

ISBN: 978- 604- 4997- 57- 5 ISBN: 978- 604- 7997- 48- 3

# **Proceedings**

# LSCAC 2024 INTERNATIONAL CONFERENCE

# The 7<sup>th</sup> International Conference

"Language, Society, and Culture in Asian Contexts (LSCAC 2024)"

Hue city, Vietnam, November 22-24, 2024

# Organized by:

- The Institute of Cultural Anthropology, Ha Noi, Vietnam
- The College of Hue, Hue City, Viet nam
- University of Hyderabad, India
- Universitas Negeri Malang, Indonesia
- Mahasarakham Univeristy, Thailand
- The Research Institute of Northeastern Art and Culture, Mahasarakham University

NHÀ XUẤT BẢN THÔNG TIN VÀ TRUYỀN THÔNG

# PROCEEDINGS

# THE 7TH INTERNATIONAL CONFERENCE LANGUAGE, SOCIETY AND CULTURE IN ASIAN CONTEXT (LSCAC 2024)

22-24 NOVEMBER, 2024 HUE, VIETNAM

# **KEYNOTE SPEAKER**

Prof. Dr. Ted Morrissey, Lindenwood, United State Prof. Dr. David Pickus, The American University, Vietnam Assoc. Prof.Dr. Pham Thi Hong Nhung, Huflis, Hue University, Vietnam

# **EDITORS**:

- 1. Prof. Dr. Prabhakara Rao Jandhyala, University of Hyderabad, India
- 2. Prof. R.Siva Prasad, University of Hyderabad, India
- 3. Prof. Dr. Theodore Morrissey, Lindenwood University, United States
- 4. Prof. Dr. Gatut Susanto, Universitas Negeri Malang, Indonesia
- 5. Assoc. Prof. Dr. Hoang Thi Hue, Hue University, University of Education, Vietnam
- 6. **Assoc. Prof Dr. Tran Kiem Minh,** Dean, Mathematics Faculty, Hue University, University of Education, Viet Nam
- 7. Assoc. Prof. Dr. Prayook Srivilai, President of Mahasarakham University, Thailand
- Assoc Prof. Dr. Do Lai Thuy, Director of Institute of Cultural Anthropology, Vietnam
- 9. Dr. Hoang Bao Hung, Rector of The College of Hue, Hue city, Vietnam
- 10. Dr. Mellissa Morrissey, Springfield University, United States
- Dr. Moch. Syahri, S.Sos, M.Si, Dean Faculty of Literature, Universitas Negeri Malang, Indonesia
- 12. **Dr. Edy Hidayat, S.Pd., H.Hum,** Vice Dean II Faculty of Literature, Universitas Negeri Malang, Indonesia
- 13. **Dr. Ari Sapto, M.Hum,** Dean Faculty of Social Science, Universitas Negeri Malang, Indonesia
- 14. **Dr. Deny Yudo Wahyudi, S.Pd., M.Hum,** Vice Dean II Faculty of Social Science, Universitas Negeri Malang, Indonesia
- 15. **Syamsul Bachri, S.Si., M.Sc.,** Ph.D, Vice Dean III Faculty of Social Science, Universitas Negeri Malang, Indonesia
- 16. **Prof. Dr. Hardika, M.Pd,** The Head of Educational and Learning Development Institution, Universitas Negeri Malang, Indonesia
- 17. **Assoc. Prof. Dr. Theera Roungtheera,** Vice Dean for Research and Graduate Studies, Faculty of Humanities and Social Sciences, Thailand, Indonesia
- 18. Dr. Apiradee Jansaeng, Deputy Director for Research and International Affairs,

Research Institute of Northeastern Arts and Culture, Thailand

- 19. Asst. Prof. Dr. Kittiphong Praphan, Head of the Department of Western Languages and Linguistics, Faculty of Humanities and Social Sciences, Thailand
- 20. Assistant Professor Dr.Choopug Suttisa, Mahasarakham University, Thailand
- 21. **Mr. Thorm Gatewongsa,** Director of Research Institute of Northeastern Art and Culture, Mahasarakham University, Thailand
- 22. **Dr. Truong Bach Le, English Faculty,** Hue University of Foreing Language, Hue University, Viet Nam
- 23. **Dr. Do Phuong Thao,** Communist Party of Vietnam, Central Propaganda Committee, Vietnam
- 24. **Assoc.Prof. Dr. Dang Van Chuong,** History Departement, Hue University, University of Education, Vietnam
- 25. **Dr. Vo Thi Lien Huong,** Deputy Head Office of Science Technology, HUFLIS, Hue University, Vietnam

