

Ho Chi Minh Concept on Labor and Event Relations Applying to the Innovation of Training Methods

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Abstract: Labor relations is one of the social relationships of people, appearing in the process of division of labor, and is attended by many scholars of different disciplines (politics, psychology, sociology, economics, jurisprudence ...) in the world interested in researching together with the development of industrial revolution in the 19th and 20th centuries.

For Ho Chi Minh, in the process of seeking to save the country, pursue the path of independence for the nation, bring freedom and happiness to the people; including ensuring social justice, creating jobs and protecting the legitimate rights and interests of workers.

Ho Chi Minh's thought on labor relations is vividly embodied in his legacy, with significance and significance in the application of the renewal of current labor relations training methods in Vietnam.

Key words: Ho Chi Minh, Labor relations, worker, innovation, training methods

I. Introduction

Labor relation is one of human social relations, appearing in the process of division of labor. In the process of searching for a way to save the country, President Ho Chi Minh always pursued the path of independence for the nation, bringing freedom and happiness to the people; including ensuring social equity, creating jobs and protecting the legitimate rights and interests of employees).

Ho Chi Minh's thoughts on industrial relations are the views on social justice, developing professional skills for employees, continuously improving working conditions, and having satisfactory social security policies. for employees; protecting the legitimate rights and interests of the employees as well as of the business... are vividly shown in the Declaration of Independence, the first Constitution of the Democratic Republic of Vietnam, the Will...

Putting in the whole of Ho Chi Minh's heritages, his thoughts on industrial relations always have the interference between economic, cultural, social, legal and national aspirations. Today, in the context of Vietnam's international integration taking place strongly in the era of digital economy, has profound effects on all areas of social life, but his thoughts on labor relations are still important instructions and orientations for the reform of the current tertiary industrial relations training method in Vietnam.

This research is based on the Marxist-Leninist methodology and Ho Chi Minh's thought on industrial relations; at the same time based on historical method to put research issues in specific historical context, to consider and evaluate the problem. In addition, the author also compares with research results on labor relations of some scholars around the world to have a more comprehensive view while proposing to apply Ho Chi Minh's view to the renovation of the training on industrial relations in Vietnam in the digital economy era.

II. Ho Chi Minh's opinion on industrial relations

Labor relation is the relationship between the employee, the employees' collective with the employer and the employer's representative organization, established on the basis of the labor law including labor standards, establishment and operation mechanism of labor relations, labor dispute settlement institutions, roles of parties in labor relations" (Ministry of Labor - Invalids and Social Affairs, 2017: 3). Labor relations are one of the most essential human social relations.

Ho Chi Minh's thoughts on industrial relations are the views on people and people in labor relations in society, vividly expressed through thoughts on social justice and equality, develop career skills for employees, continuously improve working conditions; satisfactory social security policy for the employees; protect the legitimate rights and interests of employees and employers. His opinion on industrial relations is placed in the category of human liberation and development, as he has expressed, I have only one desire, good desire, everyone has food and clothes. Everyone can learn. According to him, independence and freedom must be associated with human well-being and happiness: "Socialism means that everyone is warm, happy and progressive learning"

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(Ho Chi Minh, 2011h: 521). The purpose of "Socialism is to make the people rich and the country strong", is to "Constantly improve the people's material and spiritual life, first of all, the working people" (Ho Chi Minh, 2011i: 30).

In order to fulfill these aspirations, according to Ho Chi Minh, it is necessary to change the labor relations, bring the Vietnamese people from slavery due to the loss of the country to master the society, master the development of the country. The person defining the Vietnamese working people plays a role both as the subject and as a product of the natural and social transformation process; is the driving force in the process of social and national development. In other words, the Vietnamese working people not only have wisdom and creative capacity, but also an infinite potential for development.

Ho Chi Minh's thought on industrial relations stems from patriotism, directly witnessing the domination, repression and terrorism of the French colonialists in Vietnam and the situation of oppressed peoples in the world. In places where he once set foot. Since then, he asserted that in a colonial society, feudalism was absolutely not fair and equal to society; That, in that society, "...the people only have obligations, such as paying taxes, going to the army without any benefits". Explaining this "inequity", Ho Chi Minh said, it is "Because a few people have privately owned the means of production of society" (Ho Chi Minh, 2011d: 247). He further pointed out that in a society dominated by the exploitative class, only the rulers' personal interests are satisfied, and the personal interests of the working masses will be manipulated. From the above judgments and observations, Ho Chi Minh concluded that social equity and equality - in industrial relations - really can only be achieved in the new social regime, republican democracy.

