

## A Review of Policy Studies on the Talents in Vietnam

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**ABSTRACT:** The talents represent the prosperity and sustainability of a nation because these people are acme quintessence of a nation and they have both excellent gifts and exemplary moral, these reasons why the policies on the talents are always the top priorities of any countries. By reviewing the documents researched into the talents, this paper provide a common picture of perspectives of the latent before reaching some conclusion in terms of the policies on talents regarding to attaching, developing and retaining. The policies on talents should be further researched that come from the nature of talents that heritage from previous generations or that come from nurture that provided by educational environments and living conditions as well.

**KEYWORDS:** Talent policy, literature review, talent attraction, talent development, talent retaining

### I. INTRODUCTION

The need to train, use, and attract talents—breakthrough policies to develop high-quality human resources to meet the requirements of rapid and sustainable development of the country—arises from the role of human capital in developing the country quickly and sustainably. In fact, studies have shown the importance of human capital for national development alongside other types of capital such as natural capital, financial capital, physical capital, social capital, and cultural capital. Specifically, previous studies have emphasized the importance of improving the education level and skills of workers. Previous studies have called for a focus on "investment in human capital" to improve the quality of the workforce. In the context of the development of the knowledge economy and the fourth industrial revolution taking place strongly, along with the current extensive globalization process, the rapid and sustainable development of the country is even more important depends more on human capital, especially high-quality and talented human resources.

The need for training, developing, and attracting talents—a breakthrough in policies to develop high-quality human resources to meet the requirements of rapid and sustainable development of the country"—comes from human resource practices, especially high-quality human resources, especially talent, in the face of rapid and sustainable development in Vietnam today and in the years to come. It is indicated that the reality is human resources, and high-quality human resources have improved but are still low compared to other countries in the region. Especially, the level of human resources is still limited and inadequate due to the quality of training and structure provided by industry. The field, regional, and local distribution of human resources is not consistent with the development of the economy and the needs of society, causing waste of state and social resources. It also emphasized the lack of high-quality human resources to meet the increasing needs of society in developing the country's key economic sectors. Human resources are often good in theory but poor in ability to practice and apply high technology to the labor process, poor foreign language skills, and limitations in adapting to an environment with high competitive pressure. The sense of responsibility at work, professional ethics, civic ethics, corporate culture, and awareness of compliance with labor discipline of a significant portion of human resources are not high. Faced with the situation that Vietnam's high-quality human resources do not meet the country's socio-economic development needs, the problem is that it is necessary to conduct systematic and comprehensive research to clearly indicate the current situation of human resources, high-quality human resources, and issues raised in training, developing, and attracting talents to have policy breakthroughs in developing high-quality human resources to meet the current requirements of rapid and sustainable development of the country. Therefore, an overview of research trends on talent conducted in Vietnam is necessary to bring about an updated, systematic understanding based on specific scientific evidence from which to propose solutions.

The talented policy is one of the top priority policy in Vietnam that has been researched and regulated by varied legal documents both in the history and contemporary, and these policies have improved themselves important roles to keep the country stable and developed in any contexts. It, therefore, should be reviewed the primary studies on the talented polices to see insight the main features of these studies before reaching some conclusions and suggestions.

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### 1. *The needs*

The need for talent has been researched and explained by many authors, in which Song (2004) affirms the new context in Vietnam today and points out the strategy for developing talent in Vietnam: Attracting talents regardless of whether the talent is a Party member or non-Party member, Vietnamese at home or abroad, ensuring equal opportunities for talented people to contribute and be compensated worthy of real results, perform the tasks (Song,T.2004). Tran (2017) has generalized the Party's concept in the reform period on promoting Vietnamese human factors. The author points out the limitations and weaknesses that need to be focused on overcoming in promoting the Vietnamese human factor in recent times and points out five breakthroughs to effectively promote the Vietnamese human factor in construction. Current national development includes: Firstly, promoting the human factor means promoting the positivity, initiative, and creativity of each person, creating conditions for each person to develop comprehensively and maximize their talents, individual's abilities and capacities for the cause of building and developing the country; second, adequately address the legitimate and practical interests of people. For each class, each person has economic, political, spiritual, etc. benefits. Among them, special attention is paid to economic benefits. Resolve harmoniously individual, collective, social, and national interests; third, strongly innovate the organization of the state apparatus in a streamlined, efficient, and practical direction, creating opportunities for each person to maximize their abilities and strengths to contribute to the cause of national innovation; Fourth, promote democracy; fifth, promote the strength of great national unity and solve religious and ethnic issues well. Taking the goal of rich people, a strong country, democracy, fairness, and civilization as a common point to realize great national unity, promoting the strength of the human factor (Tran, V.P. 2017) .