#### Theme: FOREIGN LANGUAGE TEACHING IN ASIAN CONTEXT - ORAL Chair: Dr. Phan Thi Thanh Thao Hue University- University of Foreign Language and International Studies, Vietnam

FLT 30	Cooperation and Competition Between China and The United States in Political and Security Affairs in Southeast Asia (2017 - 2023) Võ Dương Anh Phương, PhD. Võ Thị Kim Thảo, Bạch Thảo Linh, Nguyễn Thị Khánh Ly, Nguyễn Thị Tố Loan	232
FLT 31	The impact of digital technologies in Vietnam - the case of French as a foreign language in schools (programming, textbook design, teaching/learning support) Assoc. Prof. Dr. Phạm Thị Anh Nga	243
FLT 32	An investigation into the use of online resources in learning English pronunciation by ethnic minority students at a lower secondary school in Gia Lai province <b>PhD. Phan Thi Thanh Thao &amp; Tran Thi Vu Thien</b>	256
FLT 33	The Contribution to Aesthetic Development in Children from the perspective of outdoor playground equipment design in Ho Chi Minh city <b>Nguyen Thi Uyen Uyen</b>	263
	Theme: MODERN ASIA LITERATURES – VIETNAMESE Chair: Assoc. Prof. Dr. Hoang Thi Hue University of Education, Hue University, Vietnam	
MAL 34	The Eastern window (Nguyen Thi Kim Hoa) through the lens of trauma theory Hoang Thi Khanh Ly & Pham Khanh Duy	271
MAL 35	The infusion of novel thinking into short stories in contemporary Vietnam PhD. Tran Viet Thien	279
MAL 36	The image of the soldier researched from the woman on the express train transformed into the movie the Sleepwalking woman <b>PhD. Nguyen Thi Quynh Trang</b>	284
	Theme: DIGITAL TRANSFORMATION OF ASIAN ECONOMY Chair: Prof. David Pickus (The American University in Vietnam, Da Nang City)	
DTA 37	Digital technology transformation towards sustainable development: experiences from east Asian countries, and directions, solutions for Vietnam Assoc. Prof. Dr. Hoàng Văn Hiển, PhD. Võ Thị Kim Thảo & Hồ Hữu Yên Minh	293
DTA 38	Determinant factors affecting the knowledge capacity of commune cadastral officials in a mountainous district: a case study in A luoi district, Thua Thien Hue province, Vietnam Le Ngoc Phuong Quy, Duong Thi Thu Ha, Le Dinh Huy & Tran Trong Tan	306
DTA 39	Transforming Intangible Heritage into Innovative Products for the Creative Economy in Mahasarakham Province, Thailand Assistant Professor Dr. Choopug Suttisa, Dr. Apiradee Jangsaeng & Dr. Atcharee Chantamool	316
DTA 40	The digital economy and their impacts to Vietnamese culture PhD Vu Thi Viet Nga	322
	Theme: MODERN ASIA LITERATURES – VIETNAMESE Chair: Dr. Phan Tuan Anh	

## University of Science, Hue University



#### DETERMINANT FACTORS AFFECTING THE KNOWLEDGE CAPACITY OF COMMUNE CADASTRAL OFFICIALS IN A MOUNTAINOUS DISTRICT: A CASE STUDY IN A LUOI DISTRICT, THUA THIEN HUE PROVINCE, VIETNAM

Le Ngoc Phuong Quy<sup>1\*</sup>, Duong Thi Thu Ha<sup>1</sup>, Le Dinh Huy<sup>1</sup>, Tran Trong Tan<sup>1</sup> <sup>1</sup> University of Agriculture and Forestry, Hue University 102 Phung Hung street, Hue city, Vietnam. \*Corresponding author: Email: lnpquy@hueuni.edu.vn or lengocphuongquy@huaf.edu.vn

#### Abstract

This study aims to identify the factors affecting the knowledge capacity of commune cadastral officials in land management in A Luoi district, Thua Thien Hue province. A survey questionnaire using semi-structured interviews was administered to 171 respondents representing commune cadastral officials, local authorities at district and commune levels, and local people. The results showed that training and development activities, salary and bonus payments, management and supervision of staff, working conditions and job characteristics were critical factors influencing the knowledge capacity of commune cadastral officials. In addition, the data proved that training and professional development activities had the greatest impact on knowledge capacity of commune cadastral officials according to the standardised regression equation KC=0.484TPDA+0.271JC+0.473MSS+0.383WC+0.403SBP. The results of this study have implications in the next step, the local government should organise regular training courses to improve the knowledge capacity of the commune cadastral officials in land management.

