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## Recommendations Improving the Linkage between Lac Hong University and Enterprises in Dong Nai Province

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**Abstract:** The linking between Universities and enterprises is an objective requirement based on the principles of education: Learning with practice, education combined with productive labor, education of University attached "Education of the family and society", "The University teaches the society, not the training of the University"... In Vietnam, this issue has not been seen by the subject in a way. Thorough, the link between the university and the enterprise is quite superficial, fragmented, low efficiency, resulting in a serious imbalance in supply and demand of high quality human resources. This paper was conducted during the time from June, 2014 to July, 2016. The research result showed that there were 550 enterprises who to be interviewed and answered nearly 6 questions. The researcher had analyzed KMO test, the result of KMO analysis used for correlation analysis. Enterprises' responses were measured through an adapted questionnaire on a 5-point Likert scale. Hard copy and online questionnaire were distributed among enterprises in Dong Nai province. The research results were processed from SPSS 20.0 software.

**Keywords:** LHU, quality, training quality and linkages, enterprises

### INTRODUCTION

In the joint training between the University and the enterprise, the University acts as the lead agency, taking the main responsibility in training such as implementing the content, program, quality of training, create... The enterprise acts as a unit coordinating, supporting responsible for organization, management, serving the process of training, using training products...

The university - enterprise relationship is a mutual dialectical relationship for the benefit of both parties as well as the common good of the whole society. From this linkage, universities are increasingly improving the quality of their training, creating "products" that are experienced in real life. On the business side, long-term will make use of high quality human resources, stability, contributing to their stability in the competition and rise in integration. Thus, in general, the cooperation between universities and enterprises has been and will lead universities to develop "products" attached to practical requirements, improve the quality of human resources. In society, meeting the needs of the labor market, helping businesses build competitive advantage in the market, contributing to the national economic development.

Over the past years, Vietnam's higher education has developed rapidly in terms of scale, diversity in the type of education and training. For students after training to meet the requirements of organizations and businesses, especially to avoid the imbalance in supply and demand of high quality human resources, the Vietnam has policies to encourage Universities associate with enterprises in training, scientific research, technology transfer...

The model of Lac Hong University is one of the some universities selected to link enterprises with the business to innovate the training program, help students more access to reality, improve professional skills, meet the increasing

demand of the market. Students trained under the enterprise project that have many opportunities to directly participate in management, production and business activities of domestic and foreign agencies and enterprises, such as Laos, Cambodia. In addition, the Lac Hong University has cooperated with more than 1000 enterprises, bringing great opportunities for learners. This helps students to be confident, motivated and able to find the right job after graduation. Combined with the practical requirements of the teaching career, the researcher has boldly chosen the title: "**Recommendations improving the linkage between Lac Hong University and enterprises in Dong Nai province**" as a paper for researching in the developing of the linkage between Lac Hong University and enterprises in the future.

### LITERATURE REVIEW

Tim Wilson DL (2012) showed that I-U-G Relationship means automotive industry-universities-government other related organizations linkages which have both formal and informal patterns. Direct industry-university linkage is the direct relationship of automotive industry and universities, while indirect linkages are the industry university relationship through government and/or other related organizations automotive industry. Such relationship benefits the creation of new knowledge, innovation development and social capital for quality of graduates and competitiveness of industry.

University and firm collaboration can be characterized in terms of:

- The engagement of university and firm (firm engaged in collaboration with the university and the university more engaged in the upgrading of its business environment);
- The mission and goal statement of university and industry;
- The functions of university and firm;

- The key roles for university to generate knowledge and transfer knowledge, workforce development, and facilitation of competitiveness initiatives;
  - Higher degree of attraction for staff and students;
- Higher impact of research and education.

Cluster’s competitiveness means the degree to which firms can survive in the knowledge-based economy through development of their productivity, effectiveness, efficiency and innovation using codified and tacit knowledge.

Triple Helix Model is a model analyzing the linkage between universities, government, industries, and revolving organizations. This model emphasizes the increased interaction among various institutional actors in industrial economies’ innovation systems, especially universities, industry, and government. There are tri- lateral networks among three spheres/institutions while each sphere takes role of the other as they become hybrid organizations.

Tim Wilson DL (2012) showed that Coopetition can be characterized as a business strategy based on a combination of cooperation and competition, derived from an understanding that business competitors can benefit when they work together.

Innovation system can be summarized in terms of a network of public and private institutions within an economy that fund and perform R&D, translate the results of R&D into commercial innovations, and affect the diffusion of new technologies.

Tim Wilson DL (2012) showed that University’s demand (needs) can be summarized in term of the universities’ requirement in various forms from industry or other related organizations such as funding, equipment support, technology transfer, etc. for production development.

Universities’ supply (services) can be summarized in term of universities’ services serving social and industrial needs derived from universities’ missions such as producing relevant graduates, conducting useful research, participating in regional development, etc.

Cooperative programme means a work-integrated education program resulting from collaboration between educational

institutes and enterprises that allows students to apply their knowledge in the classroom to the field work, and vice versa.

