

The Paradox That Needs to Be Identified in Management and Policy Studies

Vu Cao Dam

Abstract: Many problems are existing in Vietnamese policies. There have been many paradoxes, which play a significant role in decelerating the development of Vietnamese society and economy.

The paradoxes of Vietnamese policies are caused by some factors: the impact of implicit institutions; the features of policy objectives, the contradiction between policy objective and means and, finally, the negative social construction.

The Faculty of Management Science and The Institute of Policy and Management should play an important role in the improvement of the skills of policy makers and, moreover, in the establishment of some ad-hoc groups for policy analysis in the framework and with support of USSH and VNU, Hanoi..

Keywords: Policy; Management; Paradox; Implicit Institutions; Features of Policy Object; Ad-hoc Groups; Role of university; Skills of Policy Analysis.

A Sociological Approach to High-Quality Scientific and Technological Research and Policy Making in the Industrial Revolution Trend 4.0

Dao Thanh Truong, Nguyen Thi Quynh Anh

Abstract: High-quality human resources in science and technology are considered as key economic resources and a source of innovative energy in all areas and activities of each country. The increasing level of demand for knowledge in production is in direct proportion to the increased demand for high-quality S&T human resources for the aim of innovation in S&T activities, thereby increasing the economic performance for the nations' development. For science and technology organizations, the attraction of high-quality S&T human

resources will accelerate the accumulation of knowledge, stimulate innovation and enhance the organizations' competitiveness. In the context of the ongoing Industrial Revolution 4.0, the competition for resources, especially high-quality human resources for science and technology, will continue to be intense. From a sociological perspective, the paper will analyze the characteristics of high-quality human resources in science and technology and policy issues to attract and manage high-quality human resources in science and

technology in the trend of the Revolution 4.0.

Keywords: High quality human resources for science and technology; social mobility

policy for high quality human resource in science and technology; Industrial Revolution 4.0.

Renovation of Human Resources Policy at Vietnamese Universities to Meet the Demand for University Autonomy in the Current Stage

Trinh Ngoc Thach

Abstract: University autonomy is a hotly debated subject in the scientific community and educational management in our country today. In terms of university autonomy, human resource autonomy is considered one of the most important aspects of a university since human personnel is among the elements that determine the quality of a university. In comparison with other management activities, human resources management is not only an important task but it is also perceived as the most difficult and complex work in schools. This article focuses on the analysis of the development of human resource autonomy policy in Vietnamese universities in comparison with some other

countries and regions (United States, Europe and Australia). By analyzing the current status of human resource autonomy in higher education in Vietnam, the paper outlines some of the challenges in human resource management faced by Vietnamese universities. On the other hand, the article concludes with a number of recommendations and solutions for the reform of human resource policy for universities in Vietnam in order to master the requirements of the university autonomy at the current stage.

Keywords: University autonomy; personnel management; higher education institution; university.

Applying Theories of Social Development Management in Vietnam within the Context of the Market Economy and International Integration-Some Methodological Issues

Pham Ngoc Thanh

Abstract: Through reviewing the literature of key theories of social development management, this paper

clarifies the nature, content, methodology and general model of social development management. Furthermore, the article

addresses the methodological issues of applying the theories of social development management to the case of Vietnam shaped by the conditions of the market economy and international integration.

Keywords: Social development management; Market economy; International integration; Theories; Vietnam.

Integrating Culture as a Major Research Area in Management Science to Improve the Quality of Research, Teaching and Policy Advisory

Nguyen Manh Quan

Abstract: Many recent researches of scientists around the world indicate the importance of cultural factors (cultural capital) and the social structure (social capital) for economic development. Many studies have also shown that these factors are largely implied in the human factors (human capital). These issues have become the main subjects for the researches of managers too, and are also included in curricula of management courses for students in many top universities around the world.