*Keywords:* commune cadastral officials; influencing factors; human resource management; knowledge capacity; land management.

#### **1. BACKGROUND OF THE STUDY**

On March 17 2023, the Government issued Resolution 37/NQ-CP promulgating the Government's Action Program to implement Resolution 18-NQ/TW dated June 16, 2022. The Resolution clearly states that it is necessary to promote digital transformation in the field of land management and use and ensuring that all people have access to information on land management, planning and use (Vietnam Government, 2023).

Improving human resources, especially commune cadastral officials (CCOs), who play an important role in land management, is necessary to promote digital transformation in land management and use. The responsibilities of CCOs are to advise and carry out specific works to assist commune people's committees in the field of land according to legal regulations (Ministry of Home Affairs, 2019). The tasks of land management require CCOs to have specific capacity and professional qualifications to meet the requirements of the job. However, the professional knowledge capacity (KC) of the current CCOs is still limited, which leads to difficulties and challenges in land management at the commune level (MONRE, 2021). Therefore, it is essential to improve the KC of CCOs who contribute to improving the effectiveness of local land management in the context of digital transformation, especially in mountainous areas where 14. 1 million ethnic minorities live, representing 14.7% of the country's total population, with the rate of poor and near-poor households 3.5 times higher than the national rate (CEMA & GSOV, 2020).

A Luoi is one of the two mountainous border districts of Thua Thien Hue province, with altitudes ranging from 600-750m to 1,500-1,600m above sea level. The terrain here is strongly dissected with many high mountain peaks, deep ravines, and rapids. It is home to four ethnic minority groups (Pa Ko, Ta Oi, Ka Tu and Pa Hy) who make up over 90% of the total population (Thua Thien Hue People's



Committee, 2005).

CCOs have recently made significant contributions to land management in the district (A Luoi District People's Committee, 2022). In recent years, the local authorities have focused on promoting and improving the qualifications and professional skills of CCOs, such as issuance of land use right certificates and establishment of cadastral records (A Luoi District People's Committee, 2022). However, other non-professional factors such as job characteristics, salary and bonus payments, working conditions, management and supervision of staff seriously affect the ability of CCOs to perform their duties that neglected by local authorities. In addition, due to the lack of systematic analysis of capacity development, the current KC of CCOs in the district is still low and does not meet the practical requirements of local land management (A Luoi District People's Committee, 2022). These are some of the reasons why land administration in A Luoi district is inefficient, people's satisfaction with land administration procedures is not high, and land complaints and disputes are still frequent. In order to contribute to improving the efficiency of land administration in A Luoi district, it is necessary to identify the controlling factors and the extent of their influence on the KC of cadastral staff. The research not only contributes to providing scientific arguments the critical factors influencing the KC of CCOs but also aims to improving the efficiency of land administration in moutainous areas of Vietnam.

#### 2. METHOD

#### 2.1. Semi-structured interviews

The study is based on fieldwork conducted between October and November 2023 in A Luoi district. We use semi-structured interviews to collect data from a total of 171 people who work directly with CCOs and have a good understanding of CCOs' KC, consisting of CCOs, local authorities at district and commune levels, and local people.

Firstly, we interviewed CCOs, commune chairman, vice-chairman. In A Luoi district, there are a total of 19 CCOs in land administration and a total of 36 commune chairman, vice-chairman. Therefore, the authors interviewed all of them to fully understand and ensure the quality of the data. Secondly, the authors have interviewed eight people who are knowledgeable about CCOs and factors affecting the KC of CCOs. Out of 8 interviewees, there are four representatives from A Luoi district Department of Natural Resources and Environment, four representatives from A Luoi district Land Registry Office Branch. Finally, for the household surveys, semi-structured interviews were conducted based on the Cochran (1963) formular as a bellows:

 $n=Z^2\times \frac{p\times q}{\epsilon^2}=Z^2\frac{p\times (1-p)}{\epsilon^2}(1)$ 

