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Assessing the current status of personnel appointment work in state agencies in Vietnam

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Abstract

The leadership and management team plays a decisive role in successfully organizing and implementing the Party's guidelines and policies and the State's laws, making an important contribution to promoting economic development - society, maintaining national defense and security and building a strong political system. Personnel work includes stages from recruitment, use, appointment, training, rotation, exemption, etc. In which, the appointment of officers has a very important role and significance. That is one of the very necessary tasks to actively change and perfect the leadership structure in a positive direction to help improve the management efficiency of each agency and organization. However, in addition to the positive aspects of the actual appointment work that are commendable, there are still many limitations that need to be overcome and changed. Observation in an organization in general and a State organization in particular is that the entire workforce is working for the organization and is arranged in a certain way to perform a certain job. In State agencies, personnel include officers, civil servants and contract workers. In terms of quantity, State agencies have the largest staff, they are "state employees" who are assigned by the State to arrange work and execute work on behalf of the State's power. Services) according to the order and procedures prescribed by law to ensure the effectiveness and efficiency of State management. Below we will evaluate the current status of personnel appointment work in State agencies in Vietnam.

Keywords: personnel appointment, state agencies, Vietnam

1. Introduction

Research the theoretical and practical basis of staff assessment and planning to provide a scientific basis for competent agencies to supplement and complete regulations and assessments on assessment and planning, leadership and management staff; Propose a system of solutions to build a team of leadership and management officials at all levels and sectors of the province to serve the cause of industrialization and modernization of the country. At the same time, it contributes to improving professional qualifications and practical experience for the staff organization team in the province.

Basic tasks of the topic

Properly analyze the current status of evaluation work, discover practical problems that need to be solved. Based on the results of theoretical and practical research, propose a system of solutions to improve the quality of assessment and planning of leaders and managers at all levels and sectors in the province to meet task requirements. Currently; Provides a scientific basis to adjust, supplement and complete regulations, processes and specific tasks to improve the quality of leaders and managers.

Research subjects of the project

Key officials of provincial departments, branches and organizations (unit leaders and heads and deputy officers of departments and divisions under the unit); key officials of districts and cities; key officials of communes, wards and towns; Managers of state-owned enterprises and public service units in Vietnam.

2. Reality

The world and regional situation continues to have complicated and unpredictable developments. Peace, cooperation, integration and development are still the main trends, but traditional and non-traditional security threats, climate change and the spread of the Covid-19 epidemic pose an increasing risk. increase. The strong development of the fourth industrial revolution and the trend of internationalizing human resources are both opportunities and challenges for Vietnam. The cause of innovation, international integration, and rapid and sustainable national development is moving to a new, higher stage, becoming more and more profound, difficult, and complex. That situation has a strong, comprehensive and profound impact on cadre work and the building of cadres; poses a requirement to continue to strongly innovate in personnel work and build a team of civil servants at all levels, especially strategic-level officials, with sufficient qualities, capacity and prestige.

To achieve that, continuing to innovate and build a team of officials at all levels must closely follow the overall goals set by the XIII Central Executive Committee. That is to build a team of officials, especially strategic-level officials, with sufficient qualifications, capacity, prestige, and on par with their tasks; sufficient quantity, quality, and structure consistent with the strategy for socio-economic development and national defense; Ensuring enough leadership to turn our country into a modern industrial country by 2030 with a vision to become a modern industrial country by 2045; for the goal of rich people, strong country, democracy, fairness, civilization, increasingly prosperous and happy.

The state apparatus is operated and implemented by subjects with different powers. Officials are individuals appointed to key positions in the appropriate operations of the state apparatus.

Appointing personnel and officials is an activity that takes place on a fairly regular basis by state agencies or organizations. This appointment is nominated and decided by the top management for an individual to take on a new position.

According to the Resolution of the 13th Party Congress, it is clearly stated: "There are many innovations in cadre work, the cadre team is increasingly better meeting the requirements and tasks in the new situation. Party inspection, supervision and discipline work has been strengthened, there have been many innovations, and important results have been achieved; Discipline and discipline within the Party are tightened, State law is promoted." Through this, we can see that cadre work has achieved certain achievements and built a basic cadre team to meet the requirements of revolutionary tasks. The majority of officials have maintained their qualities and ethics, have blood relationships with the people, and are trusted by the people.

Although there have been some positive plans for personnel appointment in Vietnamese state agencies, there are still shortcomings and limitations that need to be overcome. The biggest weakness may be that the quality of the cadres and civil servants still does not meet the state management requirements in the new mechanism even though training and fostering have been enhanced.

The implementation of staff training and retraining is taken seriously, from building, merging, improving the quality of training facilities, to promulgating and applying policies to support and encourage employees. With officials attending

school, sending officials to participate in training and refresher classes for each specific title group; Thereby, the situation of widespread, wasteful, and impractical training has basically been overcome, to ensure that officials are fully trained according to the requirements of each position before promoting, appointing, and recommending them. nominate candidates. Currently, 100% of provincial and district-level management officials have professional qualifications from university or higher; For the grassroots level, through the summary assessment of the organization of party congresses at all levels for the 2020 - 2025 term, the professional and political qualifications of the team of grassroots party committee members have increased significantly; The rate of members with a university degree or higher reached 90.1% (an increase of 17.3% compared to the beginning of the 2015 - 2020 term); People with senior and intermediate political degrees account for 88.6% (an increase of 11.2% compared to the beginning of the 2015 - 2020 term).

