

## **SUMMARY INFORMATION**

### **ABOUT THE NEW CONTRIBUTIONS OF THE THESIS**

1. Thesis title: "*Effectiveness human resource training of Vietnam Electricity Group*"

2. Specialization: Human Resource Management

3. Code: 9340404

4. Student's full name: Le Trung Hieu      code: TSQT0103

5. Full name of PhD instructor:      Guide 1: Assoc.Prof.Dr. Le Thanh Ha

Guide 2: Assoc.Prof.Dr. Cao Van Sam

6. Training institution: University of Labor and Social Affairs

7. New contributions of the thesis:

- Based on the process of reviewing and finding research gaps, the thesis builds a new research model to help ensure the appropriateness and feasibility when evaluating the training effectiveness of EVN. The research model evaluates training effectiveness based on three dependent variables: training effectiveness for individuals, training effectiveness for organizations and training effectiveness for society. This can be considered as a new model, based on an approach to training efficiency. In the process of measuring the effectiveness of human resource training of EVN, the thesis also added a new indicator based on the process of synthesizing and consulting experts.

- The thesis focuses on research and emphasizes on internal factors affecting training effectiveness. Unlike other factors which can affect human resource training thereby changing training effectiveness, internal factors directly affect training effectiveness. The four factors studied by the thesis include: student attitudes, training content, organizational learning culture and post-training human resource use. To study the impact of internal factors, the thesis has also built a new indicator of post-training human resource use.

- Through the survey data, the thesis has confirmed the positive relationship between the independent variables and the dependent variable, and at the same time rejected some factors that do not have an impact on the training efficiency with the significance level. 0.05. The analysis process is a combination of primary and secondary data. This helps confirm the accuracy of the statements and is an important basis for proposing solutions to improve the effectiveness of EVN's human resource training.

- At the social level, the thesis results make judgments and assessments about the relationship between ensuring training effectiveness and the meaning it brings to society. This can be considered as a new point that has not been studied in Vietnam. Thereby, these can be considered as new suggestions for development orientation in human resource training activities of EVN in particular and of state economic groups in general.