This applies where n is the sample size,  $Z^2$  is the abscissa of a normal curve that reduces the area  $\alpha$  at the tail (1- $\alpha$  corresponds to a desired level of confidence), e is a required level of precision, p is the estimated proportion of an attribute present in the population, and q is 1- p. In statistical tables that include the area under the normal curve, the value of Z is found. In this study we chose the 95% confidence level, so the Z value = 1.96. The estimated proportion p was chosen to be 0.5. The desired level of precision was chosen to be e = 10%. Sample sizes are therefore calculated as follows:

$$n=1.96^2 \times \frac{0.5 \times (1-0.5)}{0.1^2} = 96$$
 (2)

However, according to Hoyle (1995) a sample size of 100 to 200 is usually a good starting point for data analysis. Based on the survey sample calculation of Cochran (1963) and Hoyle (1995) it is also important to ensure that the sample size is large enough (>100 samples) after eliminating unsatisfactory votes (if unsatisfactory). The sample size for the survey will be 108 samples. Stratified random sampling will be used for the selected households surveyed. The purpose of the interview is to know more deeply about the current KC of CCOs, factors influencing the KC of CCOs in land management.



## 2.2. Method of consulting experts

Consulting experts are to assess the fit of the observed variables with the research concepts in the model. The total number of experts interviewed was five experienced land management professionals in A Luoi district. The proposed research model includes five factors with 28 observed variables, as shown in Table 1.

Encode	Scale content	Related research
Job characte	eristics (JC)	
JC1	The job is suitable for CCOs' educational and professional qualifications.	(Nguyen, 2015)
JC2	The job allows CCOs to use of their personal capacity well.	(Nguyen, 2015)
JC3	The CCOs are assigned reasonable workloads.	Recommended by the authors
JC4	The CCOs feel that their current job has many challenges.	(Nguyen, 2015)
	Training and professional development acti	vities (TPDA)
TPDA1	The CCOs regularly participate in training and professional development courses to improve the necessary working knowledge and skills.	(Nguyen, 2020)
TPDA2	The administrators have a clear plan for training	Recommended
	and professional development.	by the authors
TPDA3	The CCOs know the necessary conditions for	(Nguyen, 2020)
TPDA4	The administrators encourage and create many opportunities for CCOs to be trained to develop and improve their capacity	(Enemark & Williamson, 2004; Nguyen, 2015)
	Salary and bonus payments (SB	P)
SBP1	Salary is relevant to the nature of the CCOs' work and the effort they made.	(Nguyen, 2020)
SBP2	Salary is relevant to their work results.	(Nguyen, 2020)
SBP3	Salary guarantees the life of the CCOs and their families.	(Nguyen, 2020)
SBP4	The CCOs received the salary and bonus payments when successfully finishing their work.	Recommended by the authors
Working co	onditions (WC)	
WC1	The CCOs are provided with sufficient equipment and necessary tools for their work.	(Nguyen, 2015)
WC2	The workplace facilities are good.	(Nguyen, 2015)
WC3	The workplace is safe, comfortable, and clean.	(Nguyen, 2015; Nguyen, 2017)
WC4	Work pressure is not too high.	Recommended by the authors
	Management and supervision of staff	f (MSS)
MSS1	Superiors have the capacity, vision, and good executive and management ability.	(Enemark & Williamson, 2004)

Table 1. Scale of research concept	Table	1. Scale	of research	concepts
------------------------------------	-------	----------	-------------	----------



MSS2	Superiors value the talents and contributions of the CCOs.	(Enemark & Williamson, 2004; Nguyen, 2015; Todorovski et al., 2009)
MSS3	Superiors listen to the opinions and thoughts of the CCOs.	Recommended by the authors
MSS4	Superiors regularly monitor, manage, and supervise the work of the CCOs.	Recommended by the authors
	Knowledge capacity of CCOs (F	(C)
KC 1	The legal knowledge of CCOs on conciliation and land dispute resolution is very good.	Recommended by the authors
KC2	The CCOs' knowledge of procedures for conciliation and land dispute resolution is very good.	(Nguyen, 2015)
KC3	The CCOs' knowledge about the time to conduct conciliation and resolve land disputes is very good.	Recommended by the authors
KC4	The CCOs' knowledge about the authority to carry out conciliation and resolve land disputes is very good.	Recommended by the authors
KC5	The CCOs' knowledge about the conditions for issuance of land use rights certificates is very good.	(Nguyen, 2017)
KC6	The CCOs' knowledge of land registration laws, issuance of land use rights certificates, and preparation and management of cadastral records is very good.	Recommended by the authors
KC7	The CCOs' knowledge of the procedures for land registration, land use rights certificates issuance, and preparation and management of cadastral records is very good.	Recommended by the authors
KC8	The CCOs' knowledge about the authority to register land, issue certificates, and prepare and manage cadastral records is very good.	(Nguyen, 2017)



The proposed model and corresponding hypotheses are shown in Figure 1.