This article is intended to convince those who study economics, business management, education or human resources training to give conscious consideration to

these issues and consider them as new areas of management research works, rather than as a task of researchers in the fields of culture, ethnology and sociology. The content of the article focuses on three major questions: (1) Are these factors really contributing to the country's socio-economic development? (2) Why focuses the study on culture and social structure rather than other subjects or problems? And (3) Why researchers in management and human resource development need to do the research themselves?

Keywords: Management science; human capital; cultural capital; social capital; economic development.

Creating Pressure for Enterprises in Performing Corporate Social Responsibility

Nguyen Thi Kim Chi

Abstract: Today enterprises do not only represent themselves but also their countries

on global environment. As the pillar of the economy, enterprises are having

opportunities and responsibilities to prove themselves in providing goods and services, contributing to the development of their countries, creating jobs, taking part in solving social problems, and bringing prosperity to the society. Until today a systematic theory of corporate social responsibility is still being developed and refined. From the author's viewpoint, economic development must combine a sustainable progress and a preservation of public interests, social goals, and environment. Therefore, corporate social

responsibility is an essential activity that needs to be conducted right from the start of an enterprise. In order to clarify the connotation of corporate social responsibility, the author tried to approach the matter from the three roles of enterprises: as an economic organization, a social entity, and a subject in society. In each role, enterprises have different social responsibilities.

Keywords: Economic responsibilities; legal responsibilities; ethical responsibilities; discretionary responsibilities.

Application of Game Theory in Human Resources Policies in Science and Technology

Nguyen Thi Gam

Abstract: The article applies the basic elements of game theory to explain human resource policies in science and technology. The game theory provides a useful tool for

choosing an optimal choice in the decision-making process.

Keywords: Game theory; human policy; human resources in science and technology.

Autonomy and Accountability of Higher Education in the Process of Innovation and International Integration in Vietnam

Pham Thi Thanh Hai

Abstract: Autonomy and Accountability are very important concepts and are considered a fundamental value of a university. Being autonomous and socially responsible is objectively inevitable in the process of social development in general and higher education in particular. Being

autonomous and socially responsible is a leading requirement in the process of higher education innovations worldwide and in Vietnam and is an important tool in generating resources for the operations of a University to carry out the missions committed to society. In order to encourage

public higher education institutions to exploit and effectively use the resources to improve the quality of higher education and reduce spending on the state budget, the government plans to allow pilot innovative operational mechanisms for public higher education establishments from 2014-2017 in the resolution 77 / NQ-CP of October 24, 2014. This paper analyzes some of the

content on the status of universities in the process of becoming autonomous and socially responsible in Vietnam in the current period in order to meet the basic requirements which is a comprehensive innovative university education

Keywords: Autonomy; Accountability; universities; educational renovation.

Knowledge Business and the Role of Universities in Promoting the Vietnam Startup Community's Global Integration

Hoang Thi Hai Yen

Abstract: Knowledge Business has been a global trend, especially in the context of the Industrial Revolution 4.0, so how to get advantages from this type of business would be one of the key issues of the entrepreneurial community in Vietnam.

At the same time, studies as well as practices in successful startup countries have proven that the university environment is ideal to produce creative ideas and create entrepreneurial spirit. If this environment

has good policies, it will flourish and facilitate the startup development.

Hence, from the clarification of the core essence of the “Knowledge Business”, of startup, the paper analyzes and offers some recommendations for exploiting the role of the university in promoting a Vietnam startup community global integration.

Keywords: Knowledge Business; Science, Technology and Innovation; Startup.

Industrial Policy on Clusters to Enhance Innovation Capacity of Enterprises

Vu Thi Cam Thanh

Abstract: Innovation is defined as one of the dynamic competitive capabilities that foster enterprises' unique capabilities and provide irreplaceable advantages. In a fierce competitive environment, medium and small

enterprises hardly overcome weaknesses in budget, scale and position. However, the problem is not about the medium and small scale of them but the individual position. Cluster Theory has been noticed by

economists and researchers in developed countries over the world in the recent four decades.

