

Assoc. Prof. Dr. Nguyen Ngoc Thang

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PERSONAL INFORMATION

Date of birth: July 8, 1977

Sex: Male

Citizenship: Vietnamese



WORK EXPERIENCE

- Vice Dean, Hanoi School of Business (HSB), Vietnam National University and teaching Human Resource Management, Organizational Culture and Strategic Management courses for master programs of HSB, Benedictine University, University of Quebec, and Uppsala University, (from January, 2010 to present);
- Visiting lecturer: Human Resource Management course at Kyoto University, Japan (October-December, 2012);
- Co-author in 2010 Vietnam National Human Development Report of UNDP Vietnam (Topic: Assessing employment trends in Vietnam in the context of transition to higher-value economy);
- Local consultant in Knowledge Based Management project of JICA Vietnam (2010 -2011);
- Local consultant in Corporate Social Responsibility project of UNIDO Vietnam (2011 -2013);
- Local consultant for the final evaluation of the Vietnam-Belgium training facility project, Belgian Development Agency (8/2011).
- Local consultant for Human and Institutional Capacity Development Assessment of the Vietnam Legislative Research Program, the United States Agency for International Development (1-3/2012)

TAILOR-MADE TRAINING EXPERIENCE

Teaching more than 200 courses on Human Resource Management, Decision Making, Change Management, and Strategic Management for several corporations and organizations such as: Agribank, Petro Vietnam, Vinacomin, Vicem, Habeco, VTC, Hapro, Sudico, Vinataba, EVN, CEO programs, and public organizations in Ha Noi, Hai Phong, Phu Tho, Hoa Binh.

EDUCATION

2005 to 2009:

- Doctor of Applied Economic Sciences
Vlerick Business School & Ghent University, Belgium

2000 to 2002:

- Master of Business Administration,
University of Southern California, USA

1995 to 1999:

- Bachelor of Investment Economics
Hanoi National Economics University
- Bachelor of Foreign Language, English Language
Hanoi University

RESEARCH FIELDS

Strategic Management, Corporate Social Responsibility, Knowledge Management,
Human Resource Management,

LANGUAGE SKILLS

- Vietnamese Mother Tongue
- English Fluent
- Dutch Basic

PUBLICATIONS AND CONFERENCE PRESENTATIONS

Books

1. Thang, N. N. 2009. Human resource training, organisational strategy, and firm performance in emerging economies: The case of Vietnam. ISBN: 978-90-5864-197-7
2. Thang, N. N. and Hai, H. V. 2013. Managerial Decision Making. VNU Publish House: Hanoi (in Vietnamese)
3. Thang, N.N. 2015. Corporate Social Responsibility. VNU Publish House: Hanoi (first Vietnamese book in CSR)

Papers published in refereed journals (in English)

1. Thang, N. N. and Quang, T. 2007. "Training and Development in Vietnam". International Journal of Training and Development, 11(2), 139-149.