Tim Wilson DL (2012) showed that Like businesses, universities thrive on competition; competition has been a driver of performance and efficiency. However, in the field of business support the concepts of collaborative advantage also have merit and there are many examples of consortia of universities aggregating their capabilities to meet business needs. Nevertheless, in the context of the university sector as a whole, further clarity of the portfolio of each university’s capability, allied with a referral system, will improve collaboration and, critically, the reputation of the university sector. To achieve optimal university performance in business support, universities should make explicit decisions about their domains of operation, ensure that their enquiry systems are effective and establish referral mechanisms to help businesses find the appropriate university support for their needs.

**METHODS OF RESEARCH**

This study used of quantitative research methods to survey the factors that relating between the LHU and enterprises’ need in Dong Nai province. The results obtained from quantitative research processed by SPSS statistical software version 20.0.

Quantitative research methods describe and measure the level of occurrences based on numbers and calculations. Moreover, the questions of “how many?” and “how often?” asked in quantitative studies. Quantitative research is the collection of numerical data and exhibiting the view of relationship between theory and research as deductive, a predilection for natural science approach, and as having an objectivist conception of social reality. Therefore, this specific form of research uses the quantitative data to analysis.

After preliminary investigations, formal research is done by using quantitative methods questionnaire survey of 550 enterprises related and answered nearly 6 questions. The reason tested measurement models, model and test research hypotheses.

**RESEARCH RESULT**

**Table 1: Descriptive Statistics for the linkage between Lac Hong University and enterprises**

Items	N	Min	Max	Mean	Std. Deviation
HL1: You are completely needed with soft skills of students that trained at LHU	512	1	5	3.35	1.005
HL2: You completely needed about the trained major knowledge of students that trained at LHU	512	1	5	3.21	.958
HL3: You completely needed about the English and information technology skills of students that trained at LHU	512	1	5	3.34	.990
HL4: You completely satisfied with the learning environment, facility and training program of LHU	512	1	5	3.20	.939
HL5: You completely satisfied about the teacher quality and science research of LHU	512	1	5	3.10	.944
HL6: You completely satisfied about services for studying, researching, sporting at LHU	512	1	5	3.22	1.022

(Source: The researcher’s collecting data and SPSS)

Table 1 showed that there were 550 managers of enterprises who interviewed and answered about 6 questions but 512 samples processed and 38 samples lack of information. Data collected from June, 2014 to July, 2016. Std. Deviation

(S.D) is around 1.00, mean is around 3.0. Such observations make it eligible for the survey variables after testing mean. This showed that data was suitable and reliability for researching.

**Table 2: KMO and Bartlett's Test for the training quality of Lac Hong University**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.746
Approx. Chi-Square		821.558
Bartlett's Test of Sphericity	df	3
	Sig.	.000

**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.427	80.890	80.890	2.427	80.890	80.890
2	.296	9.865	90.755			
3	.277	9.245	100.000			

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

Code	Component
	1
HL2	.903
HL1	.898
HL3	.897

(Source: The researcher's collecting data and SPSS)

Table 2 showed that Kaiser-Meyer-Olkin Measure of Sampling Adequacy was statistically significant and high data reliability (KMO = 0.746 > 0.6). This result was very

good for data analysis. The result showed that Cumulative percent was statistically significant and high data reliability was 80.890 % (> 60 %).

**Table 3: KMO and Bartlett's Test for enterprises' need**

**KMO and Bartlett's Test**

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.733
Approx. Chi-Square		684.828
Bartlett's Test of Sphericity	df	3
	Sig.	.000

**Total Variance Explained**

Component	Initial Eigenvalues			Extraction Sums of Squared Loadings		
	Total	% of Variance	Cumulative %	Total	% of Variance	Cumulative %
1	2.330	77.659	77.659	2.330	77.659	77.659
2	.357	11.894	89.553			
3	.313	10.447	100.000			

Extraction Method: Principal Component Analysis.

**Component Matrix<sup>a</sup>**

Code	Component
	1
HL6	.887
HL5	.885
HL4	.872

(Source: The researcher's collecting data and SPSS)

The table 3 result showed that the KMO and Bartlett's Test for Enterprises' need showed that Kaiser-Meyer-Olkin Measure of Sampling Adequacy was statistically significant and high data reliability (KMO = 0.733 > 0.6). Significance level was 0.000 (< 0.05). This showed that data was very suitable for Explored Factor Analysis and regression analysis.

Total Variance Explained for Enterprises' need showed that Cumulative % was statistically significant and high data reliability, Extraction Sums of Squared Loadings = 77.659 (> 60 %). This was very significant for regression analysis.

**Testing correlation between Enterprises’ need (X2) and LHU’ training quality (X1)**

**Table 4: Testing correlation between Enterprises’ need (X2) and LHU’ training quality (X1)**

		REGR factor score for analysis 1 (X1)	REGR factor score for analysis 2 (X2)
REGR factor score 1 for analysis 1 (X1)	Pearson Correlation	1	.509**
	Sig. (2-tailed)		.000
	N	512	512
REGR factor score 1 for analysis 2 (X2)	Pearson Correlation	.509**	1
	Sig. (2-tailed)	.000	
	N	512	512

\*\* . Correlation is significant at the 0.01 level (2-tailed).