In this paper, the definition of the concept of cluster and enterprise's innovative capability is provided while the relationship between the cluster model and innovation capability is demonstrated through a overview of cluster and

innovation literature. Both positive and negative effects of clusters on innovation process of enterprises will be discussed so that we have rationale to develop cluster policy in Vietnam.

Keywords: Cluster; Innovation Capability; Science and Technology Policy; Innovation System.

Demand for Linking of Scientific Research with Production and Training in Vietnam Academy of Science and Technology

Dao Thanh Truong, Pham Tuan Huy

Abstract: Associating the scientific research with training and production is both the need for development of science and technology organizations on their own and the demand of the society. Such an association has gradually been formed and developed in the condition of market economy and international integration, deeply and widely in science and technology.

The process of forming and developing models to associate scientific research with training and production Vietnam Academy of Science and Technology (the Academy) is the process of restructuring the Academy through periods as from Vietnam Institute of Sciences to this day.

Keywords: Demand; association of science-production-training.

Commercialization of Industrial Property Rights Towards Inventions of Universities in Vietnam

Le Duc Hien

Abstract: Over the past few years, two important tasks that universities and research institutes in Vietnam have had to implement are training and scientific research. In addition, some universities have

paid attention to the transfer of technology. However, the control and the exploitation of intellectual property in universities is not highly resulting in the number of patents being applied for the registration and

licensing as well as the modest commercialization of inventions. The article analyzes the realities of the situation, the causes of limitations and suggests solutions to support the commercialization of

industrial property rights towards the inventions of universities in Vietnam in the international integration context.

Keywords: Inventions; commercialization; universities.

Some Issues on the Exhaustion of Copyright in Cyberspace

Nguyen Luong Sy

Abstract: The principle of exhaustion of rights is a fundamental institution of copyright law, which highly motivates trade liberalization and is legalizing parallel imports. In the concept of the current technological era, the mechanism of exhaustion of copyright continues to play a vital role, yet its implementation is suffering large changes based on whether it is about trade in goods or services, tangible or intangible products. Advanced economies

these days have experienced numerous cases or disputes related to digital items on the internet, largely contributing to that development. The article concentrates on analyzing the principle of exhaustion of copyright in the cyberspace on the ground of European Union legislation, through which lessons for Vietnam can be summarized.

Keywords: The principle of exhaustion of rights; copyright; EU legislation.

Patent Protection of Pharmacy Approach Base on Human Right from Indian Law and Chinese Law, Experiences for Vietnam

Do Thi Dien

Abstract: Patent protection in the pharmaceutical sector is a privilege for patent owners to have exclusive rights to exploit, to secure the opportunity to recover investment capital, effort and creativity, and to reinvest in new products. Pharmaceutical patent protection contributes to higher drug prices, reducing access to medicines for people, especially in developing countries. Access to pharmaceuticals is reflected in the

right to protection and care of human health in Vietnam. The Universal Declaration of Human Rights from 1948 and Article 12 of the International Covenant on Economic, Social and Cultural Rights, 1966, states, "Human beings have the right to the best possible physical and spirit ". This paper presents the views of pharmaceutical protection in the laws of India and China

from the perspective of human rights, thereby providing lessons for Vietnam.

Keywords: Pharmacy; human right; patent; Indian law and Chinese law.

Policy of Socialization of Higher Education in Vietnam to Promote the Development of Higher Education in Line with the Trend of International Integration

Ta Thi Bich Ngoc

Abstract: In Vietnam, the socialization of higher education is a major undertaking that has been institutionalized. However, because of different understandings about the socialization of higher education, the implementation of the policy of socialization of higher education in Vietnam still faces many shortcomings. The paper analyzes the

policy of socialization of higher education in Vietnam, highlights the manifestation of it, and suggests solutions to enhance the socialization of higher education in the context of education innovation.

Keywords: Higher education; socialization of higher education; policy of socialization of higher education.