

Information on Doctoral thesis of Fellows Pham Minh Phuong

Official thesis title: "Managing Labour Training On the Job in Garment Enterprises in the Present Time"

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5. Admission decision number: 1990/SDH dated 22/11/2006 from the President of the Vietnam National University, Hanoi.

6. The changes in academic process: No

7. Official thesis title: "Managing Labour Training On the Job in Garment Enterprises in the Present Time"

8. Major: Educational Management

9. Code: 62 14 05 01

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11. Summary of the new findings of the thesis:

- Established scientific arguments for the management of on-the-job labour training in garment enterprises in the present time.

- Contributed to the systematization and development of theories for the management of on-the-job labour training in enterprises in general and in garment enterprises in particular in today's development situation.

- Generalized the factors enabling on-the-job labour training in Vietnam's garment enterprises to develop steadily in the present situation in order to give administrators a foundation for the application of the measures to manage on-the-job labour training in the enterprise.

- Proposed 8 solutions to the management of on-the-job labour training in the present time:

(1) Draw up long-term, middle-term and short-term plans for the training practice to provide sufficient labour for the business basing on each period's demand;

(2) Draw up the content of training courses suitable for the renovation requirements in production and business of enterprises in the present time;

(3) Select suitable methods of training for specific objects, the goals and resources of the enterprise, especially stimulate the learners' potentials after the training;

(4) Organize the practice by handling the tasks and real production situations;

(5) Organize exchange activities and management information in the training process in order to enhance the learners' qualities and competence;

(6) Organize the testing and assessment in every part of the training process;

(7) Diversify the training forms;

(8) Perfect and strengthen the conditions to meet the demand of training.

- The goals, contents, procedures and conditions of the implementation of these measures are aimed at the drawbacks of the current reality and are suitable for the conditions of on-the-job labour training management in Vietnam's garment enterprises in the present time.

12. Practical applicability:

The above research results are highly applicable in reality in order to renovate the on-the-job labour training in enterprises in general and garment enterprises in particular in the development situation today. The proposed solutions are urgent and highly feasible and should contribute to improving the efficiency of on-the-job labour training to meet the demand for direct labour from Vietnam's garment enterprises in the present time.

Initial experiments of the solutions for the management of labour training in Hai Duong Joint stock Garment Company No 2 have brought practical results, the activities relating to the on-the-job training process were carried out synchronically and the workers' proficiency was proved to change greatly.

This study is urgent for the existence and development of garment enterprises in the industrialization, modernization and economy integration of the whole country. Only by enhancing the quality of the labour source can we promote the competition strength of Vietnam's garment enterprises in the present time.

13. Further research directions:

The research findings of the thesis suggest many potentials and orientations in the next research into on-the-job labour training, including:

1. Establish general models of on-the-job labour training for production enterprises.

2. Establish and standardize the Test to assess the efficiency of managing on-the-job labour training of enterprises.

14. Thesis-related publications:

1. Pham Minh Phuong (2006), "Some Solutions to Improve the Quality of On-the-Job-Training Provided for Staff of Establishments of Product", *Journal of Education Science* (7), pp. 44 - 47.

2. Pham Minh Phuong (2011), "Theoretical basis of human resource management for textile and garment enterprises under the management model of on-site human resource training", *Educational Review* (268), pp. 11 – 13.

3. Pham Minh Phuong (2011), "Management of training-human resource retraining at Vietnam garment enterprises – current situation and solution", *Educational Review* (Year-end Special Issue), pp. 114 - 116.

