



Similarities and Differences in the Development of Human Resources for Managing Natural Resource and Marine Environments of Korea and Vietnam

Duong Duy Dat^{1*}

¹Vietnam Administration of Sea and Islands, Vietnam.

Author's contribution

The sole author designed, analysed, interpreted and prepared the manuscript.

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ABSTRACT

To effectively utilize Korea's experience in developing human resources for managing natural and marine environmental resources, it is necessary to clearly identify the similarities and differences of the two countries (Korea and Vietnam) in the fields of human resource development, resources management and marine environment. In this work, similarities and differences in the development of human resources for managing marine environmental resources of the two countries were presented. Thorough research, which can be applied to the Korean experiences on the development of human resources, to manage marine environmental resources into specific conditions of Vietnam was carried out.

Keywords: Similarities; differences; human resources; marine resources; environment; South Korea; Vietnam.

1. INTRODUCTION

Among the countries that have sea and islands and success in developing marine economy

associated with resource management and marine environment protection, South Korea is a successful East Asian country and quite similar to Vietnam.

*Corresponding author: Email: duongdattcb@gmail.com;

Therefore, the study of applying Korean experience in developing human resources for marine environment management into developing human resources for managing marine environmental resources in Vietnam is objectively necessary. In order to effectively apply the experience of developing Korean human resources for managing marine environmental resources into specific conditions of Vietnam, it is necessary to firstly study and identify the similarities and differences between two countries in the field of human resources development and marine environment management.

2. SIMILARITIES IN DEVELOPMENT OF HUMAN RESOURCES FOR MANAGING NATURAL RESOURCES AND MARINE ENVIRONMENT OF KOREA AND VIETNAM

Studying the current state of development of human resources for managing natural resources and marine environment of Korea and Vietnam can draw some similarities in development of human resources for managing natural resources and marine environment of Korea and Vietnam as highlighted thus:

Firstly, Korea and Vietnam in East Asia and Southeast Asia respectively share many cultural and religious similarities. Culture refers to a broad dimension related to all aspects of social life. However, in the framework of this article, the author only mentions the most typical and the most identifiable similarities related to human resource development of the two countries. Specifically, Korea and Vietnam are grouped in East Asia. This is the factor that creates the human cohesion of the two nations together. At the same time, the effects have similar impacts on the two countries' philosophy of developing human resources [1].

Culture, on the other hand, is also a factor that influences human behavior as a member of a family, organization or society. In a formed and developed cultural organization, it is not merely a communication culture, but also includes its core values, rules, style, management mode and behavior and attitudes of the members of the organization. It helps organization members adapt to changes in the external environment.

In terms of religion and belief, the two countries, Korea and Vietnam, have similarities, which are most evident in the integration of three religions:

Confucianism, Buddhism and Christianity. The integration process of the three religions, in each historical period, Confucianism and Buddhism took turns taking over the unique position. The monopoly period of Confucianism and Buddhism in the two countries was similar [2].

Specifically, before the fourteenth century, in Korea and Vietnam, the Buddhism played a leading role. From the 15th century, Confucianism in the two countries occupied a unique position. Indeed, the fifteenth century was considered the golden age of the two nations, this period in Korea, the reigning King Sejong (1418 - 1450) was the most flourishing era in the fields of the feudal state Choson. In Vietnam, the reign of King Le Thanh Tong (1460-1497) was also considered to be the most thriving period of the Le feudal state [1].

During this period, the two countries adopted Confucianism as the basic religion and Confucian ideology dominated the entire social life. In this context, over the years, the culture of the two countries coincidentally also has similarities by the Confucian ideology.

Entering the modern period, Catholicism and Western Protestantism both influenced Korea and Vietnam. Although the feudal states of both nations, i.e. the Choson government (South Korea) and the Nguyen government (Vietnam), were strongly opposed, but could not prevent the presence of Catholicism and Protestantism in two countries (the religion in Korea thrives). Christmas day, a holiday according to the solar calendar, has become a public holiday for parishioners in the two countries.

