

Social Capital and the Effects of Social Capital on Employment of Students in Vietnam

Author's Details:

⁽¹⁾Thi Thuan Vu Tran-Ho Chi Minh National Academy of Politics

⁽²⁾Thi Thu Hien Phan ⁽³⁾Thi Thu Hoai Pham-⁽²⁾⁽³⁾University of Economics - Technology for Industries, Vietnam -Correspondence: Thi Thu Hoai Pham, 456 Minh Khai, Hai Ba Trung, Ha Noi

Abstract:

Social capital is conceived of as a type of capital, as are natural resources (natural capital), production equipment (production capital) or skill level (human capital). Social capital is one of the types of capital used to promote and develop the economy. Currently, the concept of "Social Capital" is still quite new to many people for many reasons. Particularly the meaning of the word "Social capital" has included many topics: "capital" belongs to the economic field, "social" belongs to cultural value. The concept of "Social Capital" is still very vague, difficult to grasp, so it is difficult to accurately quantify this type of capital. However, this is a topic that many scientists around the world are interested in and mentioned in their research works because of its importance and applicability.

Keywords: Social capital, employment, students, Vietnam

1. Introduction

Social capital is seen as the spiritual strength of society, the trust between people. This is a basic factor that has important implications for the development of not only a society but also the economy of that society. If we do not take advantage of and promote the social capital we have, it will inevitably lead to poor social connectivity, stagnation, underdeveloped society or slower economic growth. On the other hand, if this element is developed and used as a lever, it has the potential to produce unmatched victories.

The term "Fourth Industrial Revolution" has been used to describe important developments in the technology sector in recent years. This revolution is not only about innovative interconnected intelligent machine systems, but also has an impact on a much larger range than previous technological revolutions. The extra expansive range available is coming from further, more perfect breakthroughs in different fields. Robots will gradually replace people in daily life from small jobs and beyond.

But everything has two sides of it, the negative effects of Revolution 4.0 are becoming more apparent, starting with the creation of inequality. More particularly is the ability to disrupt and disturb the labor market. That is when automation replaces simple labor in life, when robots gradually take the place of people in many fields by minimizing the costs they can bring, there will be hundreds, Millions of future workers, especially new graduates, may fall into unemployment. Therefore, instead of being passive and observing the changes of the revolution, we need to react quickly and predict what happens next to take the right steps and not let ourselves be left behind. leaving behind in the context of the rapidly changing world and Vietnam cannot be out of that transformation.

According to the Party's policies, guidelines and guidelines in the coming years to accelerate the streamlining of payrolls and improve the quality of the staff, after the Politburo's Resolution 39, the Party's Central Resolution 6 and Resolution 56 of the National Assembly has been issued to concretize and oversee the downsizing process. Accordingly, we will streamline the payroll, arrange the payroll apparatus in State agencies. This has caused many changes in the domestic labor market, and now scarce jobs are even more scarce.

In a time when technology is making breakthrough and rapid developments in the current job market structure, ensuring active participation in the labor market of all walks of life and the right to enjoy Benefit from the Technology revolution 4.0 is one of the top priority concerns at the moment of APEC member economies. In order to achieve that goal, it is essential to communicate information quickly and well to workers so that they can see the changing trends of jobs and labor markets in a digital age. In a recent report by the International

Labor Organization (ILO), although the global economy is recovering, with the rapid increase of the workforce, global unemployment is the problem. Recent years are all issues that deserve the attention of the economy. This is a challenge and a difficulty not only for graduating students in particular but for the entire labor market.

In addition, the phenomenon of migrant workers in ASEAN is gradually becoming the focus in recent years. This is both a remarkable opportunity but also a great challenge for not only the Vietnamese labor market but also the ASEAN labor market in general. It will greatly increase the level of competition in the bloc labor market. Based on this working context, it can be seen that in order to have a suitable job as you want, social capital, especially the relationship will be a useful bridge to help you get ahead. goals.

2. Literature review

2.1. Studies in the world

The concept of "Social Capital" was first coined by Lyda Judson Hanifan, an American educator, in 1916 when he discussed the problem of schools in rural North America. According to him, the term "Social Capital" refers to: "Tangible substances make up a large part of everyone's daily life: namely goodwill, friendship, empathy, sympathy and social communication. The society between individuals and families forms a social unit ... A person who comes in contact with his neighbor, they have relationships with other neighbors, will have social capital accumulation, yes is able to immediately respond to the social needs of this person and can deliver sufficient social potential to significantly improve living conditions throughout the community. The entire community will benefit from the cooperation of all its parts, while individuals will find within their associations the advantages of help, empathy and empathy. neighbor." (Hanifan (1916), *The rural school community center*, *Annals of the American Academy of Political and Social Science*). According to him, individuals are not useful if they are only concerned with themselves, so they need to take care of the interests of those around them. An individual has accumulated social capital by joining interactions with neighbors, friends or relatives. This kind of capital can immediately satisfy their own social needs. Hanifan's main contribution to social capital is to differentiate it from economic capital types.