(Source: researcher collected and SPSS)

Table 4 showed that the researcher had analysis of correlation and testing correlation between Enterprises’ need (X2) and LHU’ training quality (X1) following: Testing correlation between Enterprises’ need (X2) and LHU’ training quality (X1) showed that there was Pearson Correlation (0.509) between X2 and X1 with lower sig (2-tailed) 0.05 we reject  $H_0$  and accept  $H_1$ . There was the correlation between Enterprises’ need (X2) and LHU’ training quality (X1).

The t-test is used to establish if the correlation coefficient is significantly different from zero, and, hence that there is evidence of an association between the two variables. There is then the underlying assumption that the data is from a normal distribution sampled randomly. If this is not true, the conclusions may well be invalidated. If this is the case, then it is better to use Spearman's coefficient of rank correlation (for non-parametric variables). See Campbell & Machin (1999) appendix A12 for calculations and more discussion of this.

It is interesting to note that with larger samples, a low strength of correlation, for example  $r = 0.3$ , can be highly statistically significant (ie  $p < 0.01$ ). Correlation is a technique for investigating the relationship between two quantitative, continuous variables. Pearson's correlation coefficient (r) is a measure of the strength of the association between the two variables.

**RECOMMENDATIONS**

This paper objective is to improve effectively linking LHU and enterprises, there should be a system of policies and recommendations in a good coordinated following:

**Recommendations From The University:**

First of all, Lac Hong University should continue to improve the training capacity through the training of trainers, investment in essential facilities; to update and renovate the program in order to ensure the quality of education.

Secondly, Lac Hong University should continue to set up a division responsible for linking and cooperating with enterprises. Lac Hong University should continue to promote the role of a bridge between organizations and individuals to sign a cooperation agreement or purchase shares to become shareholders of enterprises with main business lines close to their training disciplines. Besides, Lac Hong University should continue being a shareholder (especially a major shareholder, strategic shareholder) of an enterprise is an important condition for the two parties to associate their rights and responsibilities. Also from this

way of linking, the LHU can penetrate deeply into the whole process of business operations in general, the demand for human resources in particular and on the other, strength and effectiveness of financial investment in the face of the trend of "university autonomy" - expected from 2020.

Thirdly, Lac Hong University should continue to regularly provide information on the curriculum, content, teaching methods as well as other essential business needs. Periodically contact to find out the needs of human resources of enterprises, thereby contributing to the development of output standards for the training process.

Moreover, Lac Hong University should continue to establish a satisfactory mechanism to encourage collectives and individuals on behalf of tertiary institutions to enter into comprehensive strategic cooperation with businesses to facilitate student internships. Practice, career orientation as well as provide equipment for the LHU...

Finally, Lac Hong University should continue to open up the conditions for entrepreneurs to directly teach the necessary content of practice in the curriculum.

**Recommendations from enterprises:**

First of all, there is a need to better understand the benefits as well as the inevitable trend of university-business linkages, thereby devising a strategic personnel strategy in the future.

Secondly, enterprise should limit and overcome the post-recruitment training situation; enterprises also need to set up a task force to contribute to the development and adjustment of the training program for the post-graduate university. Demand from employers.

Thirdly, there is a strategy of nurturing and nurturing talents at universities by providing scholarships, investing in technical facilities, recruiting before and after graduation; Order training facilities topics, difficult problems that businesses are in need...

Fourthly, enterprise should take the initiative in coordinating with universities in compiling curriculums, content and teaching methods, protecting their graduation theses and plans... so that the training program "matches" with the demand of business and society. The policy of bringing businessmen to the university board has recently been recognized as a stepping stone in the strategy of socialization of education as well as social needs.

**Recommendations from the authorities of Dong Nai province:**

Firstly, the authorities of Dong Nai province should have statistics on labor supply and demand, especially high-quality human resources, should be made to regulate the education and training sector accordingly. To perfect the operation mechanism of centers for education quality accreditation in the spirit of competition, independence, self-reliance and self-responsibility before law.

Secondly, the authorities of Dong Nai province establish multi-channel university-to-business connections. Regulators can organize playgrounds, forums for LHU and enterprises to meet, such as technology trading floors, meeting with LHU and enterprises. The authorities of Dong Nai province organize for LHU and enterprises to draw on experience after each stage of cooperation to improve linkage efficiency in the future.

Thirdly, the authorities of Dong Nai province change the management mechanism so that LHU and enterprises have more autonomy. At that time, the LHU will be able to determine its own training program in time to meet the needs of the society and the employer; Employers will also be free to choose recruiting quality human resources. The two sides will work together for the benefit of their survival. The state will play the role of "arbitrator" to resolve disputes and conflicts of interest between the two parties.

Finally, there is a mechanism to support LHU and enterprises to set up joint development investment funds to increase the bond, enhance the dynamics as well as the responsibility of the joint subjects.

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