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SOLUTIONS TO IMPROVE SCIENTIFIC RESEARCH CAPACITY FOR STAFF OF THANH HOA UNIVERSITY OF CULTURE, SPORTS AND TOURISM

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ABSTRACT

Scientific research is an activity of practical significance, not only contributing to improving the research capacity of staff and lecturers but also creating initial steps for students to approach with scientific problems, applying theory into practice, thereby improving the quality of training in universities and colleges. Within the framework of this article, the author focuses on providing basic solutions to improve scientific research capacity for staff and lecturers at the Thanh Hoa University of Culture, Sports and Tourism.

KEYWORDS

Scientific research; Solution; Promote; Work; Improve.



1. INTRODUCTION

Scientific research capacities in the teaching staff is the synthesis of the ability to master and master scientific knowledge, research skills and apply that knowledge and skills to research and discovery activities. , discover new things; solve theoretical and practical problems associated with the process of performing roles and tasks to continuously improve the efficiency and quality of work. For the faculty and staff to promote their capacity well, the leaders, managers and the teaching staff themselves in the school must have planned activities to foster scientific research capacity, including overall measures to affect the constitutive factors and conditions for ensuring scientific research capacity, making these factors constantly develop, meeting immediate and long-term requirements in scientific research tasks and Education and training is an issue that the school is paying special attention to.

In recent years, Thanh Hoa University of Culture, Sports and Tourism has always attached great importance to and paid attention to the issue of training and retraining to improve the qualifications of its teaching staff. This work is considered as a key task for the development of the school, a guarantee for the success of innovation and improvement of training quality. From this interest, the school has achieved many results from the rapid increase in the number of lecturers with postgraduate qualifications, creating a strong change in teaching method innovation.

However, this change only helps lecturers with new knowledge through the learning environment, not that knowledge acquired in scientific research. That increased knowledge capital will be obsolete if we do not continue to study and do scientific research. Therefore, besides learning and teaching, we need to do scientific research to improve the effectiveness of training and research to solve professional problems posed by society. On the other hand, through scientific research, the lecturer helps students to participate in scientific research and better self-study. However, with the orientation of building Thanh Hoa University of Culture, Sports and Tourism to become a key university in the North Central and South Red River regions for training in the fields of Culture - Art - Sports and with high professional qualifications, the school's leaders, lecturers and officials have invested a lot of effort in researching and looking for a comprehensive innovation in training, which is a decisive stage for the development of tourism. School development. In addition, promoting scientific research activities is also a measure to improve training quality and bring the "brand" of the university to be competitive in the country and to require integration with the region and the world.

2. Solutions to improve scientific research capacity at Thanh Hoa University of Culture, Sports and Tourism

To promote the scientific potential of the school's teaching staff with high efficiency, the training of scientific research capacity of the school's lecturers now needs to focus on implementing some basic solutions as follows:

Firstly, strengthening education to raise awareness and responsibility for building the right motivation for scientific research for teaching staff in the school

Raise more awareness for lecturers about the role and importance of scientific research activities in improving the training quality of the university, so that all lecturers see that teaching and scientific research are two tasks. Services are closely related. Scientific research is of special importance in promoting and fostering potentials to contribute to improving the quality of training and creating the

university's brand. Since then, each individual, self-consciously, actively performs well the task of scientific research, promoting the creativity and potential of each person.

Capacity building of scientific research for teaching staff must be conducted regularly, based on the short-term and long-term use planning for training. The units in the school need to focus on education build the right motivation for staff and lecturers in the unit create internal motivation to motivate them to strive for maturity. The content of fostering advanced scientific research capacity for lecturers should focus on issues such as: educating young lecturers to master Ho Chi Minh's thought, the Party's viewpoint on the role of science and technology. Technology, especially the role of scientific and technical achievements in the cause of industrialization and modernization of the country, educating the teaching staff to grasp the political and scientific research tasks of the university. school, each unit and itself.

Regularly conducting good propaganda, discovering and fostering and setting an example for lecturers with achievements in scientific research is an important measure to raise awareness, responsibility and build the right motivation for students. Surname. It must be aimed at collectives and individuals with good ideas, good experiences, good learning results and excellent implementation of scientific research tasks. Detecting and correcting false perceptions, unreasonable and inappropriate demands, helping them have a solid motivation to study, foster and do scientific research. Building the right scientific research engine is a difficult and complicated process that requires the high efforts of the team to perfect the quality and capacity to meet the requirements set forth.