Jane Jacobs (1916 - 2006), the famous American editor, after working for a while as an editor for magazines, became increasingly skeptical of city-building plans. traditional. As a result, Jacobs gave a 1956 Harvard opinion speech, which was published in *Fortune* magazine under the title "Downtown is for people" - the beginning of the floating book. the language of Jacobs *The dead and life of great American cities* ". Jacobs referred to the term "social capital" after a long time the concept was forgotten. Jane Jacobs has applied the concept of social capital to research in the typical life environment of urban society. Jacobs thinks that the city is a natural habitat of people and individuals gathered together to a certain extent enough to conduct commercial, cultural, and community development activities. This scholar emphasizes the need for social protection or social support mechanisms she calls the "Social Capital" of the city. Social capital, she said, "is a complex system of human relationships built over time that functions to support each other in the time needed, ensure the safety of the streets, and fostering a sense of civic responsibility ". At the same time, Jacobs also emphasized two main groups of factors that are able to consolidate and maintain social capital anywhere, which are those belonging to the socio-ecological environment of urban residents. According to her, the diverse living environment at the neighborhood level is the main attraction for individuals to stay in their area even as housing, employment and lifestyle needs change. The layout of facilities is streamlined so that individuals have easy, comfortable access to everyday relationships, including sidewalks, public spaces and neighboring shops. (Jane Jacobs (1961) "The dead and life of great American cities".) (*Vietnam social science journal*, no.4 (77) - 2014).

In the early 1980s, the French sociologist and philosopher Pierre Bourdieu was a man with great merit in constructing and developing the concept of "Social capital". Outstanding is the project "The Form of Capital". Initially, Bourdieu used the concept of "capital" (Capital) of the economic field in the field of sociology to analyze the process of circulation of different types of assets in social space. In addition to economic capital, Bourdieu also distinguishes three more types of capital: cultural capital, social capital and symbolic capital. Bourdieu defines "Social Capital" as "a permanent network of relationships that know each other and recognize

each other, which are more or less institutionalized." He argued that "the amount of social capital of a particular actor depends on how broad or narrow the relationship he can actually mobilize, and on the amount of capital for each person he or she has. related ... "

Social capital is a combination of actual or potential resources related to owning a sustainable network of relationships, more or less institutionalized through mutual recognition and acquaintances. . In other words, a member of a group provides each of its members with the support of the element of collective equity, a "mandate" of credit. Thus, Social Capital in Bourdieu's ideology is all resources (actual or latent) derived from a network of direct or indirect acquaintances (such as membership of the same religion or origin. or classmate). In most cases, this network is long-standing and has been somewhat institutionalized. Thanks to it, individuals, families, or groups that have many links will have more advantages. In other words, this network has use value as a kind of capital. (Bourdieu, Pierre (1986), "The Forms of Capital", In Handbook of Theory and Research for the Sociology of Education (John Richardson, Edited), New York: Greenwood Press).

Near the same time as P. Bourdieu, a study by James Coleman was also produced. In 1988 Jame Coleman published "Social Capital in the Creation of Human-Capital" (Social Capital in the Creation of Human-Capital). Even the title shows the opposite of Bourdieu although at that time Coleman did not know anything about Bourdieu. For Bourdieu, social capital is a collection of actual or latent resources derived from networks of direct or indirect acquaintances, the amount of capital an individual depends on the degree of the individual. the broad or narrow relationship with which he can actually mobilize, and to the amount of capital (economic, cultural, symbolic) of each individual with whom he is related. Meanwhile, Coleman argues that social capital is a resource that exists among individuals, with two common elements: the aspect of social structure, and the conditions for individuals to act. Unlike Bourdieu, Coleman argues that social capital includes the following characteristics of social life: social networks, social norms and trustworthiness, which help individuals to be able to work together effectively to achieve a common goal.

In particular, Coleman analyzes the functional and nonfunctional of social capital. Most studies focus on clarifying the positive or function of social capital. Only a small part of the research has pointed out the negative or negative consequences, the function of social capital as follows: social capital creates constraints within the group, creates closeness, closes and as such, may implicitly restrict relationships with people outside the group. At the same time, internal closeness can prevent initiatives, create collective dependence, lack of dynamism. Social capital can be, through social relations, overly controlling individuals and thus reducing the freedom, autonomy and privacy of individuals. Social capital closed in a group, a community also risks creating a balance in human behavior. (James S. Coleman (1988), "Social capital in the creation of human capital", The American Journal of sociology, Vol. 94.)