Ho Chi Minh's ideology of social justice and equality in industrial relations is expressed vividly and flexibly in the different specific circumstances and situations of the country construction process. Ordinary people associate justice with the concept of social equality, which is the relationship between obligations and rights. People who consider social justice are the equality of obligations and rights. The man who requires all today's workers to realize that he is the owner of the country and has the power of mastery must fulfill the obligations of the owner - it is industrious and thrifty, building the country, building socialism, with the aim of constantly improving the material and spiritual life of the people, first of all, the working people...

In the early days of the resistance war against the French colonial invasion (1945 - 1954), the writer of New Life (Ho Chi Minh, 2011b: 112) called on the entire people to practice TB relations. new life - in his use of the word new life. He emphasizes that the relationship between the employer and the worker must be harmonious is necessary for both the employer and the worker to protect the interests of both production parties. Labor relationship assessor: "In a factory, one side is the owner, the other is the worker. Up to now, the owner always wants to make more profit, but pay less. Workers want to work less and get a lot of pay. So a conflict is not favorable for both sides" (Ho Chi Minh, 2011b: 123).

In order to maintain a good relationship between employers and employees, avoid all disputes, promote production and development, he focuses on harmoniously solving problems of interests and measures to improve industrial relations... With very simple and easy-to-understand words, He explained: "The employer must understand that if the workers have enough food and clothes, they will be strong enough; able to do. If a horse is full, it will run fast. A machine with enough grease to rotate evenly. The same goes for people. If the workers know that: They not only benefit the owner, but they also have a benefit, they will eagerly do it" (Ho Chi Minh, 2011b: 124).

At the same time, he also mentioned a number of cooperative methods to minimize and overcome conflicts in labor relations such as: good implementation of social security policies, skills training, vocational training ... towards production development goals, increase labor productivity, benefit each person and everyone. "So if employers want a job, for wages, housing, sanitation and worker treatment, it is necessary to be generous. There should be classes for the mechanic, and for the mechanic. Learners for more sophisticated. Workers will be so easy for retired old craftsmen. Should open cooperatives for workers to buy things that need to be cheaper. The cost of doing those things, don't lose anywhere. If the worker happily works, the owner will benefit 5 times more than the cost. Once the owner behaves like this, the craftsman must make an effort. Work faster, smarter. Save time, save materials. For the sake of the owner, it is for themselves a part. Owner and worker cooperate closely, both sides benefit. Because of close cooperation, it is possible to increase production and increase production with more results, the more the owner and the worker will benefit. Owners and workers must both remember that: increasing production is not only beneficial for the owner and the workers, but also for the national economy, for the whole people. Therefore, factories need to follow a new life" (Ho Chi Minh City, 2011b: 123 - 124).

Methods of improving labor relations, according to Ho Chi Minh easy to understand, easy to implement; bearing Ho Chi Minh style. That is the industriousness, saving, probity, seriousness. Ho Chi Minh explained: "People increased production, had to work diligently, the resistance would certainly prevail, so we must not be industrious. Soldiers must save ammunition, one enemy each bullet. People have to save materials, to help the army and the people evacuate. That's why we must save. Everyone is pure, without being greedy, without bringing any merits to private business, everything will run. So everyone must be upright. Each people must put the country first, enthusiastically supported the resistance, tried to increase production, eliminate the people who sold the country to harm the people, and decided to make the Fatherland independent. That is Main" (Ho Chi Minh, 2011b:112).

Thus, in Ho Chi Minh's thoughts on industrial relations, social justice is not only manifested as the goal, but also as a driving force for the socio-economic development of the country. basic measures to realize the lofty ideals and values of the nation and the

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country. The implementation of social justice is an urgent requirement of the nation's construction, so Ho Chi Minh's guiding motto in circulation and distribution is:

No fear of lack, fear just not fair;

Not afraid of poverty, just afraid of uneasy people's hearts

He also noted that implementing social justice with the principle of equality between dedication and enjoyment does not mean that people can make their lives immediately full. Therefore, the implementation of social justice should not be seen as a measure of poverty. Ho Chi Minh affirms: It is not that we indulge in asceticism and poverty. On the contrary, we strive to make sacrifices, because we want to build a society where everyone is warm and happy "(Ho Chi Minh, 2011e:508).