Nguyen (2013) points out that since ancient times, wise emperors have been deeply aware of the role of talented people in society and the country, especially in the rise and fall of the dynasty, precisely because dynasties were very interested in "recruiting and entertaining scholars." The author carefully analyzes historical lessons about "recruiting and treating scholars" of our ancestors, highlighting experiences in developing talents in a number of countries around the world, such as the US, Japan, Korea, and China. The author also mentioned Ho Chi Minh's ideological system, views, and policies of the Party and State on talent development. In particular, the book points out the talent development process, from discovery and selection to training, fostering, use, and compensation, which is applied flexibly by all levels, sectors, agencies, and units. Talents in different fields—in social management, in consulting work, in business—have unique qualities and talents. In addition to paying attention to discovering and training domestic talents, our state also has many policies to attract intellectuals abroad to contribute to building and developing the country, with the goal of rich people, a strong country, fairness, democracy, and civilization (Nguyen,D.H. (2013) .

Pham (2015) pointed out the human factor and promoted the human factor in Ho Chi Minh's thought. The status of promoting human factors in Vietnam, according to Ho Chi Minh's ideology, some solutions to promote human factors in Vietnam today according to Ho Chi Minh's ideology (Pham,N.A. 2015) . Phan (2018) researches the role of the human factor in building a tectonic state and summarizes the Communist Party of Vietnam's perspective on the tectonic state. On that basis, we point out areas of social life such as focusing on building people in terms of ethics, personality, lifestyle, intelligence, and working capacity and building a healthy cultural environment to promote human factors (Phan,Q.T.2018) . It is also affirmed that training and cultivating talents is an important task for the entire party and people today. However, Vietnam's current talent training still has many limitations. The author has pointed out a number of solutions: Complete the system of mechanisms and policies to detect, train, foster, and use talented people to meet the requirements of industrialization and modernization; create a fundamental shift in discovering, training, fostering, and using talented scientists and experts; and build a national strategy on talent, considering it a very important solution in implementing the strategy of cultivating talented people (Van,T. 2009) .

Regarding the aspect of industrialization, Tran (2019) affirmed that currently, our country is promoting industrialization and modernization of the country, expanding foreign relations, and cooperating with countries around the world. This is both an opportunity and a risk for our country, as well as a risk and a challenge that require creating high-quality human resources to meet reality. The article focuses on researching and clarifying high-quality human resources in Vietnam, a key factor for socio-economic development, including improving the quality of education and training at all educational levels, especially the secondary level. college; Have reasonable and synchronous mechanisms and policies to attract and utilize high-quality human resources; strengthen the state's management of high-quality human resources; and resolve well the relationship between the working environment and the country's socio-economic realities (Tran,T.T.H.2019) . Le (2015) analyzes human resources in the process of industrialization and modernization in the northern mountainous provinces today. Since then, a number of solutions have been proposed to develop resources for this area, such as: building an overall strategy to develop human resources to serve the cause of industrialization and modernization in the provinces in the region.; developing education and training; attaching importance to promoting and innovating vocational training; having reasonable policies on recruitment and use of human resources; and promoting economic development in parallel with implementing social security policies, creating a solid premise for human resource development (Le,T.N. 2015) .

Regarding the context of the 4.0 Revolution, Hoang (2018) pointed out that the 4.0 Industrial Revolution has been having a comprehensive, profound, and rapid impact on all areas of social life. In that revolution, the issue of improving the quality of human resources is important and urgent. The requirement is to build a suitable policy and legal environment to mobilize resources to take advantage of opportunities coming from the 4.0 Industrial Revolution. Delays in policy formulation and implementation are

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sometimes a barrier, dampening the spirit of innovation and creativity and discouraging the intellectual dedication of technology enterprises and high-quality human resources, causing Vietnam not to be able to make a breakthrough but to still fall behind (Hoang,T.2018) . Phan (2007) affirms that success or failure, making good use of opportunities, or overcoming risks and challenges in today's digital economy depends on human resources and the exploitation of human resources, especially building and developing high-quality human resources. On that basis, the article clarifies the connotation of human resources, which is the basis for building human resource training and development policies in Vietnam today (Phan, V.N. 2007) .