In 1995, the politician Robert Putnam published his research work, a book entitled "Bowling alone: the collapse and revival of American" (Bowling alone: The collapse and revival of American. community). Sharing his view with Coleman, Putnam argues that social capital refers to specific aspects of the organization of social life such as social networks, norms, reciprocity and trust, capital. Society facilitates coordination and cooperation to achieve reciprocal benefits. In his research, he argues that the modern media and technology have made people in today's society no longer invest in "Social Capital" through community activities. Activities are always necessary for trust and mutual support in society. Since then, he expressed concern about the decline of "social capital" that will shake the democratic institutions, make schools and schools ineffective, and lack a source of life for community activities. At the same time, Putnam also attached his notions of social capital with the theme "civic ethics", in which, civic ethics would be most powerful when attached to a network of interpersonal relationships.

In addition to the above comments, Francis Fukuyama - a Japanese-American politician - argues that most definitions of social capital are only about the manifestations of social capital rather than about itself. Through the works "The end of history" (The end of History), "Trust" (Trust) and a number of articles on this issue he analyzed on "Social Capital". He views social capital as the informal norms that promote interpersonal cooperation, which exists potentially between individuals. According to Fukuyama, social capital is randomly generated and the result of repetitive interactions and it is important that he emphasizes that those relationships

are only useful and effective. positive when those relationships are based on a foundation of mutual trust between members of the community participating in these relationships. In his post Social Capital and Civil Society, Fukuyama presents a representation of the scope of trust - one of the key elements that, according to him, creates social capital for a society. According to him: "All groups representing social capital have a range of beliefs, which means that their standard of cooperation is very effective" and "If the social capital of a group produces with positive externalities, the trustees can be broader than the group itself ". Thus, trust among individuals and groups in society can have a greater impact on areas that cannot be fully foreseen by individuals or groups. (Fukuyama.F. 1999. Social and Civil Society. Prepared for delivery at the IMF Conference on Second Generation Reform. The Institute of Public Policy. George Mason University, 1st October 1999)

Most prominent in the study of the relationship between social capital and employment, in 1974, Mark Granovetter published his work "Job Search: The Study of Relationships and Jobs" (Get a job: A study of Contacts and Careers). This is an extremely important and detailed work that reflects the relationship between social capital and employment. His main idea is that individuals for the most part seek jobs through social relationships and through research and surveys to explain it. In terms of ideas, he has two important assumptions about the relationship between social capital and career development: First, he allows many people to find suitable jobs through their relationships. not just through official channels such as media, recruitment announcements. Second, social networks allow job seekers to aggregate the best information about their job characteristics, availability and suitability. The highlight of Grenovetter's research is the Weak Ties hypothesis, which he argues that Weak Bonds (known but not close relationships) give us a lot of information and Strong ties (Strong ties like friends or family). For this reason, Granovetter argues that Weak Link is an exceptional social resource that helps us to connect with broader social networks, and from which we can access other networks (which are Links. Weak link strength), which leads to more information, job opportunities, and relationship expansion, thus increasing employment opportunities. Strong Links are ready to help us a lot, but more or less both of you have the same relationships (Because in the same Strong Links network) so maybe you know people too. introduced through your friend. This leads to a remark, Strong Links are ready to help you a lot, but Weak Links have more social resources to help you. Research shows the importance of social capital in finding jobs.

However, Granovetter's conclusion also met many mixed opinions. As prominent as Montgomery, he experimentally argued that individuals with a higher job position have a larger social network. This means that maybe social capital is related to career but does not have the opposite effect, network use has no effect on income source. According to him, the rich network of connections will increase the expected salary of the individual, the searcher accepts only when the high-income job satisfies that person's expectation and social capital affects the income. enter that way. Montgomery's argument also argues that it is not possible to analyze the impact of social capital in a single way but to be placed in relation to other factors.

The different approaches and conflicting arguments around the impact of social capital on the labor market have required further studies to clarify this relationship. The advent of richer studies will help the exploitation of social capital in the job search process become more efficient.

2.2. Studies in Vietnam

Before the concept of social capital was introduced and introduced in Vietnam, the expressions of social capital were also mentioned, but by different terms. The benefits of social relationships and social networks have long been recognized from many angles, even incorporated into everyday life through the familiar proverbs: All of them can ask for permission ", " trade with friends, sell a ward ", " sell from distant brothers and buy close neighbors ", ...

