

Exploring Factors Affecting Human Resources Development of Foreign Invested Enterprises in Industrial Parks in Developing Countries: Evidence from Vietnam

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ABSTRACT This study analyses internal factors affecting human resources development in foreign direct investment enterprises in Vinh Phuc province, Vietnam. The analysis results from 408 responses, which show that the human resource development of foreign direct investment enterprises in the industrial park in Vinh Phuc province, Vietnam is influenced by the following factors of policy of the investor, labour relations, performance appraisal, policy on the use of human resources, working conditions, and compensation. Among these factors, the policy on using human resources and compensation are the two factors that have the most significant impact. This study provides managerial implications and suggestions for foreign direct investment enterprises in industrial parks in Vietnam to better secure human resources to improve operational efficiency to promote business growth and development.