According to the need for economic growth, Nguyen (2019) affirmed: Human resources are the deciding factor in success or failure in Vietnam's growth model innovation. In our country, the quality of human resources still has many shortcomings in terms of physical strength, educational level, professional level, awareness, disciplined behavior, and competitiveness. That requires a system of solutions from many sides to improve physical, mental, and spiritual strength as well as form new behaviors and discipline for workers ( Nguyen,T.M 2019) . Hoang (2017) analyzes theoretical issues and the role of the human factor in the cause of industrialization and modernization, the current situation of human factors in our country in recent times, and proposes some basic solutions to promote human factors in Vietnam today, meeting the requirements of promoting industrialization and modernization of the nation (Hoang,T.T. 2017) .

### 2. *The training policies on talents*

Vu Khoan (2009) stated that discovering, training, attracting, and using talents is not only about discovering obvious talents; it is also important to research and develop appropriate policies to attract potential talents such as excellent graduates, valedictorians, candidates with the highest scores in recruitment exams, graduates of prestigious universities around the world, people who soon show special talents, etc. Reality shows that if you want to discover and recruit talented people into the public sector, you must pay attention to excellent students who are facing career choices before leaving school. Therefore, there needs to be close coordination between human resources management agencies and universities in tracking academic transcripts, academic results, and entrance exam results to pre-qualify potential candidates for employment public sector (Vu,K. 2009) .

Dao (2004) focuses on researching basic theories about talent. There are many indicators of talent, such as the intelligence quotient (IQ); Academic achievement in general, academic achievement in a subject showing aptitude, skills in solving problems in language, quantity, space, or image; Creativity is expressed in the creativity index (CQ); motivation for intellectual activity is expressed in a lasting interest and passion for work, in the amount of free time spent on a favorite subject or for some specialized activity, and in the level of commitment. Self-realization of creative ideas is reflected in the passion index (PQ); Social and emotional abilities are expressed first in the emotional intelligence index (EQ), social intelligence index (SQ), and criteria for evaluating other specialized aptitudes. However, it must start with the characteristics and nature of each field of activity to correctly detect and attract suitable talent. For talented people who will become officials, civil servants, and state employees, it is necessary to focus on collecting a system of talent indicators such as the intelligence quotient (IQ), creativity index (CQ), and social competence (EQ). The author believes that it is the scientific basis for training, fostering, and using talents to serve the industrialization and modernization of the country (Dao,T.T (2004) .

Nguyen (2010) affirmed: "Talent is not a spontaneous product but must be discovered and carefully nurtured. Many talents can disappear if not discovered and used in the right place at the right time." Therefore, it is necessary to develop a policy to discover, attract, foster, use, and treat talented people synchronously and reasonably and implement it according to a unified and continuous process including many stages: present (sources, objects, criteria, and selection methods); training and fostering (content, program, training and fostering methods; criteria and screening process); and arrangement and use (practical friction, challenges; criteria, process, mechanism, appointment regime; remuneration regime and policy), where utilization is both the goal and the driving force of the talent development process. Current reality shows that recruiting talented people is difficult, but retaining them is much more difficult in the context of fierce competition for human resources from the non-state sector, which is very dynamic and has many opportunities (Nguyen,M.P. 2010) .

Nguyen (2013) analyze the basic characteristics of Vietnamese people, pointing out negative and positive impacts on human resource training in our country today. To train human resources to meet the requirements of the period of accelerating industrialization and modernization of the country, it is necessary to promote the positive aspects and overcome the negative aspects of the characteristics of the Vietnamese people accordingly consistent with the content and requirements of human resource training in the new era (Nguyen, D.B. 2013) . Manh (2021) affirms: Vietnam not only considers education a top national policy but also emphasizes its priority. Prioritize investment in education development in socio-economic development programs and plans. Strongly shift the educational process from mainly equipping knowledge to comprehensively developing the capacity and qualities of learners. Along with practice, theory linked to practice, school education combined with family education, and social education, Vietnam needs to have a training direction associated with social needs. To meet that demand, it is necessary to focus on a network of high-quality, key schools to train high-quality young human resources (Mach, Q.T. 2021)