Figure 1. Proposed model

#### 2.3. Methods of analyzing and processing data

All data from the quantitative interview findings were coded and entered into Excel software and then processed using SPSS 26 software.

In order to determine the level of assessment of KC of CCOs, JC, TPDA, SBP, WC and MSS, the authors used the Likert scale of five levels (Likert, 1932) with a scale of points identified as follows 1. Strongly disagree; 2. Disagree; 3. Normal; 4. Agree; 5. Strongly agree. The value of the people's evaluation score (m) is determined by the formula:  $m = \text{total score of each criterion/total number of questionnaires. The scale distance (a) is defined as a = <math>\frac{\text{Max}-\text{Min}}{n}$ (3). With min = 1, max = 5 and n = 5, a = 0.8. Accordingly, the level of agreement is divided into 5 levels as follows: Totally agree:  $4.20 < m \le 5.00$ ; Agree:  $3.40 < m \le 4.20$ ; Normal:  $2.60 < m \le 3.40$ ; Disagree:  $1.80 < m \le 2.60$ ; Totally disagree: m  $\le 1.80$ .

In order to assess the impact of the relationship between CCOs' KC, JC, TPDA, SBP, WC and MSS, the authors use Explore Factor Analysis (EFA) through the following steps. First, the study tests the scale using Cronbach's Alpha coefficient. The quality of the scale is assessed using the reliability coefficient tool Cronbach's Alpha, which is often used to measure how closely the items in the scale are correlated with each other. In order to calculate Cronbach's Alpha for a scale, the scale must have at least three measurement variables (George & Mallery, 2016).

The study conducts testing of each component before factor analysis. Variables with variable correlation coefficient sum < 0.3 will be excluded. Criteria for choosing a scale with reliability Cronbach's Alpha of 0.6 or higher (George & Mallery, 2016). According to Hair et al. (1998) EFA is a statistical analysis method used to reduce a set of many observed variables into a group so that they are more meaningful but still contain most of the content. Based on the information of the original variable, then EFA analysis is considered appropriate when the following conditions are satisfied: (1) the Factor



Loading coefficient of the observed variables is greater than 0.5, proving that these observed variables are reliable; (2) KMO coefficient satisfies the suitability of factor analysis if  $0.5 \le \text{KMO} \le 1$ ; (3) Bartlett's test has statistical significance < 0.05; (4) Cumulative % of variance > 50% (Anderson & Gerbing, 1988). When analyzing EFA for influencing factors, the author uses Principal Component Analysis method with Principal Axis Factoring rotation and breakpoint when extracting factors with eigenvalue greater than 1. Finally, multivariate linear regression analysis to determine which factors affect the dependent variable. The regression equation has the form:

KC =  $\alpha_0 + \alpha_1 X_1 + \alpha_2 X_2 + \dots + \alpha_5 X_5$  (4) Of which: KC is a dependent variable, KC of CCOs. X<sub>1</sub>, ..., X<sub>5</sub> represent independent variables  $\alpha_0$ : is the intercept  $\alpha_1, \dots, \alpha_5$  are the coefficient values of independent variables

#### 3. FINDINGS AND DISCUSSION

#### 3.1. Reliability test

The results of the reliability tests of the scales are shown in Table 2. Table 2. Reliability test results