In Vietnam today, the concept of social capital is no longer too unfamiliar to the academic community, and even receives the attention of many scholars and researchers in many different fields. However, researches in Vietnam only temporarily stop at the introduction and argument of the contents of typical scholars in the world, or moreover, to relate social practices from the perspective of experience. made many new points. The diversity in this perspective has a negative consequence that the majority approaches are not sufficient to provide the best overview of social capital. There are many names such as Nguyen Tuan Anh [2, 3], Tran Huu

Dung [4, 5], Tran Huu Quang [6], Nguyen Van Phu [9], Phan Chanh Duong [12], Nguyen Ngoc Bich [8], Le Ngoc Hung [7], Tran Quy Thanh [10, 11, 13], ...

It is possible to divide the existing studies on social capital in Vietnam into two groups: the group that introduces the theory of social capital and the group that applies the theory of social capital in practical studies. The first prominent direction is Tran Huu Dung (2003) with the article "Social capital and economy". Tran Huu Dung has reviewed and evaluated a number of different concepts of social capital by Pierre Bourdieu, James Coleman, Robert Putnam, Francis Fukuyama, and Hernando de Soto. He said that it is necessary to clarify the characteristics of social capital in relation to other types of capital. In another article titled: "Social capital and economic development" (Tran Huu Dung, 2006) the author also points out the relationship between social capital and economic development, social capital and economic policy. health. By reviewing the existing arguments, Tran Huu Dung emphasizes that social capital saves transaction costs and improves investment levels. He also said that social capital has an important influence on the quality and speed of human capital accumulation.

Next is Tran Huu Quang (2006) with the article "Understanding the concept of social capital". In the article Tran Huu Quang discusses the view of social capital of many foreign authors such as Bourdieu, Putnam, Fukuyama, thereby emphasizing that "social capital is a characteristic phenomenon of the bonds between people and each other in a community or a society ". According to him, it is necessary to discuss social capital in relation to standards, solidarity and cooperation. He noted the analysis of social capital in the context of socio-cultural and social institutions. Regarding social capital, there are other authors such as Le Ngoc Hung, Hoang Ba Thinh. Le Ngoc Hung (2008) introduces an overview of social capital from economic to in-depth discussion to social capital and social capital network in Vietnam. Hoang Ba Thinh (2009) focuses on analyzing the concept of social capital, social capital network. There are also a number of articles introducing and discussing general theory such as "Social capital and development" (Nguyen Ngoc Bich, 2006), "Social capital and capital" (Nguyen Quang A, 2006), "Social capital in Vietnam" (Nguyen Van Phu, 2006), "The solution to the problem of promoting social capital" (Phan Chanh Duong, 2006), etc.

Regarding the second research direction, ie the empirical study of social capital. Stephen. J Appold and Nguyen Quy Thanh pointed out the role of social capital in small enterprises in Hanoi. The authors say that social capital plays an important role in helping businesses borrow money for startups (Appold et al., 2004)

Nguyen Quy Thanh et al in research on identifying social capital in businesses and family economic transactions. Research has mentioned and noted the difference in social capital for different territories. Selection of comparative correlation between Vietnam and South Korea shows differences in social capital on different cultural backgrounds. He and his colleagues have studied in depth about the trust aspect of social capital. The results of his research and his colleagues on trust structure analysis have very important implications in the studies of social capital in Vietnam.

According to Van Ha et al (2004), the authors group conducted research on households (classified into two categories: paper recycling and not paper recycling) in Duong paper village. Drive, Bac Ninh. This study examines whether the contribution of social capital to households is greater than that of other types of capital. The results show that social capital has a strong and positive contribution to household income, in particular, the effects of social capital on household income are much larger than human capital. and labor capital. Conversely, compared to other studies, this study also found that the number of members in the association had no effect on household income.

According to Tuan Anh (2010), the author has researched on the role of social capital in the rural North Central region. The author points out that farmers use kin relations to pursue economic benefits related to production and credit. Social capital plays an important role in assisting farmers in changing careers and creating an environment for cooperation for mutual development in rural communities.

In addition to research on the role of social capital, Tuong Anh (2015) pointed out a number of factors affecting social capital. In particular, the prominent factor that the author pointed out is education because according to the research results, when an individual has the necessary knowledge and skills, he / she will have a better income, thereby spending more time on activities. social action. Research also shows that family

conditions, more or less births also affect social capital. For example, a household with difficult economic conditions has to spend all of their time in farming. family, so I will not have time to participate in activities in the locality where I live. The role of social capital indicated in the research is the same as in some previous scientific studies, as participation in many social organizations or having relatives working in state agencies increases satisfaction in life. However, the expectation of the belief factor study is in contrast to the results obtained, according to the results of the study, trust reduces life satisfaction.

