**NEW CONTRIBUTION OF THE THESIS**

Subject of the dissertation: **The human resource in socio-economic development in Lao People's Democratic Republic (Lao PDR)**

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**New theoretical contributions**

Based on theoretical and practical research, the thesis has the following new academic contributions:

1. *Contextualized HRD Framework:* The thesis synthesizes various theories of HRD and presents a contextualized framework specifically tailored to the socio-economic conditions of Lao PDR. This framework offers a fresh perspective by integrating organizational-level factors such as employee motivation, leadership, and management support into the broader discourse on national human resource development. This helps fill the gap in existing literature, where most studies focus either exclusively on macro-level national policies or isolated organizational practices ([Ivarsson et al., 1995](#_ENREF_62); [Becker, 2009](#_ENREF_15)).
2. *Development of Measurement Scales:* A key contribution of this research is the development of new, validated measurement scales to assess the micro-level factors influencing HRD in Lao PDR, with a particular focus on organizational performance. These scales can be used in future studies within similar socio-economic contexts, contributing to the standardization of HRD metrics for developing countries.
3. *Focus on Organizational Impact:* Unlike previous studies that largely emphasize macro-level HRD policies, this research shifts the focus towards how these policies translate into actionable strategies at the organizational level. The analysis of how HRD influences employee performance, engagement, and leadership development offers a deeper understanding of the practical outcomes of HRD initiatives in businesses. This makes the theoretical contributions more applicable to the field of Human resource management.

**These findings and new proposals are derived from the research results.**

1. *Diagnostic Tools for Policymakers and Businesses: The* study’s findings provide policymakers, business leaders, and HR practitioners in Lao PDR with practical tools. By utilizing the measurement scales developed in this research, organizations can assess the effectiveness of their HRD programs, pinpoint areas for improvement, and strategically invest in human capital development.
2. *Action-oriented Recommendations for HRD Initiatives:* The recommendations presented in this thesis are designed to be immediately applicable to organizations in the Lao PDR. The study outlines specific strategies for enhancing employee motivation, leadership support, and performance evaluation systems, which are crucial for improving organizational productivity and achieving sustainable HRD outcomes. These contributions ensure that HRD efforts are not only aligned with national development goals but also tailored to meet the practical needs of local businesses.
3. *Support for HR Strategy Development:* The findings also provide a roadmap for businesses to develop more effective HR strategies, particularly in areas such as employee engagement, leadership development, and feedback systems. By focusing on micro-level factors, this research enables organizations in Lao PDR to enhance their HR practices, thereby contributing to workforce development and organizational growth.

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