No	Observed	Scale	Scale	Corrected	Cronbach's	Cronbach's
	variables	mean if	variance	item total	Alpha if item is	Alpha
		item is	if item is	correlation	deleted	
		deleted	deleted			
1	JC1	7.11	2.823	0.775	0.617	
2	JC2	7.21	2.890	0.675	0.709	0.804
3	JC3	7.55	2.776	0.536	0.874	0.804
4	JC4	7.11	2.553	0.342	0.235	
5	TPDA1	9.19	8.880	0.786	0.859	
6	TPDA2	9.26	9.047	0.827	0.844	0.805
7	TPDA3	9.23	8.735	0.857	0.831	0.893
8	TPDA4	9.05	10.112	0.614	0.919	
9	SBP1	10.55	6.547	0.760	0.639	
10	SBP2	10.65	6.561	0.695	0.678	0.786
11	SBP3	10.00	10.066	0.358	0.831	0.780
12	SBP4	10.08	7.780	0.590	0.736	
13	WC1	9.90	6.318	0.565	0.718	
14	WC2	9.82	5.919	0.769	0.619	0.770
15	WC3	9.82	6.378	0.664	0.675	0.770
16	WC4	10.90	6.384	0.377	0.842	
17	MSS1	11.47	5.597	0.710	0.910	
18	MSS2	11.35	5.216	0.862	0.861	0.000
19	MSS3	11.39	4.667	0.842	0.866	0.909
20	MSS4	11.23	5.030	0.779	0.888	

The results showed that 20 scales and their observed variables met the reliability values and were further analyzed for exploratory factors. Meanwhile, JC4 has a total correlation coefficient less than 0.3 so it was excluded from the model.



#### **3.2.** Exploratory factor analysis

	Bartlett's test		
KMO test	Cumulative %	Minimum	Significant of
		Eigenvalues	Bartlett's test
0.717	79.58	1.236	0.000

Table 3. KMO and Bartlett's test and total variance explained for independent variables

In Table 3, the KMO coefficient of 0.717 is greater than 0.5, which satisfies the adequacy of the factor analysis. In addition, the coefficient Sig.=0.000 (Sig. <0.005) of Bartlett's test shows that the observed variables are statistically significantly correlated with each other, so the observations are suitable for factor analysis. The value of the average variance extracted or cumulative % is 79.58%, which means that 79.58% of the variation in the factors is explained by the observed variances in the model. The Eigenvalue =1.236 greater than 1 indicates that the results of the factor rotation allow stopping at the fifth factor (F1-F5), as shown in Table 4.

Observed	Factors				
variables	F1	F2	F3	F4	F5
MSS1	0.820				
MSS3	0.876				
MSS2	0.884				
MSS4	0.816				
SBP2		0.908			
SBP1		0.892			
SBP3		0.868			
SBP4		0.665			
WC2			0.881		
WC3			0.852		
WC1			0.699		
JC1				0.885	
JC2				0.860	
JC3				0.687	
TPDA2					0.905
TPDA1					0.835
TPDA4					0.722

Table 4. Rotated component matrix in exploratory factor analysis (EFA)

Regarding the rotated matrix, the authors used a survey sample size of 171 therefore the factor loading coefficient must be greater than 0.5 (sample size less than or equal to 120). Table 4 shows that the observed variables all meet the requirements of convergent validity and discriminant validity, so they meet the requirements to carry out the next analysis process.

In addition, the scale for measuring the KC of CCOs is made up of 6 observed variables. The results of reliability assurance using Cronbach's Alpha coefficient are presented in Table 5.

Observed variables	Corrected item total correlation	Cronbach's Alpha if item deleted
KC1	0.856	0.925
KC2	0.893	0.921
KC3	0.884	0.921

 Table 5. Results of Cronbach's Alpha of the measurement scale of CCOs KC



KC5	0.775	0.935
KC6	0.739	0.939
KC7	0.856	0.925
Cronbach's alpha	0.941	

Note: The variables of KC4 and KC8 were deleted due to Corrected Item – Total Correlation less than 0.3.

The Cronbach's alpha of the scale for measuring KC (0.941) is above the acceptance level (>0.6). The corrected item-total correlation of the observed variables is also relatively high, ranging from 0.739 to 0.893. At the same time, the EFA analysis results of this scale show that the observed variables are quite high, from 0.921 to 0.939, with the KMO coefficient of 0.892 and the significance of Sig.=0.000. It can be concluded that this result is suitable for the next step of the regression analysis. The dependent variable Y is determined by calculating the average value of 6 observed variables including KC1, KC2, KC3, KC5, KC6, KC7.

#### **3.3.** Multiple linear regression analysis

The results of regression analysis are illustrated in the following Table 6.

Model	R <sup>2</sup>	R Square	Adjusted R Square	Std. error of the estimate	Durbin- Watson coefficient
1	0.917 <sup>a</sup>	0.840	0.826	0.418	2.532

Table 6. Summary of the results of regression analysis

Note: <sup>a</sup> Independent factor (Constant), job characteristics, training activities and professional development, salary and bonus payments, working conditions, management and supervision of staff.