Studies on the relationship between social capital and domestic employment have also achieved certain results. In studies of social capital for business and household transactions, Nguyen Quy Thanh mentioned family relationships for labor security. Similarly, in the study in rural areas by Nguyen Tuan Anh, recognizing that the positive meaning of kinship relations has an impact on the process of mobilizing, utilizing and exchanging labor resources among family.

Le Ngoc Hung's research has many outstanding points in this topic. Through analyzing, synthesizing, and summarizing theoretically he gives analysis of social network for self-employed workers and student case. The results show that in many cases, individuals rely on social relationships (family, friends, acquaintances, ...) to find work. He gives two practical approaches: (1) "Social network as a social structure includes social interactions and social exchanges, in which values, norms and beliefs believe is formed, manifested. As a result, members of the social network share responsibilities and obligations and have bound interests in the pursuit of their goals "; (2) Social network has the function of social cohesion and providing accurate and necessary information and thereby reducing transaction costs for network participants. In the context of underdeveloped and uninformed economic institutions, for example in the emerging labor market, social networks are a type of institution that reduces transaction costs and risks for both job seekers and employers. Le Ngoc Hung's research has mentioned most of the manifestations of the role of social capital in the labor market, the relationship between social capital and human capital as well as in-depth analysis of the Theoretical degree of social capital. Another prominent study is "Social capital with job search for students after graduating (the case study of University of Social Sciences and Humanities, HANU)" by Pham Huy. Cuong (2016). In the process of developing the topic together with domestic scholars, in addition to the previous results, he focused on researching some more points of interest in order to have a more comprehensive view of the meaning and the role of social capital in the labor market. First, he continues to support the functional and non-functional research of non-economic capitals with development and growth, in addition to positively social capital there are also negative aspects worth analyzing. Second, to study the interaction between social capital and two important types of capital, human capital and economic capital. Because the impact of social capital in the market does not exist exclusively, it is in the reciprocal relationship between other types of capital. This comprehensive study of reciprocal relationships will help make conclusions more convincing, avoiding absolute ones. Third, he said that some scholars, when studying social capital, do not really pay attention to the change in trends in each socio-economic condition or national cultural context and standards. communities, groups. Typical is the characteristic of Eastern culture and Western culture. In order to inherit and supplement previous empirical studies, the dissertation explores the impact of social capital on the job search process and results of the potential workforce that are graduates from It compares and analyzes the relationship between social capital with other types of resources such as economy, culture, and people.

The published researches on social capital in Vietnam initially showed the excitement and ability to attract the researchers' interest in this topic. Theoretical and practical research has a very important meaning for the practical application, application in the management, planning and organization of socio-economic policies and plans.

3. Overall assessment of the effects of social capital on graduate students' employment

3.1. Upsides

Through the results of quantitative and qualitative research, we can see the importance of social capital in their job search. The most effective way is to exploit recruitment information from family relationships, friends, relatives instead of through recruitment channels, mass media. Graduates can exploit other resources from their network through the financial support of family, relatives, referrals from friends, university teachers, relatives.

in the family ... Students' ability to apply and exploit social capital is proportional to the size of the network they accumulate. In addition, the ability of students to find jobs also depends on factors that enhance human skills such as study results, professional qualifications, training fields, experience, gender ...

In addition, we recognize the importance of increasing social trust, especially in the recruitment process, to reduce transaction costs, information costs as well as time to access recruitment information. This contributes to improving the quality of recruitment and employability of students after graduation, the problem of people in need and need of people to be resolved more quickly. Applying social trust in business, learning and practice contributes to building a more sustainable society, helping businesses to develop more actively.

Applying social capital in job search will shorten the search term and achieve the desired search results, satisfy students who find jobs in terms of income, social welfare, professionalism and well-being. work plan. However, finding a job depends on a large human capital factor. An employee with a good relationship but ability, poor qualifications, soft skills are not enough to meet the job, it is difficult to keep up with the new challenge. In general, the accumulation of many different resources has positive implications in the student job search process. There are times when the elements of human resources have a stronger influence, sometimes are weaker and sometimes a necessary condition for graduates to exploit social relationships to achieve satisfying employment. to meet their expectations.