The existence and development of three religions: Confucianism, Buddhism and Christianity have left many imprints in the lives and societies of the two nations, the values and standards of these three religions have influenced and led the people of Vietnam - Korea for the next centuries.

In terms of the philosophy of human resource development, the managements of human resources in general in Korea and Vietnam, are also influenced by Confucian, Buddhist, and Christian ideologies, because the foundation of Asian traditional culture is built and developed based on the ideology of Confucianism, Buddhism and even Christianity.

The ideas of Confucian, Buddhist and Christian culture in the two countries uphold the values of

“Nhan - Le - Nghia - Tri – Tin” to create the basic foundation for traditional values of Asians, demonstrated in human resource management, always upholding the role and position of people, human resources of the two countries in general, human resources in the field of marine resources and environment management of the two countries, in particular [1]. They have a peaceful lifestyle, kindness, altruism, tolerance; pay attention to the progress and development of society, to protect human morality, in the relationship between people, the relationship between colleagues, superiors and subordinates, as well as the relationship between people and society and nature. But they still ensure strict adherence to the hierarchy, according to a sense of respect and order in the family, organization, society.

Besides, Confucian, Buddhist and Christian cultural ideologies also promote and attach importance to education and training, so in Korean society as well as Vietnam in general and in the field of management marine resources and environment in particular, all promote and respect highly qualified, well-educated, well-trained individuals and people with advanced degrees.

The spiritual values of Confucianism always promote education, learning from experience, having a sense of responsibility for work, harmonious social relations; Community is given proper attention, paying attention to responsibility, equity and equality. In addition, the importance of diligence, thriftiness, appreciation of education, loyalty to the above people and leaders, attention to stability, order, avoidance of conflict, towards harmony and progress are also emphasized [2]. These ideas affect human resources development in general, human resource development and management of marine resources and environment of the two countries in particular.

Indeed, in the reality of productive labor, Korean and Vietnamese workers are hard-working, diligent, skillful, eager to learn, conscientious, and highly disciplined. The two countries share the same situation of war destruction and poor natural resources. However, to overcome difficulties, not only in the struggle against foreign invaders, national independence, but also in the struggle, harmony with nature to survive and in production activities, business, they always strive to rise strongly, get rid of poverty, backwardness, become tigers and dragons of Asia.

Secondly, similarity in values in management, use and development of human resources.

Korea and Vietnam can share values in human resource development, both macro and micro, in particular at both national and field of management of marine resources and environment. Although the two countries' policies on human resource management have significantly changed and developed more flexibly, basically, the human resources management of the two countries still exist.

Those with long-term dedication to the organization, especially those working in state agencies, with qualifications are interested in promotions and higher wages. This means that the more you contribute, the higher your degree is, the greater your benefits and opportunities for advancement. This policy has been around for decades in Korea because they think promotions based on experience, seniority and qualifications create fairness among workers. This mechanism has, in fact, contributed to the reduction of subjective factors, from the employer side, in employee evaluation [3].

In Vietnam, during the period of central planning economy and today in a socialist-oriented market economy, it is still basically maintained, applied promotion and promotion system based on seniority, qualifications and work experience.

The lifelong working regime applied in the two countries has created a mentality connecting employees to the organization. Workers regard the organization as a family so, there is a sense of responsibility and obligation to build and develop the organization. On the other hand, this regime also makes employees realize that they need to comply with internal rules and regulations of the organization and must strive to survive and develop together. However, this model has also revealed its limitations, that is, when workers are admitted to the work organization, they are assured of stable and long-term employment within the organization, without striving to train and study. In addition, this affects the production and business efficiency of the organization.

Today, Korea and Vietnam have been taking strong economic, political and social reforms. We are determined to accelerate the transition of thinking, economic, political and social management methods in general and especially human resource development in particular. Specifically, there are significant changes in the

model of lifelong employment in Korea, to a more flexible model, that is, hiring time-bound workers [4]. The promotion system for seniority and experience has been combined with advancement according to the level of training, education and mission performance. Vietnam has been transitioning to a labor contract, a promotion and a salary system that has combined seniority, competency, qualifications and task performance [5].