The results of the data analysis from Table 6 show that the coefficient of  $R^2$  is 0.917 ( $R^2 > 0.5$ ), proving that the model's appropriateness is high at 91.7%. In addition, the adjusted  $R^2$  value more accurately reflects the model's appropriateness to the population with a value of 0.826. The independent variables explain 0.826% of the variation in the dependent variable "KC of CCOs." Durbin-Watson coefficient (2.532) meets the requirements in the range from 1 to 3.

To test the appropriateness of the overall regression model, the researcher considers the F statistical value in the ANOVA analysis of variance in the following Table 7.

No.	Model	Sum of squares	Degrees of freedom (df)	Mean square	F value	Sig.
1	Regression	51.527	5	10.305	58.851	0.000 <sup>b</sup>
2	Residuals	9.806	56	0.175		
3	Total	61.333	61			

Table 7. Results of ANOVA analysis of variance.

Note: <sup>b</sup> Dependent factor: KC of CCOs

Table 7 indicates that the value of the F test has a significance level of Sig=0.0000 (Sig < 0.05), which initially shows that the linear regression model is suitable for the data and can be implemented.

Table 8. Results of linear regression model in KC

NI.	Esstars	Unstandardized	4	P value	Collinearity
INO	Factors	coefficients	t	(Sig.)	statistics

		В	Std. Deviation	Standardized coefficients beta			Tole- rance	VIF
1	Constant	0.013	0.053		0.246	0.807		
2	SBP	0.404	0.054	0.403	7.543	0.000	1.000	1.000
3	JC	0.271	0.054	0.271	5.064	0.000	1.000	1.000
4	MSS	0.474	0.054	0.473	8.853	0.000	1.000	1.000
5	WC	0.384	0.054	0.383	7.159	0.000	1.000	1.000
6	TPDA	0.485	0.054	0.484	9.060	0.000	1.000	1.000

Regarding the regression results with factors, Table 8 reveals that the model is significant at the 1% level (Sig.=0.0000), and the factors explain 80.7% of the KC of the CCOs in A Luoi district, Thua Thien Hue province. The factors positively correlated with CCOs' KC consist of JC, TPDA, SBP, WC, and MSS. From the results of the standardized regression model, it shows that the relationship between the dependent variables and the five independent variables is expressed under the standardized regression equation as follows:

KC = 0.484TPDA + 0.271JC + 0.473MSS + 0.383WC + 0.403SBP (5)

The regression equation shows that the order of factors that most influence the KC of CCOs is (1) TPDA with the value of 0.484, (2) MSS with the value of 0.473, (3) SBP with the value of 0.403, (4) WC with the value of 0.383, and (5) JC with the value of 0.271.

#### 4. CONCLUSIONS AND SUGGESTIONS

The study analysed the main factors influencing CCOs' knowledge of land management in an integrated model. The study results showed that five factors influence the knowledge of CCOS, including JC, TPDA, SBP, WC, and MSS. Among the aforementioned factors, TPDA has the greatest impact on the KC of CCOs in land management. The results of the paper provide useful information and help the local government to formulate a plan to support CCOs to improve their knowledge capacity in land management more effectively in the context of digital transformation by focusing on training and professional development activities. The results of the study have important theoretical significance as they have added new insights to the literature on the factors affecting knowledge capacity in land management. However, in order to provide more meaningful data for policy discussion, future research needs to extend the study sites to other mountainous districts in Central Vietnam.

#### ACKNOWLEDGMENT

This research was funded by Hue University, grant number DHH2023-02-171. The authors are grateful to Hue University for their financial support.

## REFERENCES

**1.** A Luoi District People's Committee. (2022). *Report on the results of implementing socio-economic development in 2022.* 

**2.** Anderson, J. C., & Gerbing, D. W. (1988). Structural equation modeling in practice: A review and recommended two-step approach. *Psychological Bulletin*, *103*(3), 411–423. https://doi.org/10.1037/0033-2909.103.3.411

**3.** CEMA (Committee for Ethnic Minority Affairs), & GSOV (General Statistics Office of Vietnam). (2020). Results about the Socio-Economic situation of 53 Ethnic minority groups in Vietnam. In *General Statistics Publisher*. https://www.gso.gov.vn/wp-content/uploads/2020/07/01-Bao-cao-53-dan-toc-thieu-so-