3.2. The problems still exist

Firstly, we find that although alumni are aware of the important role and significance of social capital, especially the social network factor, a part of alumni are not yet active. , actively seek, accumulate relationships. In addition, the alumni do not know how to maintain and maintain the relationships formed in the process of learning and operating in other organizations. In fact, after graduation, graduates have less opportunities to meet, exchange and maintain relationships. They are busy with their own work and new relationships, so the amount of interaction they spend with each other is less and less likely. This is also one of the limitations that prevent alumni from making full use of relationships while looking for jobs.

Second, because young people like to explore, experience and learn in many different professions and fields, and their bonding time is not long enough, the network of social relations may be wide but of low quality. . This is also a weakness that prevents graduates from taking full advantage of existing relationships to increase their chances of finding a job.

Third, due to the lack of publicity and transparency in recruitment policies and mechanisms of organizations and enterprises, it makes it difficult for graduates to find jobs and access recruitment information. This is not only a disadvantage for newly graduated students who do not have much experience in the job, which are difficult to access to the job, but also cause losses for businesses when it is difficult to recruit suitable personnel. suitable to operate and expand production.

3.3. Reason

Today both the world and Vietnam are entering the fourth industrial revolution, also known as Industry 4.0. This revolution will transform the way of life, work and communication of all humanity in a completely new way. However, so that students limit communication and exchange with each other through activities or organizations but through the internet. Students' lives in particular are limited to smartphones, laptops, .. the time spent with relatives and friends is not much, so the accumulation of relationships, opportunities in real environmental exposure will also be more difficult. , not a small influence on trust with relationships. Students who lack experience and practical knowledge will find it difficult to keep pace with their future jobs and the demands of the dynamically changing economy. In addition, economic integration also brings many difficulties for students to be able to harmonize and catch up with the changes of the economy. If we do not accumulate for themselves the necessary human and social capital, it will be easy to be eliminated and compete for foreign human resources, the more and more coins imported into Vietnam.

About the training

The training program has not yet met the needs of the society, the theory is too heavy while in practice, it has not been focused, the teaching content is impractical in the requirements of employers. The school needs to renew its curriculum in theory with practice, at the same time training many new majors, catch up with the

development and increasingly integrating with countries in the region and the world. In addition, schools need to strengthen cooperation with businesses to build new curriculum as well as internship programs suitable to the content of the subjects. The smooth and effective cooperation between the school and business in teaching and practice, and the relationship between supply and demand, will help students easily adapt and capture in-depth information on the topic. study as well as prepare for later work.

About the activities of the Union and Association

Most youth movements, clubs, and groups of universities have not attracted a large number of students to participate. Joining in organizations is an important factor that helps students accumulate not only social capital, relationships but also a good environment for students to increase solidarity, exchange and study. Subjective reasons come from the University and students, mainly in terms of facilities. This is a disadvantage and disadvantage when students participate in activities because it can cause noise affecting the boarding students. The university's alumni network has not yet attracted the attention and exchange of alumni, especially new graduates. The network of students and alumni needs to be built, this contributes to broadening the relationship as well as giving students a lot of useful information for their upcoming work. In fact, many students find jobs and realize their passion through the network of alumni of previous courses. Encouraging individuals in general and students in particular to actively participate in social activities, become members of social organizations, along with improving the effectiveness of these activities will create favorable conditions. event so that each individual and social organization can develop their own network, thereby increasing social capital. Facilitating increased interpersonal relationships is the basis of increased trust, their interactions and relationships will help develop social capital in the community.

In fact, the recruitment process is not public and transparent, especially for state agencies. The ambiguity in recruitment will increase the domination of the underground relationships - the flip side of social capital leads to inequality between individuals. This will lose the good nature of social capital: the flexible cohesion between individuals in the community, not a determinant or influencing factor.

4. Discussion

Social capital includes the links that exist between our connected networks and the resources found in our social networks. By increasing our Social Capital, we increase the value of the network we have. Each link is classified and clarified the strengths of each relationship. Therefore, the benefits that social capital can bring to graduates may include opportunities, potential customers, ideas, financial capital, etc. for later work. But the relationships that we have will really only be called social capital when they are accompanied by "beliefs".

Under the strong impact of the market economy and the modern world development, people's lives have made significant changes, but their trust in life has shown signs of decreasing. Everyone's trust in family relationships can be said to be absolute, while those outside their family are not appreciated. This can be seen as the negative side that comes from the very nature of the modern world when tasks are simplified and unnecessary personal presence and encounter as before. People can more easily handle their jobs, but that increases their workload. Working time remains the same but the amount of work is more, the pressure gradually increases every day, the work is messy so we have less time to warm up the "relationships". The attachment, mutual trust in which it is harder to accumulate than other factors. Lack of trust and attachment in relationships, in the bright spots in everyday life, whatever it is, is the first and foremost harm to each individual, to society. and most of all, for the economy.

