. Knowledge, including the environment, physical conditions, techniques, machinery, technology, management mechanisms, evaluation, use, wages, income, life and environment, cultural conditions culture, spirit, trust, and respect. Building, developing, and promoting the role of the intellectual team depends on many factors, both objective and subjective, both internal and external, etc. This is an important cognitive basis necessary to evaluate and analyze properly, deeply, and satisfactorily the current situation, causes, and problems as well as propose appropriate directions and solutions for the construction of the project, developing a strong Vietnam's intellectual team to meet the requirements of rapid and sustainable national development in the new context.

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