Thirdly, the similarity in the method of integrated management of marine resources and environment and the goals of the two countries are geared towards the sustainable management, exploitation and use of marine resources and environment [6].

Korea and Vietnam are countries that have been participating in the Partnership in Environmental Management for the Sea of East Asia (PEMSEA) and benefit from certain policies and strategies for sustainable development of the East Asia Sea, especially benefiting from training policies and capacity building for PEMSEA member countries on management, exploitation and protection of marine environmental resources, contributing to institutional capacity building integrated coastal management [7].

Within the framework of integrated coastal management program, since its establishment in 2008, Vietnam Administration of Sea and Islands has had many cooperations with South Korea in making marine management policy and developing projects, projects on joint research and management of natural resources and the marine environment. Two countries have signed a Memorandum of Understanding on cooperation in the maritime field. The Korean side assisted Vietnam Administration of Sea and Islands in training and improving the human resource capacity in managing marine resources and environment through training, conferences, seminars and study tours, sharing experiences [8].

Vietnam Administration of Sea and Islands also has a lot of cooperations with Korean partners, in the fields of management of marine environmental resources, such as cooperation with Korea Institute of Geoscience and Mineral Resources (KIGAM), with Korea Institute Ocean Science and Technology (KIOST), Korea Environmental Industry Technology Institute (KEITI), Korea Maritime Institute (KMI) and Korea Marine Environment Management

Corporation (KOEM) [8]. In researching and exchanging experiences on management, exploitation and protection of marine resources and environment. Korean partners have provided equipment for investigation, maritime research and training, and technology transfer for marine and marine investigations and technology to Vietnam. Both countries focused on developing human resources on the basis of education, social welfare ... In order to promote and improve the quality of natural resource management and protection of the marine environment, towards sustainable development of the marine economy.

The similarities between two countries are not much but very important, because they give Korea and Vietnam sympathy and advantage in cooperation and development. Specifically, these similarities are the basis for both countries to share experiences in the process of developing marine economy and protecting marine resources and environment. Currently, Vietnam is receiving support from the Korean Government through KOICA and Korea Marine Environment Management Corporation to implement the ODA project "Establishing the foundation for integrated coastal management in some coastal provinces of Vietnam", under Decision No. 1490 / QD-BTNMT, June 14, 2019 of the Ministry of Natural Resources and Environment of Vietnam on approving the project documents [8].

However, the similarities mentioned above only have relative meaning and only stop at the most common level. For each issue between Korea and Vietnam, there are many differences, which are specific and do not exclude profound differences that need thorough study.

3. DIFFERENCES IN THE DEVELOPMENT OF HUMAN RESOURCES FOR MANAGING NATURAL RESOURCES AND MARINE ENVIRONMENT OF KOREA AND VIETNAM

In addition to the basic similarities between the two countries (Korea and Vietnam) in developing human resources for managing natural resources and environment, Korea and Vietnam also have their main differences as highlighted thus:

Firstly, on the basis of Asian cultural and social values, although Korea and Vietnam have many similarities, when looking at the details of issues, it can be seen that Korea and Vietnam have many fundamental differences in natural conditions and economic development. The

difference of these two main factors dominates the geography of the two countries.

Therefore, space and culture between Korea and Vietnam exist in different spatial environments. Korea's cultural space and living environment are harsh, in mountainous areas with temperate climate, with cold winters, economically characterized by agricultural and industrial products; while the Vietnamese cultural space has a more convenient living environment, with hot climate and river terrain; the economy is characterized by cultivation [1].

These two cultural characteristics of the two countries have created people with different cultural characteristics, the Koreans with the nomadic nature of the livestock and industrial people, should be very dynamic, "positive". Meanwhile, the Vietnamese are residents of Southeast Asia, who mainly live on the cultivation of wet rice, bearing a completely static and "negative" nature [1].