2019\_ban-in.pdf

4. Cochran, W. G. (1963). *Sampling techniques. 2nd edition*. John Wiley & Sons.

**5.** Enemark, S., & Williamson, I. (2004). Capacity building in land administration - A conceptual approach. *Survey Review*, *37*(294), 639–650. https://doi.org/10.1179/003962604791482225

**6.** George, D., & Mallery, P. (2016). IBM SPSS Statistics 23 Step by Step. In *IBM SPSS Statistics 23 Step by Step*. https://doi.org/10.4324/9781315545899

7. Hair, J., Andreson, R., Tatham, R., & Black, W. (1998). *Multivariate data analysis* (5th ed.). Prentice-Hall Inc.

**8.** Hoyle, R. . (1995). Structural equation modeling: Concepts, issues, and applications. In Rick H Hoyle (Ed.), *Structural equation modeling: Concepts, issues, and applications*. Sage Publications, Inc.

**9.** Likert, R. (1932). A technique for the measurement of attitude. *Archive Psychology of New York*, *140*, 5–55.

**10.** Ministry of Home Affairs. (2019). *Guidance on regulations on officier, civil servant of commune official and non-specialized operators at commune level, village level and residential group level* (No. 13). Circular.

**11.** MONRE (Ministry of Natural Resources and Environment). (2021). *Report on the project to improve land management capacity for the period of 2011-2020.* 

**12.** Nguyen, D. T. T. (2015). *Improvement of the quality of cadastral officials in Soc Son district, Ha Noi*. National Economic University.

**13.** Nguyen, T. T. (2017). *Improvement of the quality of cadastral officials in communes, wards and towns of Ha Noi city*. National Economic University.

**14.** Nguyen, V. T. (2020). Solutions for improving the quality of cadastral management officials of Thanh Hoa city. *Vietnam Trade and Industry Review*, *16.* https://tapchicongthuong.vn/bai-viet/giai-phap-nang-cao-chat-luong-doi-ngu-can-bo-quan-ly-dia-chinh-tren-dia-ban-thanh-pho-thanh-hoa-74091.htm

**15.** Thua Thien Hue People's Committee. (2005). *Geographical and Tradition Hue, part 1 – Nature*.

**16.** Todorovski, D., Miskovski, V., & Macedonia, R. (2009). Building the capacities in the cadastral and land registration organizations at individual level, in developing and transition countries. *7th FIG Regional Conference Spatial Data Serving People: Land Governance and the Environment – Building the Capacity*, 1–11.

**17.** Vietnam Government. (2023). Resolution 37/NQ-CP promulgating the Government's Action Program to implement Resolution 18-NQ/TW dated June 16, 2022, of the 5<sup>th</sup> Conference of the 13th Party Central Committee on "Continuing to Innovate and perfect institutions and policies, improving the effectiveness and efficiency of land management and use, creating momentum to turn our country into a high-income developed country".

## **Responsible for Publishing**

Director - Editor-in-Chief:

## PhD. TRAN CHI DAT

Editors:	Nguyen Tien Phat - Han Hoang Yen
Ebook Editing:	Nguyen Tien Phát - Han Hoang Yen
Graphic Editor:	Thanh Thuy
Book Cover Design:	Le Trang

#### INFORMATION AND COMMUNICATIONS PUBLISHING HOUSE

www.nxbthongtintruyenthong.vn, book365.vn, ebook365.vn

Adress: 6th Floor, Radio Frequency Department Building, 115 Tran Duy Hung, Cau Giay District, Hanoi City
Telephone: 024.35772141/35772145 E-mail: nxb.tttt@mic.gov.vn
Phone of the Publishing Department: 024.35772138
Branch in Ho Chi Minh city: 211 Nguyen Gia Tri Street, Ward 25, Binh Thanh District, Ho Chi Minh City
Telephone: 028.35127750/35127751 E-mail: cnsg.nxbtttt@mic.gov.vn
Branch in Central and Central Highlands regions:
Adress: 42 Tran Quoc Toan Street, Hai Chau District, Da Nang City 46 Y Jut Street, Thong Nhat Ward, Buon Ma Thuot City, Dak Lak Province
Telephone: 0236.3897467/0262.3808088 Fax: 0236.3843359
Email: cndn.nxbtttt@mic.gov.vn

Publication Registration Numbe: 5270-2024/CXBIPH/9-180/TTTT Publication Decision Number: 537/QĐ - NXB TTTT ngày 31 tháng 12 năm 2024 ISBN: 978-604-4997-57-5