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### **3. *Talent policies on the public sector***

Doan, V.T. (2020) solution to attract high-quality human resources to state agencies requires affirming that salary is the first factor demonstrating the ability to meet the material needs of workers. It can be seen that for most workers, salary is one of the basic factors that govern the decision to choose a job. In the private sector, salary has become the main tool for businesses to compete in recruiting personnel. For the public sector, salaries are often difficult to compete with in the private sector. However, the state still needs to have financial support policies or create conditions to increase personal income with the ability and intelligence of workers to be able to combine other factors to compete for income to attract high-quality human resources (Doan, V.T. 2020). Hoang, T.T. & Nguyen, T.P. (2020) affirmed that the policy of attracting high-quality human resources into the public sector plays a huge role in socio-economic development and improving effectiveness and efficiency in the public sector. However, there are also many factors that affect policies to attract high-quality human resources; therefore, when developing and implementing policies, it is necessary to consider these factors to have appropriate methods and solutions that bring effectiveness to the policy of attracting high-quality human resources to the public sector (Hoang, T.T. & Nguyen, T.P. 2020).

Truong, Q.D. (2007) points out five principles for recruiting and using highly qualified workers in the public sector. Discovering talented people in public service activities is done through two specific solutions: Creating high-quality human resources and discovering talented civil servants in the civil service team (Truong, Q.D. 2007). Author Tran VN (2017) raises the concept of talent in general based on analyzing the nature and characteristics of the civil service and of people working in the civil service. Qualifications and abilities must always be closely combined with moral qualities. These are two aspects that are inseparable but always closely related to each other. They are the basis, conditions, and prerequisites for each other, motivating each other to succeed. Perfecting the personalities of talented people in the civil service. Besides being talented, civil servants must always comply with public service ethics and office culture; they must be dedicated, diligent, conscientious, creative in complying with the law, successfully completing assigned tasks, and ensuring the effectiveness and efficiency of public services (Tran, V.N. 2017).

Nam, D. (2007) has summarized the Party's views on training and using talented people from the 6th Congress to the present. Realizing these views and policies of the Party, the government has built and implemented many mechanisms and policies, including the content of attracting and appreciating talents such as special admission without examination to work in state administrative agencies for those who graduate as valedictorians at domestic university training establishments and graduate with honors and excellent grades from prestigious universities in the country. Create a favorable environment and conditions for immigration and residence, recruitment, labor, study, wages, housing, access to information, etc., for individuals to engage in scientific and technological activities, including Both overseas Vietnamese and foreign experts participating in science and technology activities in Vietnam can develop their talents and enjoy benefits worthy of the value of their creative labor (Nam, D. 2007).

Nguyen D.M. (2018) points out the backwardness, inadequacy, and inadequacy of awareness and knowledge on the part of officials, civil servants, and state employees, especially cadres, civil servants, and public positions in the delta and mountainous provinces. On that basis, the article has pointed out some solutions for developing high-quality human resources in the public sector (Nguyen, D.M. 2018).

Nguyen, H.L. (2016) summarizes the party's viewpoint on promoting human factors. At the same time, he affirmed that to promote human resources working in the public sector, we must create a good working environment and working conditions such as a democratic, open, and transparent working atmosphere; working facilities; fast, timely, and complete information conditions; ensuring that talented people have autonomy and self-responsibility in their field of activity, as well as certain "rights" in freedom of thought, working conditions, opportunities to contribute. The heads of agencies and units must support and create favorable organizational, legal, material, and spiritual conditions so that talented people can express and maximize their talents, trust, give appropriate responsibilities to talents, and protect talents (Nguyen, H.L. 2016).

### **4. *Talent studies from a human resources perspective***

Trinh NT (2016) discusses in depth the current state of science and technology human resources in Vietnam and the status of science and technology human resources participating in international organizations in a number of priority fields. The topic also addresses the criteria for selecting science and technology human resources to participate in international organizations. The important point is that the topic has deeply analyzed the need to develop domestic science and technology resources for international integration and proposed policies to support and develop Vietnamese science and technology human resources to participate in international organizations in a number of priority areas (Trinh, N.T. 2016).