Secondly, constantly innovating the contents, forms and methods of fostering scientific research capacity for teaching staff

The content, form, and methods of fostering scientific research capacity for lecturers and staff in the school are the constitutive elements, ensuring the practicality and effectiveness of scientific research capacity building activities. . Building the right content, form, and appropriate measures is one of the important bases as a driving force to strongly promote scientific research activities of the school's staff and lecturers. Therefore, this is a decisive solution to improve the quality of fostering the scientific research capacity of teaching staff in the school.

To ensure the practicality and effectiveness, to correctly identify each training content, it is necessary to learn and understand the current state of scientific research of the teaching staff in the school. It is necessary to study to what extent they have been trained and fostered in knowledge and methods of scientific research in the past. On that basis, to grasp the current situation of scientific research capacity, it is necessary to determine the content and program of fostering the scientific research capacity of the school's staff and lecturers appropriately, close to their responsibilities and tasks.

The selection of training contents, forms and measures must be suitable to the practical circumstances of the school, both improving and improving the quality of existing forms and methods of fostering while exploring, create new forms and methods of fostering such as regularly organizing seminars, special talks, training and fostering for faculty and staff knowledge of scientific research theory, scientific criticism, share experiences and learn from each other in scientific research of lecturers. The Scientific Council of the University should have orientations on

the content and fields of research in the following directions: applied research in management and serving the training process; study the direct application of the training process such as objectives, programs, content and teaching methods...

Third, take care of improving regimes, policies and conditions, creating a favorable environment for fostering scientific research capacity for teaching staff

The university needs to renovate the financial work for scientific research activities, increase the investment of funds to perform the tasks of scientific research at all levels, especially the funding from the budget. Invest in research equipment and systems. Increase financial support for research activities such as participating in, organizing conferences, seminars, and publishing scientific research results at home and abroad. The improvement of policy regimes has a strong impact not only on the awareness, feelings and will of the teaching staff in the process of fostering scientific research capacity, but also creates conditions for promoting creative freedom, exploiting all the scientific labor potential of the teaching staff in scientific research. The remuneration policy is not only the honor of society for scientific activities for staff and lecturers but also shows social justice, stimulates, educates, encourages and encourages creative labor. More effective. Policies must be aimed at the legitimate interests of employees. It is a manifestation of the concern of our Party and State, but directly the regimes, policies and conditions that ensure a favorable environment to encourage and motivate the faculty and staff in the school to actively participate in the process. Actively participate in NCKH. Create an atmosphere of scientific research emulation among a large number of lecturers, encourage inquiry, debate, dialogue, respect independence, autonomy and equality, and support all active research activities, creative, at the same time anti-conservative, one-way imposition.

Fourth, combine and promote the role of organizations with the spirit of independent, proactive and creative work of each individual in fostering scientific research capacity

To improve scientific research capacity, a decisive premise is that each lecturer must promote his/her role. However, the capacity of each individual can only be promoted in the attachment to the organization and the unit. An organization that consists of qualified and capable members, has a sense of strict discipline, has principles, discipline, appropriate working regime and regulations, will be a training cradle. Human. A strong organization will train and build excellent people and good scientific researchers. Therefore, combining and promoting the strength of organizations and forces with the spirit of self-discipline, proactive learning and fostering of each person is a fundamental solution to foster scientific research capacity for staff. Lecturers.

Fifth, create a favorable environment for faculty and staff to regularly participate in proposing and registering topics at all levels

The university needs to build and form a database system of scientific and technological information to assist in providing information on scientific research topics, leading experts, scientific research orientations, about science and technology. Management of scientific projects. Forming and building scientific research groups and collectives between disciplines and faculties to participate in research on ministerial and city-level topics. Promote the role of the department in promoting scientific research. Departments need to develop a scientific research plan for the subject, to urge, monitor and critique, evaluate and synthesize proposals for an acceptance of works, solutions and initiatives of individuals in the subject. Myself.

3. CONCLUSION

Through the above analysis, it can be seen that the process of education and teaching in modern society does not reduce the position and role of the teacher, but on the contrary, it is enhanced and affirmed in the process of development. Development of society. As a teacher, I am always aware of how the quality of training affects the brand of the school; in addition, it also directly affects the legitimate rights and interests of learners. Moreover, the quality of training also affects the university's competitiveness concerning the quality of training resources. The shortest way to improve quality is to properly perceive and participate effectively in scientific research activities at the unit in particular as well as in research activities of the university in general.

The five solutions that I have just analyzed above are both basic and practical, requiring synchronous and effective implementation. Those solutions are a unified whole, have a dialectical relationship with each other, interact with each other, and must be solved synchronously, not taking any solution lightly. Implementing such a system of solutions requires organizations and each young lecturer to highly promote creative dynamism, both enthusiasm and intellectual capacity, contributing to improving the quality of fostering scientific research capacity for students. Teaching staff at Thanh Hoa University of Culture, Sports and Tourism today.

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