2. Thang, N. N. and Buyens, D. 2008. *"Training, organisational strategy, and firm performance"*. The Business Review, Cambridge, 11(2), 176-183.
3. Thang, N. N, Quang, T. and Buyens, D. 2010. *"The relationship between training and firm performance: A literature review"*. Research and Practices Human Resource Management, 18(1), 28-45
4. Thang, N. N, Quang, T. and Buyens, D. 2011. *"Training and firm performance in economies in transition: a comparison between Vietnam and China"*. Asia Pacific Business Review, 17(1), 103-119.
5. Thang, N. N and Quang, T. 2011. *"The impact of training on firm performance in a transitional economy: Evidence from Vietnam"*. Research and Practices Human Resource Management, 19(1), 11-24.
6. ATSUJI, S., Thang, N. N, and UEDA, K. 2013. *"Invisible Mutuality between Structural Inertia and Learning Disability - A Case Study of the West Japan Railway Accident 4.25"*. The Journal of Informatics, 37(3), 1-12.
7. Thang, N. N., Quang, T., and Son, N.H. 2013. *"The knowledge creation and reen entrepreneurship: A study of two Vietnamese green firms"*. Asian Academy of Management Journal, 18 (2), 11-24.
8. Nguyen Ngoc Thang. 2014. *"Problems and issues in corporate restructuring in State-owned construction sector in Vietnam: the case of Vinaconex"*. Asian Social Science, 10 (22), 291-302.
9. Nguyen Anh Tuan, Nguyen Ngoc Thang, Nguyen Dang Minh. 2015. *"Influence of organizational and technological aspects on the knowledge sharing behaviour in the Vietnam's university context"*. Asian Social Science, 11 (10), 139 - 152.
10. Ngo Vi Dung, Nguyen Ngoc Thang. 2015. *"Forestland Rights Institutions and Forest Management of Vietnamese Households"*. Forthcoming in Post-Communist Economies.
11. Thang, N. N. 2011. *"Restructuring for success of Vietnamese State-owned enterprises"*. Vietnam Economic Management Review, 6, 23-29
12. Thang, N. N. 2011. *"Corporate governance and their impacts on firm performance in emerging countries: evidence from Vietnam"*. The Vietnamese Journal of Science- Economics and Business, 27(5), 12-19.
13. Thang, N. N. 2012. *"The knowledge creation organization: the case of Alphanam"*. Journal of Economics and Development, 14(1), 78-90
14. Thang, N. N. 2012. *"Human resource training and development as facilitators of Corporate Social Responsibility"*. Journal of Economics and Development, 14(3), 88-98

15. Thang, N. N. 2012. "*Human resource management: A case study of X Footwear Company*". The Vietnamese Journal of Science- Economics and Business, 28(5), 12-19.

Papers published in refereed journals (in Vietnamese)

16. Thang, N. N. 2010. "*Linking Human Resource Management and Corporate Social Responsibility*". The Vietnamese Journal of Science- Economics and Business, 26(4), 232-237
17. Thang, N. N. 2011. "*Knowledge based management: the lessons for Vietnam*". The Vietnamese Journal of Science- Economics and Business, 27(3), 172-178.
18. Huy, T.N & Thang, N. N. 2012. "*Salary strategies in context of Vietnam*". Journal of Economics and Development, 180, 114-117
19. Thang, N. N. 2012. "*Solutions to improve the management ability of SMEs in Vietnam*". Journal of Economy and Forecast, 17(17), 36-39.
20. Thang, N. N. 2012. "*Improvements of access to finance for SMEs in Vietnam*". Journal of Economy and Forecast, 17(19), 98-102
21. Thang, N. N. 2013. "*Corporate Social Responsibility at VINAX: labour practices approach*". The Journal of Commerce Sciences.
22. Thang, N. N. 2013. "*Enhancing HR quality for enterprises at Industrial Zones in Hai Duong*". Vietnam Economic Management Review, 53, 40-45
23. Thang, N. N. 2013. "*Enhancing competitive advantages of Vietnamese SMEs through Corporate Social Responsibility*". Journal of Economy and Forecast, 18(11), 36-39.
24. Thang, N. N. 2013. "*Linking training and employment in Vinh Phuc*". Figures and Events Review 479, 10-14.
25. Thang, N. N. & Long, N.T. 2013. "*Supports for SMEs in 2013: Policy approach*". Industrial Review of Vietnam - Economics and Management, 5/2013, 12-14
26. Thang, N. N. 2013. "*Corporate Governance in Vietnam*". Journal of Economy and Forecast, 18(13), 33-36.
27. Thang, N. N. 2013. "*Enhancing competitive advantages of Vietnamese SMEs through human resource*". Figures and Events Review 480, 12-16.
28. Thang, N. N. 2013. "*Enhancing human resource of Quang Ninh Custom Department*". Labour and Affairs Review 463, 10-12.
29. Thang, N. N. 2013. "*Developing sustainable SMEs through human resource*". Journal of Economy and Forecast, 18(5), 98-103