Nguyen NP (2010) analyzed the implications of human resources and talent. Point out the role of human resources and talent in social development management. Overview of the current state of human resources and talent and analyze the causes of weakness in promoting human resources and talents in social development management. On that basis, the topic offers some basic solutions to promote human resources and talents in development management in Vietnam during the reform period (Nguyen, N.P. 2010)

Vo TK (2010) pointed out that high-quality human resources are the decisive factor in the success or failure of the socio-economic development process of each country in general and the Southeast region during the period of promoting economic growth. Strong industrialization and modernization in particular. Therefore, the Southeast region needs to pay special attention to the issue of fostering high-quality human resources. However, the survey of the project shows that the quality of human resources in the

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Southeast provinces has not met the requirements of the period of accelerated industrialization and modernization. Therefore, the topic points out some solutions to improve the quality of human resources in the Southeast provinces during the period of promoting industrialization and modernization (Vo,T.K.2010) .

Bui.TT (2021) emphasized those training high-quality human resources at universities today is not only a requirement of the education and training sector but also a requirement of the country's development practices. In the context of Vietnam's current deep international integration, promoting international cooperation in training high-quality human resources is an objective necessity. On that basis, the article offers some basic solutions to promote international cooperation in training high-quality human resources at universities today (Bui,T.T. 2021)

Le.TD (2020) affirms that to develop human resources, it is necessary to build an overall and long-term strategic development vision at a national level. At the same time, in each certain period, it is necessary to build action programs with specific goals and directions, which analyze and evaluate opportunities, challenges, difficulties, limitations, and causes, to set goals and solutions for each stage in accordance with the domestic and international socio-economic context. Faced with that situation, the article stated the current situation of high human resource quality in our country and pointed out some solutions to improve the quality of human resources in Vietnam today (Le, T.D. 2020) .

Pham, T.D. (2013) addresses the issues of building people, developing human resources, training human resources, and fostering talents. The development of knowledge, wisdom, and intellect. Important and necessary conditions for the formation and development of talent through study and promotion work. Because learning is the desire of many people, at least it is a necessity for people to work better, find jobs faster, and develop many aspects of themselves more smoothly, especially in the economy intellectuals and the development of current science and technology (Pham Tat Dong 2013) .

Trinh,N.T.(2012) affirmed that training high-quality human resources is an objective requirement in the context of industrialization and modernization of the country. During the innovation period, Vietnamese universities actively built and perfected a modern training management model. To continue perfecting this model, some basic issues need to be resolved well, specifically as follows: First, it is necessary to reach a consensus between the school and society so that the school's interests are not tied to the interests of society. Second, with limited resources, we need to pay attention to the relationship between scale and quality. Third, human and financial resources are still limited and not enough to meet training requirements, causing high quality, talented training programs to decline in both quantity and quality. Fourth, the high-quality training process at many training facilities is not standardized, and many stages are still carried out arbitrarily. The author of the book emphasizes that perfecting the management model of training high-quality human resources in universities is now an urgent requirement of management work in universities (Trinh,N.T. 2012) .

Nguyen,V.T. & Le,T.T. (2011) mentioned the viewpoint of the 11th Congress of the Communist Party of Vietnam on promoting human factors as: "Rapidly develop human resources, especially quality human resources high, focusing on fundamental and comprehensive innovation; closely associate human resource development with the development and application of science and technology"; "Expand democracy, maximize the human factor, consider people as the main subject, resource and goal of development"; Building a comprehensively developed Vietnamese culture and people, aiming for truth - goodness - beauty, imbued with national spirit, humanity, democracy and science (Nguyen, V.T.& Le,T.T.2011)

Nguyen TCN (2019) points out that the world is on the first step into the 4.0 Industrial Revolution. In that context, high-quality human resources play a decisive role in socio-economic development. Therefore, it is necessary to have appropriate policies on salary and bonus mechanisms, especially for talented people. It is necessary to research the establishment and most effective use of the "Talent Fund" to encourage talented people to develop, contribute, be creative, stick with, and accompany the organization. In the long term, there need to be mechanisms and policies on housing, facilities, and the best working conditions for talented people to work and contribute to the development of the organization and the country (Nguyen,T.C.N. 2019) .