During the years of the arduous resistance war, in order to overcome the difficult economic situation and resolve the goals in labor relations, Ho Chi Minh called on the people to promote the spirit of co-commitment and hard work. Wrapping, mutual love, solidarity, cooperation for the goal of building a prosperous and happy life. The goal of the current labor relationship is to constantly improve people's lives, to strive: "Make the poor have enough food to eat. People enough to eat are quite rich. The rich are richer" (Ho Chi Minh, 2011b:81). The above points of view of Ho Chi Minh once again show that his conception of industrial relations is to build a fair, democratic and civilized society; in which, social equity and equality are also significant as the driving force for the country's development. The implementation of social justice and equality stimulates everyone, depending on their ability and strength, to join in building a society in which everyone does their best; whoever needs to use anything like that.

Stemming from the clear and specific distinction between equity and social equality, Ho Chi Minh also emphasized the need to clearly distinguish individual interests and individualism. According to him, in labor relations, we must respect individual interests in order to motivate each person to constantly strive and dedicate himself most to the cause of building society and the country; at the same time, to fight against individualism in order to prevent its harm to the common interests of society and the country. For "Individualism is like a very poisonous bacterium, which produces very dangerous diseases, for example the following: a) Greed - People who have this disease benefit to take up the interests of the Party, of the nation, so that only "self-interest". Use of private work. Rely on the Party's power to pursue your own goals" (Ho Chi Minh: 2011b: 295). "Because of individualism, that gives rise to bureaucracy. Massive. Superior. Slow. Make it through. Appeal for form" (Ho Chi Minh, 2011b: 264). According to him, theism it binds, it blinds its victims, these people anything comes from the desire for fame, status for themselves, not thinking of the benefits of the levels, of the people, must fight to eliminate individualism.

In industrial relations, Ho Chi Minh also noted that the fight against individualism is not about personal interests, but must create conditions for each person to improve his or her own life, to promote his or her own personality and their own forte. In labor relations, under the democratic republic in Vietnam, individual interests with the common interest of society are unified, "individual interests are in the interests of collectives, are part of collective interests. If the collective interests are guaranteed, the individual's own interests have conditions to be satisfied" (Ho Chi Minh, 2011g:610). According to Ho Chi Minh, in industrial relations the protection of the common interest, ie the protection of conditions for the realization of interests for each individual, is considered a measure to ensure social justice.

Thus, Ho Chi Minh's principle of acting for everyone, everyone for me is not only a cultural value in human behavioral relations, but also shows fairness in the relationship of interests between individuals and individuals, individuals with collectives and the community in labor relations.

III. Applying Ho Chi Minh's ideology to the innovation of labor relations training methods in Vietnam

Today, in the digital economy era, labor relations training needs to renew both the model and the structure, from a state of thinking that only needs to learn once to work for life to the state that must learn for life; improving labor productivity, competitiveness and sustainable development of countries and business communities.

To deal with that pressing need, it is very necessary to study Ho Chi Minh's points of view in order to apply them to the innovation of industrial relations training method in Vietnam in the digital economy era.

As a practical activist, Ho Chi Minh, although there are no works discussing in-depth labor relations training methods, in many articles, lectures, in practical activities, he mentioned many training methods with historical and epochal value.

During his time he was a teacher, taught at Duc Thanh school (1910), trained cadres in Guangzhou (1925-1927) organized by the Vietnam Youth Revolution Association. He was a literacy teacher for cadres in Pac Bo (1941). Later, he regularly visited literacy classes, academic studies, high schools, universities, teacher training classes ... He initiated the movement "Two good" (good teaching, good studying) of the education sector.

Since the country's independence, President Ho Chi Minh has advocated building an education that completely develops the available capacities of learners. In the letter to the students on the first day of school in the Democratic Republic of Vietnam, the writer wrote: "...from now on, you will begin to receive a completely Vietnamese education ..., an education Education completely develops the available capacities of the children" (Ho Chi Minh, 2011a:34). After that, he emphasized: "You should practice self-reliant" (Ho Chi Minh, 2011e:498).