At present, the graduates have amassed a certain amount of social capital from family and relatives relationships and invested in relationships with friends and other members. organizations, social unions they are members. Based on the built-in social network, they open up opportunities to exploit resources from the partners that help them achieve their personal goals. The size of the graduates' social capital varies depending on the amount of social relationships and the size of the resources their network partners hold.

Development of social capital should be based on giving and receiving, gaining trust, actively participating in programs, events, social and community organizations and activities, and strengthening settings. Relationships with individuals, especially partners that possess a lot of potential in terms of resources. In addition to the accumulated efforts from these individuals, active participation from the school also plays an

equally important role in supporting, helping, and encouraging to create more opportunities for students. experience and interact with each other through programs, events, group activities, etc.

Thus, the network of links and "beliefs", when accumulated together will not only increase the value of our social capital, but also promote the growth of the economy and save money. expenses incurred are not worth it. This is the reason why it is very important to raise awareness for students about the role and value of social capital to life in general and to increase job opportunities in particular. now on.

5. Solutions to improve social capital to increase employment opportunities for university graduates

5.1. For Universities

Constantly improving the quality of training in the direction of achieving output standards must be one of the top priorities of the schools. However, increasing the credibility of students to help them increase proactive access to information resources supporting the school must also be among those top priorities. In the context of the increasingly demanding market labor demand, special attention should be paid to creating easier opportunities for students to practice, applying specialized knowledge trained in class to public works. Practical work through fieldwork visits in businesses, factories, highly professional environments ... Experience from these trips benefits not only to help students start use their professional knowledge but also have a positive impact on the search and most aspects of the job graduates achieve.

The school needs to propagate and explain more to students about the factor "belief" in "social capital". This is an essential element of a relationship but is often undervalued and overlooked by students for many different reasons. Building "trust" along with relationship building must be centered through activities that the school supports or organizes in person. Because "belief" will be an important lesson that the school needs to convey to students before it comes to the meaning of "social capital". From there, it helps students understand more clearly what role "belief" plays for themselves, helps them know how to put "belief" in the right place, at the right place, and understand the role of "belief. How much improvement can society in general help our economy.

As analyzed above, the school needs to actively help and support students to expand their social capital through creating favorable conditions for social organizations, events and activities. Effective attracting the participation of large numbers of students by providing fixed space for mass organizations to have a dedicated place for common purposes or moreover, creating more space for people near to be closer together, to stick together, to increase the trust of individuals with each other. This not only benefits the students but also a way for the school to have a good assessment of the quality of its training as well as helping the market to quickly utilize the workforce. without being wasted by unemployment.

It is necessary to facilitate the association, develop the link between students and university staff and faculty, especially with young lecturers and staff who join these mass organizations or through seminars. activities with the class, seminars with teachers from the leaders of the Faculty, Institute, and organization. These relationships not only have positive professional meanings, but also have certain benefits for students' future career development after they graduate. As the study's results indicate, 69.11% of the total respondents said that their association with faculty helped them improve their academic performance. And there are more than 50% of answers showing that teachers give them useful and meaningful advice as well as contribute to improving their skills, this helpful support from teachers. and the university has helped them better orientate their job search.

Universities build their own alumni network and link it with the groups, teams and clubs they currently have. Currently, team activities or clubs have not established a connection with each other but are still operating separately and lack of cohesion, less attractive to students in the school. Schools need to direct these groups, teams and clubs to link together into a block under the leadership of the school to have opportunities for cooperation, more and more diverse interactions with each other. is with the alumni.

At the same time, the University should cooperate with businesses to organize short-term personnel training courses to help students have a clearer picture of the work to be done in the future, besides this is also an attractive measure. very good personnel for businesses, organizations, companies. Companies, organizations

and enterprises themselves will also find more qualified human resources, saving the cost of searching for personnel. The students are not confused when stepping out of the university door.

5.2. For graduate students

Investing time and energy to improve social capital is essential and brings practical meaning to life in general and job seeking and career development goals in particular for students. In order for students' social capital to be best built up, they themselves have to raise awareness of the role and value of each of their relationships and "beliefs" is an indispensable thing here. Taking advantage of the opportunities created by schools and mass organizations is one of the most pressing tasks facing college students today.