### 5. *Lessons learned*

Hoang,M.L. (2018) systematically presents and explains issues related to policies for developing high-quality human resources in Japan and Korea. Thereby, the author suggests and proposes policies and solutions for developing high-quality human resources in Vietnam today (Hoang,M.L.2018) . Discussing attracting high-quality human resources from overseas residents to develop science and technology policies in Korea and China, author Phung TKO (2019) points out experience in attracting quality human resources from overseas Vietnamese to develop science and technology policies in Korea and China. On that basis, the article affirms that Vietnam has more than 4.5 million people living in over 109 countries and territories, concentrated in developed countries, with a significant proportion having basic training, high professional qualifications, and operating in many fields of economics, education, science, technology, etc. The Vietnamese community abroad is increasingly growing and affirming its position. If attracted well, this will be an important resource both in terms of intelligence and economics, able to actively participate and contribute to the cause of development, industrialization, and modernization of the country (Phung.T.K.O. 2019) .

In addition, Nguyen, T.H (2018) emphasized that human resources play an important role in the socio-economic development of each country. The article points out some policies for developing high-quality human resources in some Asian countries and experiences for Vietnam in the period of industrialization and modernization of the country (Nguyen,T.H.2018) . And Nguyen,B.T. (2018) has generalized the experience of human resource development in the United States: Japan's experience in human resource

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development; Korea's experience in human resource development; China's experience in human resource development; Singapore's experience in human resource development; Thailand's experience in human resource development. Lessons learned for Vietnam in human resource development (Nguyen, B.T. 2018) .

In summary, although there are many studies on talent policy conducted in Vietnam, it stems from (1) the country's need for talent when it needs to realize the country's development orientations, such as industrialization - modernization; industrial revolution 4.0; economic growth needs; (2) talent training policy, according to educational levels, according to the theoretical characteristics of talents; (3) talent for the public sector: job placement and compensation, human resource principles for the public sector; (4) from the perspective of human resource development: science and technology human resources, social development management talents, high-quality human resources, intellectual development, talent fund; (5) international experience.

## CONCLUSIONS

Overall, the studies provide insights into specific aspects related to training, employing, and attracting human resources, including talent. However, previous research still leaves many gaps, especially gaps in research on training, using, and attracting talented people, and policy breakthroughs in developing high-quality human resources to meet the needs of human resources. Meet the requirements for rapid and sustainable development in the country.

Talent policy needs to be implemented using a systems approach. This approach helps policymakers understand the elements of a specific system in their interrelationships. Applying these approaches will help understand the problem comprehensively in all aspects, from training, attracting, and using talent to perspectives, mechanisms, and policies on training, attracting, and using talented people. With this approach, research on training, attracting, and using talent will be conducted from a multi-dimensional perspective, from which the solutions offered will also be comprehensive. In addition, an interdisciplinary approach is needed so that the process of training, attracting, and using talented people will be researched on the basis of applying knowledge from many different scientific disciplines, such as educational science, management science, politics, economics, history, sociology, etc. At the same time, a practical approach also needs attention because this is a way to solve research problems based on practice. Specifically, with this approach, researchers and policymakers will penetrate reality, collect data and information from reality, closely follow the current state of training, and attract and use talent and practice. Practically implementing policies on training, attracting, and using talents to provide scientific arguments for proposing policy breakthroughs in training, attracting, and using talents. To be more specific, describing, analyzing, and explaining the problem means understanding the current situation and issues raised in training, attracting, and using talents and special topics. Focus on collecting both qualitative and quantitative data in practice to explain, understand, and evaluate the current situation and issues raised in training, attracting, and using talented people as a basis for proposing breakthrough perspectives, mechanisms, and policies.

Most importantly, it is necessary to implement talent policy according to the institutional approach: In the process of training, using, and attracting talented people, we need to pay attention to the institutional approach. In fact, up to now, the party and state have issued many guidelines and policies and organized their implementation to train, employ, and attract talented people to serve the needs of rapid development and country sustainability. Therefore, the institutional approach will help to deeply understand not only the policy promulgation process but also the policy implementation process as well as the effectiveness of policy implementation related to training and education. Utilize and attract talent, institutional approaches also help propose breakthrough perspectives, mechanisms, and policies to train, use, and attract talents to meet the requirements of rapid and sustainable development in the country.

This study does not fully represent all talent research conducted in Vietnam; however, these studies have provided basic research trends characterized by two directions: one is many issues. Talent is researched in one project, and there are many projects researching the same problem but with different social contexts and specific conditions.

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