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In the perspective of developing learners' competencies, promoting students' activeness and self-reliance, he reminds that the influence of "learn to get a degree, teach in a way of indoctrination" must be ensured. For learners "general knowledge is sure, practical, suitable for the needs and money of building the country, leaving out parts that are not necessary for real life" (Ho Chi Minh, 2011f:186).

President Ho Chi Minh attaches great importance to the method of education and training. Those who emphasize that if they want to study with good results, they must have the right education - training methods. An important method is to help each other, stick together, self-criticism and criticism in learning.

The purpose of this method is to make learners have a positive and self-conscious learning and training attitude, so that the acquisition of new educational content can be quickly, effectively, and achieved. According to him, learning must be associated with practice, learning without practice, not applying it to reality like a box full of books, onions without learning, practice is not fluent. Someone said: "A person who has finished university, can be called an intellectual. But he did not know how to plow the fields, did not know how to work, did not know how to fight the enemy, and did not know how to do many other things. In short: Real work, he knows nothing. So he only has half knowledge. His intellect is a book intellectual, not a complete intellectual. If he wants to become a complete intellectual, he must apply that knowledge into practice" (Ho Chi Minh, 2011b: 275). According to him: "Reason must be put into practice. Practice must be aimed at reasoning. Reason as well as the name (or the bullet). Practice as well as a target to shoot. There's a name that doesn't shoot, or shoots around, just as there's no name. The core theory to apply in practice. Just memorized, to bring the galaxy, that reasoning is also in vain. Therefore, we must try to learn, at the same time we must practice"; (Ho Chi Minh, 2011b: 275), must "enhance and guide self-study" (Ho Chi Minh, 2011c: 360). Deepening their own thoughts, linking reasoning with practice and answering questions of practice, learners will create a learning habit, an passion for what they have learned and that is the basis. to motivate them to learn for a lifetime. Increasing the training process to self-training will help increase the training efficiency many times: learners not only acquire and be satisfied with the knowledge they acquire in science, but also expand to many sources of knowledge another formula, even after the course has ended. The person who set the request: "Do whatever apprentice". To attach theory to practice, it is not possible to use only professional teachers, but "leadership agencies and those in charge must have plans to teach staff in their subjects" (Ho Chi Minh, 2011b:310).

The method of education and training of Ho Chi Minh not only focuses on the compatibility between theory and practice, but also focuses on age and actual conditions. According to him, educating children, which is forced on the framework of adults, makes them turn out the "early old" is anti-scientific. Therefore, a good educational method with positive results requires age appropriate both content and method. The person said: "Universities need to combine scientific reasoning with practice ... In high school, we need to ensure students solid and practical general knowledge ... Primary schools need education for students. Children: love the Fatherland, love the people, love labor, love science, respect for the public..." (Ho Chi Minh, 2011f: 186). He is very interested in "bending the tree from a young age, don't let your souls get clouded by individualism". The person who perceives and solves the problem belongs to the law of education in the relationship of age and actual conditions: "A year begins in spring, life begins at a young age. Youth is the spring of society" (Ho Chi Minh, 2011a:194).

Method Ho Chi Minh emphasizes, must educate from a young age, make a good start. According to him, the results of education depend greatly on the Party's line, the responsibility of the government, branches, levels, unions - especially the youth unions - of students' parents. In order to have a high quality and effective education and training, it is necessary to truly be democratic and equal in education; must be attached to emulation and exemplary methods.

Ho Chi Minh's training method is quality first. In his speech at the First National Conference on Coaching and Learning on May 6, 1950, President Ho Chi Minh paid special attention to the quality of training and coaching. The person clearly pointed out that the common weakness in the training work is greed to do a lot but is not thoughtful, not knowing "the precious fox, any precious fox" (Ho Chi Minh, 2011c: 362). He also pointed

"1. Class is too crowded. Too many, the teaching and learning results have few results because the level of reasoning of the learners is different, so the admission is not even. The actual work level of learners is also different, so the program is not close.