30. Thang, N. N. 2014. "CSR: theory and implications for Vietnamese firms". *Journal of Economics studies*, 429, 21-27
31. Thang, N. N. 2014. "CSR in Belgium: Lessons learned for Vietnamese firms". *Journal of Economics studies*, 434, 71-76
32. Thang, N. N. 2014. "Development strategy for Electric University to 2020". *Journal of Economy and Forecast*, 18(533), 26-28.
33. Thang, N. N. 2014. "CSR: labour approach". *Journal of Economy and Forecast*, 18(538), 36-38.
34. Thang, N. N. 2014. "Foundation for Development of CITICOM". *The Journal of Commerce Sciences*, 68, 60-65.

Papers published in international conference proceedings

35. Thang, N. N. and Tuyen, D. T. 2011. "*Corporate social responsibility and small and medium enterprises in Vietnam*". Proceedings of the 1st International Conference on Accounting, Business and Economics, November 1-2, 2011, Kuala Terengganu, Malaysia
36. Thang, N. N. and Huong, D. T. 2011. "*Human resource training in small and medium enterprises in Vietnam*". Proceedings of the 1st International Conference on Accounting, Business and Economics, November 1-2, 2011, Kuala Terengganu, Malaysia
37. Thang, N. N. 2011. "*The knowledge-based management in Vietnam: Evidence from case studies*". Proceedings of the International Conference on Integration: Cooperation and Competition, December 9, 2011, Hochiminh City
38. Thang, N. N. & Phu, N. N. 2011. "*An approach towards CSR and innovation integration*". Proceedings of the International Conference on Integration: Cooperation and Competition, December 9, 2011, Hochiminh City
39. Thang, N. N. & Huy, T.N. 2012. "*Assessing employment trends in Vietnam in the context of transition to higher-value economy*". Proceeding of the International Conference on Business Administration in a global society, August 15, 2012, Hanoi
40. Thang, N. N. & Long, N.T. 2012. "*The knowledge-based management: the case of Sannam*". Proceeding of the International Conference on Business Administration in a global society, August 15, 2012, Hanoi
41. Nguyen Ngoc Thang 2014. "*Human and institutional capacity development in public organization: a case of ILS*". Proceedings of the International Conference on issues of economic management and modern business administration, May 09, 2014, Hanoi,

42. Nguyen Ngoc Thang, Nguyen Anh Tuan, Nguyen Dang Minh 2014. "*An empirical study on the influence of organizational and technological aspects on the knowledge sharing behaviour in the Vietnam's university context*". Proceedings of the IFKAD 2014 - International Forum on Knowledge Asset Dynamics, June 11-13, 2014 Matera, Italy
43. Nguyen Ngoc Thang 2014. "*Promoting CSR implementation in SMEs in Vietnam*". Proceedings of the International Conference on Peace and the Future: The Cooperation of Asian Countries for the 21st Century, June 25th, 2014, Hanoi
44. Nguyen Ngoc Thang 2014. "*The impact of internal Corporate Social Responsibility on Organizational Commitment: Evidence from Vietnamese service firms*". Proceedings of the International Conference on Innovation, Competitive Improvement, and International Economic Cooperation, August 25-26, 2014, Hanoi

FELLOWSHIPS

1. Research Fellowship, European Commission in Brussels, 2003-2004;
2. Research fellowship in Japan, funded by Japan International Cooperation Agency (JICA), February, 2011;
3. Research fellow for research in Belgium, funded by De Vlaamse Interuniversitaire Raad (VLIR), May-Jun, 2011 and Jan-Feb, 2013 ;
4. JSPS Invitation Fellowship Programs for Research in Japan, funded by Japan Society for the Promotion of Science (JSPS), Nov-Dec, 2012.