The cultural factors of the two countries have a very important impact on forming the philosophy of developing human resources, the values in the management and use of human resources in general and human resources in resource management, marine environment in particular. These are important differences in the development of human resources for managing natural resources and marine environment of Korea and Vietnam.

Secondly, there are differences in socio-economic development levels. Compared to the period when Korea began to industrialize in the 1960s, the current Vietnamese economy and the Korean economy (at that time) were both transition economies. But the "transitional" nature of the two economies is not entirely the same. Vietnam is in the process of transition from a centrally planned economy to a market economy, socialist orientation, accelerating industrialization, modernization and international integration. So, the political institution in Vietnam is different from the Korean political institutions. The general market system, including the labor market in Vietnam, has not yet been formed and developed synchronously.

In this context, the field of management of marine resources and environment in Vietnam is in the process of transitioning to integrated management of natural resources and environment of the sea and islands. So, in terms of state management of natural resources and

environment, it is not synchronized, unified in planning, exploiting, using and protecting marine resources and coastal space among industries and fields, as well as in the master plan of socio-economic development, among localities, on exploitation, use and protection of space and coastal resources, it is not synchronized.

The management staff of Vietnam's marine resources and environment still lacks the knowledge, skills and experience necessary to create effective management changes. Information and data for management are missing, scattered and not yet synchronized. Financial resources for synchronous and unified implementation of integrated marine resources and environment management, from the central to local levels and among coastal localities, are still limited and inadequate [6].

Vietnam is in the transition phase, the fields in social life in general and the field of management of natural resources and the marine environment in particular. Therefore, the institutions, policies and laws are not synchronized, and still reveal many gaps and shortcomings that need to be overcome, perfected and comprehensive.

Meanwhile, the Korean economy is the fourth largest developed capitalist economy in Asia and 11th in the world. According to GDP in 2018, the Korean economy is built on the basis of a market economy, with a mixed and free nature, with little government intervention [9]. South Korea today is a country with advanced maritime management qualifications. It has been actively applying an integrated coastal and marine management approach towards sustainable development goals and improving community responsibility in the management, exploitation and use of the sea and islands.

The field of management of natural resources and environment of Korea exists and develops in the environment, the system of laws and macro-management policies has very detailed, transparent, modern and synchronized institutionalization. In particular, policies related to workers' rights and interests, such as salary, bonus and social welfare policies, have been relatively complete and strictly implemented [10].

Thirdly, there are differences between the two countries in management models and management qualifications in the field of marine resources and environment. Currently, in the field of management of natural resources and

environment, Korea is one of the leading developing countries in the world. The level of management skills of Korean personnel in managing marine resources and environment has reached a level of maturity.

Korea's ocean industry, such as: Marine science industry; Sea travel; Environmental industry and maritime safety; Shipping, marine insurance, fishing, aquaculture and seafood are the leading development industries, making important contributions to the nation's socio-economic development [11]. Korean managers and experts have become highly qualified and prestigious experts in advising developing countries on issues related to the management and protection of natural resources and the marine environment, including Vietnam.

On Korea's management model in the field of marine resources and environment management, it is organized with a centralized management model that exists in a highly developed and market-driven economy. In Korea, modern organization and management, which has undergone the process of developing and transforming the management model, has a comprehensive legal system for integrated management of the sea and islands.

Vietnam is organized according to a centralized and decentralized management model in the context of low socio-economic development level, weak and incomplete legal system. The law enforcement is not strict, the quality of human resources is not high and there is not much experience in the organization of integrated management of marine resources and environment. The organizational structure of a decentralized management system is not uniform and effective [5].

4. CONCLUSION

The above are the similarities and major differences between the two countries in the field of human resource development on marine resources and environment. When researching, it is necessary to apply the experience of developing human resources for managing natural resources and marine environment of Korea into Vietnam. It needs studying thoroughly for flexibly, creative and effective adaptation and utilization. In Vietnam, Korea's experiences have contributed the rapid development of marine economy, associated with protecting the marine environment.

COMPETING INTERESTS

Author has declared that no competing interests exist.

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