2. Open the class wildly. There is currently an open school translation. For example, there was a school of Unions, then a school of Dan Van, then a school of Agriculture, Logistics, Thanh Yun, and Public Works. Which school of the Union does not teach civil engineering, but must also open its own? Because of opening many classes, there is a lack of teachers. Lack of a teacher, the student became depressed. Lack of instructors have to go "forcing", so people who come to teach are always hasty, skimming through this class a bit, another class a bit like a dragonfly, teaching is not thoughtful. Lack of lecturers often have to "cover the hole", the "hole-puncher" has poor capacity, says wrongly, is harmful to students, which means it is harmful to the Union. After all, it only costs rice to learn, then learn to learn. So what to do? Must rationalize, that is: - Open any class to give that class. - Choose teachers and learners carefully. - Don't open class wildly. But it's not just about opening classes" (Ho Chi Minh, 2011c: 362 - 363).

Thus, according to Ho Chi Minh, the defect mainly leads to the poor quality of training. The class is too crowded and the class is open randomly; many fields, many overlapping layers; Lack of teachers to go "arrested"; The quality of teaching such as dragonflies, teaching is not thoughtful. The main shortcomings mentioned above, as pointed out by President Ho Chi Minh about

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70 years ago (1950 - 2020), such as achievement disease, racing by quantity, degrees, and little attention to quality tend to increase. increase; It still makes sense in applying the innovative methods of labor relations training in Vietnam in the digital economy era.

In the scope of this article, on the basis of Ho Chi Minh's research on industrial relations, education-training methods and Vietnamese practical bases, we strongly propose the following solutions.

Firstly, to renew the method of labor relations training towards ensuring the interests of learners. Benefits are one of the most important motivations directly driving learner action. Therefore, training labor relations towards ensuring the interests of learners. Schools and teachers must pay attention to the interests of learners. In innovating teaching methods, teachers should understand the interests of learners and acknowledge their interests as part of the teaching process.

Secondly, increase the choice of subjects. Although we do not have a basis to conclusively affirm that the current labor relations training program in Vietnam has few choice of subjects, at first glance, the structure of the subjects is still monotonous. Therefore, it is necessary to build more subjects, creating a richer choice for learners. "In modern society, each person determines their own life. One of the most important decisions is to choose education" (Tobias Andersson, 2016).

Thirdly, to strongly research and teach the methodology of industrial relations towards international integration. In the world, from 1920 up to now, industrial relations has been a popular researched and taught academic field. Requires an interdisciplinary combination: labor economics, social psychology, human resources management, sociology, politics ... with many diverse, sometimes conflicting views, creating a lively academic environment, promptly correcting the shortcomings, serving the dynamic development of labor relations, creating the stability and development of many countries.)

Fourthly, to renovate university teaching methods in general, industrial relations in particular, because we maintain too long a traditional rigid, teacher-centered teaching method. In fact, this situation not only existed in Vietnam, "During the 1980s, ... the traditional lecture method in which professors talked and students listened, dominated" in America (Charles C. Bonwell et al, 1991). Applying Ho Chi Minh's perspective (above) on student capacity development, choosing only some basic, core and practical knowledge about labor relations to help learners form and develop their quality. their capacity; increase practice activities; associate learning content with real life.

IV. Conclusion

President Ho Chi Minh A hero of national liberation, a great culturalist who used to be a teacher, he initiated the movement "Two good" (teach well, study well) of the education sector. His views on industrial relations are placed in the category of human liberation and development. Throughout his life, he always strives to be sacrificed for the desire to change the labor relationship, to bring the Vietnamese people from slavery due to the loss of the country to master the society, master the development of an independent country. Freely.

In order to realize that ideal, in addition to promoting the struggle for national liberation, he also organized training classes, building an education that completely developed the available capacities of learners. promote the activeness and self-reliance of learners. attach learning to practice; associate reasoning with practice; help each other, stick together, self-criticism and criticism in learning.)

Applying Ho Chi Minh's ideology on industrial relations in the context of rapid scientific progress in order to renovate the labor relations training is very necessary; must renew both the model and the structure; content and methods of training labor relations towards ensuring the interests of learners. Promote research and teaching methodology on industrial relations towards international integration. The goal of renewing the labor relations training method is ultimately to create opportunities for learners, to learn throughout their lives, to be able to work for a lifetime; improving labor productivity, competitiveness and sustainable development.

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