Although the number of officials and civil servants going through training courses is quite high, the quality, especially new state management knowledge and real administrative skills, is only at a low rate. A small number of officials and civil servants lack responsibility and service spirit, are insensitive to the demands of the people, society, etc.

According to the report of the Inspection Committees of 61 provinces and city Party Committees, since Directive No. 29-CT/TW dated February 29, 1998 until now, the Inspection Committees at all levels have inspected 210,421 party members and 30,029 organizations. Party officials show signs of violation. Conclusion: 36,833 party members (65.02% of inspected) and 13,979 party organizations (46% of inspected) had violations. (Central Resolution 5, term X) .

3. Solutions to improve the quality of human resources in state agencies today

Personnel appointment is a decision by a competent authority to assign an officer to hold a leadership and management position in an agency or unit for a certain period of time. The appointment of personnel needs to ensure the following principles:

The Party unified leadership of cadre work and management of the cadre team.

The leadership team considers democratically on the basis of fully promoting the responsibilities and powers of each member.

Must come from the mission requirements of the organization and unit; People must be placed based on the qualities, abilities and strengths of officials. Avoid appointing officials to positions that they themselves have not studied, never worked for, or are not knowledgeable about.

Ensuring stability, succession and development of staff, improving the quality and efficiency of operations of organizations and units.

1. Strictly and consistently implement the Party's direct and comprehensive leadership of cadre work and management of the cadre team according to the principle of democratic centralism. Respect and act according to objective rules, regularly innovate staff work in accordance with practical situations. Placed in the overall work of Party building and rectification; associated with innovating the Party's leadership methods; perfecting the organizational apparatus of the political system to be lean and strong, operating

effectively and efficiently, improving people's knowledge, training human resources, attracting and appreciating talented people. Do good ideological work; Timely resolve regimes and policies for cases affected by the process of organizational restructuring and downsizing.

2. Develop staff planning, train and foster staff in a way that meets basic, long-term mission requirements, taking into account development needs and capabilities. This is both a solution and a task to build and combine many forms and methods of training at school, in-service, through the practice of working, studying, fighting,... of the staff. with building and training a team of party members; Combine training with taking care of staff policies.
3. Create changes in the training and retraining of staff and restructure the staff towards improving quality, ensuring synchronization in the direction of inheritance and development.
4. Strengthen education and staff management. Strengthen the inspection and supervision of superior party committees towards lower levels in educating, managing cadres and performing cadre work.
5. Strengthen Party inspection, supervision and discipline, and internal political protection. This is both a solution and a requirement to strictly implement inspection and control of power in cadre work, to prevent position manipulation, power manipulation and other negative manifestations.
6. The government needs to perfect the education system in the direction of openness, integration, promoting stratification, streamlining, encouraging lifelong learning and building a learning society as Vladimir Ilyich Lenin once said: "Learn, study more, study forever". Reform the curriculum, high school textbooks, and curriculum framework at the university and vocational education levels in the direction of promoting creative thinking, self-study and self-research capacity, and increasing practice and practice time. Focus on content and soft skills for learners to meet the needs of businesses and society, ensuring continuity between educational levels, levels, and between vocational education and university education.
7. Innovate the state management apparatus for human resource development. For example, forming agencies responsible for collecting and building an information system on human resource supply and demand across the country to ensure the balance of human resource supply and demand for socio-economic development. Innovate policies, mechanisms, and tools for human resource development.
8. Ensure financial resources to develop human resources. The government needs to promote socialization and mobilize capital sources from home and abroad. To accomplish this, the government needs to effectively use foreign support capital and have mechanisms and policies to centrally distribute state budget to spend on training support programs, developing human resources in remote areas, ...
9. To proactively integrate internationally, the government must create a favorable environment and conditions to attract talented and experienced foreign teachers and scientists to participate in the process of training

university and human resources. Scientific and technological research at Vietnamese higher education institutions.

4. Conclude

The topic has fully and objectively analyzed the current situation of personnel appointment in state agencies in Vietnam. Deeply imbued with the guiding viewpoints of the Central Government and the Politburo on strong and comprehensive innovation of cadre work; Building a team of cadres and cadre work must truly be the "key" task of the "key" issue in Party building work, related to the survival of the Party and the fate of the regime. ; Cadres are the deciding factor in the success or failure of the revolution. Our Party requires: "We must clearly understand and properly evaluate cadres. Develop and improve policies to discover, attract and use talented people; There is a mechanism to protect dynamic, creative, daring to think, daring to do officials... at the same time, strictly handle violations." Only then can we arrange and use it correctly and avoid shortcomings and mistakes; Only then can we promote the strengths and limit the weaknesses in each officer.

This is both an orientation and a basic solution, aiming to concretize, "standardize", and tighten discipline along with creating an environment and mechanism to promote strong, comprehensive, and innovative innovation. create and protect officers; Assignment and decentralization are associated with delegation of authority and binding responsibilities, while strengthening inspection, supervision, control of power and strict handling of violations in personnel work. Building a team of officials at all levels must stem from the requirements and tasks of the new era; through practical activities and revolutionary movements of the people; placed in the overall work of Party building and rectification; associated with innovating the Party's leadership methods; perfecting the organizational apparatus of the political system to be lean and strong, operating effectively and efficiently, improving people's knowledge, training human resources, attracting and appreciating talented people.

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