First of all, each student should be self-aware of the role as well as the influence and impact of social capital (including network connections and personal trust). In addition to the expanded capital from family memberships, individuals also need to make efforts to further develop external relationships through participation in social organizations, groups of friends, community lawsuits or social activities. Individual students must try to accumulate participation from the activities of the class, faculty, institute and the school where they attend. It is important that from the time they were still in school, students must be proactive in participating in building and developing their own social network and social capital, especially having more access to Resources for job information are available. For example: actively participating in extracurricular activities, movements of the HCM Youth Union Youth Union, the Student Union of schools / cities, student volunteer groups / groups, clubs, skills soft,...; exploit and use effectively the development of science and technology to expand exchange, share and learn experiences, make friends on social networking platforms such as Facebook, Zalo, Twitter, Linkedin, ... special attention is paid to the role of the factor "belief" in each relationship that we have on every foundation we build. Not only my awareness of the positive "belief" can bring, but also help the community, people around us to know and understand more about social capital. Together towards a civilized society and more closely linked together for a strongly developed economy.

Students should also spend time participating in internship programs of local businesses and corporations to learn from experience, expand themselves into new relationships and better grasp opportunities to find. get a job.

However, it is also important to realize that "social capital" has both negative sides and should not be too dependent on them. Students should not rely on, passively but themselves can choose what is the correct way to use it to combine with other capital sources to develop comprehensively with fully equipped, ready to participate in recruitment in labor market.

In the age of the 21st century, the age of technology, when it becomes more difficult to apply for many candidates to find the right job for themselves, today's young people tend to look for I have more ways to take steps to find success and conquer my passion. The current 9X generation is more dynamic, daring, daring to think and daring to do, more drastic. They are always looking for new things to discover, to satisfy their interests and passions. Along with that in the context of Vietnam's increasingly deep integration with the world economy, the State has advocated to encourage Vietnam to become a startup country, many supportive policies for graduates. business or create a business. Even when you are sitting in school, the I-Startup competitions of the National Economics University, Start-up with Kawaii of Foreign Trade University, and the start-up contest of Hanoi Youth Union for one year. attracts a lot of good, creative, potential ideas. In the research team questionnaire, we asked you: "If you cannot find a job, what will you do?". The two most common answers that we received are continuing to study higher or to study what we like more (77 options, accounting for 43%), self-employed (75 choices, 41.9%). Along with that, are 43 options for starting a business with new ideas. This is clearly a positive direction, because young people increasingly learn to find their own passion, thanks to that passion, we have more motivation and more efficiency. However, the fact that alumni want to start their own business or start a business when they are inexperienced, so how to use and access information from social capital will be more important than ever. Family and friends who can give you advice on what to do when doing business, starting a business and providing financial support; Teachers will be the ones who gain knowledge or share experiences when doing business or establishing a career. Or simply look to organizations that support startups, contact successful people in the field you want to do to expand relationships, gain more experience,

and lessons. can help with my own business. Regardless of the method, we can see the importance of social capital in every step forward in the career path of every individual.

5.3. For society

Social capital needs to be built up from two sides. So if only one side of students, students try it is not enough and it will be very difficult if the other side - the society does not have specific measures to support them in their career path. me. The society we aim to be here is the mass organizations, and the entire people.

Mass organizations should assist universities as well as students in organizing exchanges or meeting opportunities between students and experts in the field of human resources and recruitment trends. businesses. Not only that, they also need to help organize job fairs, supervise job centers with strictly controlled quality so that job information to students is accurate and should have strong sanctions if there are mistakes in the operation of these centers or fairs.

Caring, helping, and supporting solving difficulties of schools and students will indirectly promote "social capital", typically supporting graduate students through connection measures. businesses, establish start-up support associations, seek jobs, build reliable employment information networks. This will help create significant changes in the labor market, help reduce the unemployment rate, save unnecessary costs in recruiting and move towards a healthy and thriving economy. stability.

At the same time, they also need to popularize, propagate and have many social activities, practical actions to let people understand more about "Social capital", about the positivity that "social capital" can bring. What will it mean again to the current economy and the future labor market, limiting the negative thinking of people when it comes to "social capital"? Organizations need to boldly eliminate false ideas and act against the law in the issue of human resource recruitment. In addition, encouraging citizens to participate in assisting students in "accumulating social capital" will be an important step and a strong motivation for students. Because the people are the largest force of the "society" and also the force that easily affects the students the most because of this mass. The change of positive thinking will easily affect students and directly make them more confident in themselves and clearly define their views on what "social capital" can bring. themselves.

With a vision of a promising and confident future in life, students will make the best use of their abilities and make the best use of the opportunities they have. That is when all the mass organizations, the entire people, the universities and the students themselves act together, reform the way of thinking, grasp the times and are ready to help each other. Building a civilized society, linking and trusting each other - where "Social Capital" will be the center of a fully developed economy.

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