

Ho Chi Minh Viewpoints about Marxism Moral Human Resource for State Management Level in Vietnam

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ABSTRACT

Ho Chi Minh - the leader of the Vietnamese revolution, is widely known in the world not only as a "hero of Vietnamese national liberation", "world cultural celebrity" but also a talented designer in the work of building the government, building the political system. His contributions to both the theory and practice of building personnel, organizations and state apparatus are of great significance to the formation and development of the country and people of Vietnam today. The analysis process was carried out by using historical information and with historical and dialectical materialism methods. This article is a small introduction referring to Ho Chi Minh's conceptions of staffing, positions and roles of staff, standards of human resources and members of the Vietnamese revolutionary party.

Keywords

Ho Chi Minh, Vietnam, Human Resource, Staffing.

Introduction

The effectiveness of the state apparatus and the state administrative system in general is, after all, determined by the quality, capacity and performance of the cadres and civil servants. This depends on the choice of appropriate organizational forms and personnel regimes of each country. In Vietnam, the personnel regime under the direction of Ho Chi Minh's thought on cadres and cadre work has been effective and suitable for the period of struggle for national liberation, national reunification and building the social economy in the period of centralized planning and subsidies. Today, in the new conditions of the socialist-oriented market economy, the previous cadre regime has proved to be inappropriate.

The development requirements of science, technology, technology and the dynamism of the open market economy require a reform of the personnel and state civil servant regimes in the direction of attaching importance to building a contingent of cadres and civil servants. level, especially at the strategic level, and the leader is truly virtuous, talented, and reputable. That practice shows that cadre work is very important.

In order to do this job well, the Party, State and people of Vietnam need to continue to study and clarify the content of Ho Chi Minh's thought on cadres and cadre work, first of all, Ho Chi Minh's concepts. Ho Chi Minh about revolutionary cadres - human resources for all levels of state management in Vietnam.

Literature Review

Pham Ngoc Tram, Dinh Tran Ngoc Huy (2021) said that Ho Chi Minh's political ideology is the crystallization of the thousands of years of fine cultural traditions of the Vietnamese nation and the quintessence of world culture, reflecting the aspirations of the Vietnamese peoples for freedom and democracy., peace, happiness and social progress. In many documents of the Party and State as well as our people, we have affirmed that Ho Chi Minh's political thought has not only historical value but also epochal value.

Then, Thuy Dung, V.T., Minh Thu, T.N., Huy, D.T.N., & Thuy, N.T (2021) mentioned Recognizing the importance of education and training, President Ho Chi Minh always focuses on a new education - an education where the goal, content and method must be directed to the

comprehensive human development. as well as encouraging all forces to participate in education and training. Firstly, comprehensive human development is the fundamental goal of a new education President Ho Chi Minh affirms that the central and cross-cutting purpose of a new education is for the people, for the people and towards the building new people - socialist man Secondly, It is necessary to have a comprehensive education, in which the content of education must synthesize knowledge in many fields such as culture, politics, physics, science - technology, military, revolutionary ethics, revolutionary ideas, build cultural lifestyles... At the same time, provide knowledge, develop capacity to think, expand wisdom; strengthen the revolutionary political ideological and moral education for learners. That is the mandatory requirement of a new education to train new people.

Relating to labor force, Dinh Tran Ngoc Huy, Pham Ngoc Van, & Nguyen Thi Thu Ha (2021) also stated that Vietnam labor market need to be trained more to increase higher competitiveness and higher productivity compared to other Asian countries. Their skills such as group work, individual and computer capabilities need to be improved during and to prepare for jobs in EVFTA.

And Gartman, D. (2000) found out Marxism has come into its own in the United States. Despite this interest, until recently a key concept in Marx's theoretical arsenal has been largely neglected—the labor process. Marxist economists have generally focused upon issues of distribution in capitalism—employment and unemployment, income and wealth distribution, concentration and centralization of capital, economic crises. (source: <https://library.fes.de/libalt/journals/swetsfulltext/10590675.pdf>, access date 8/6/2021).

According to V.I. Lenin, “leaders of state agencies should have a high degree of ability to attract people and have a sufficient level of solid scientific and technical knowledge to check their work. That's the basic thing... On the other hand, it's very important that the leader knows how to manage administratively and has a maid or maid who is worthy to do the job.” The victory of the Russian October Revolution and the achievements of the socialist reform in Soviet Russia in the following years eloquently proved that the

Bolshevik Party Russia) has selected and fostered "leaders and elites of the proletariat" who are absolutely loyal to the revolutionary cause and closely associated with the masses. Because Lenin made specific requirements on standards for leading cadres. Accordingly, when considering and evaluating cadres, it is necessary to clarify issues: “...a) in terms of honesty, b) in terms of political stance, c) in terms of job knowledge, d) in terms of competence. management force” (source:

https://www.tapchiconsan.org.vn/web/guest/tin-tieu-diem/-/asset_publisher/s5L7xhQiJeKe/content/van-dung-tu-tuong-co-ban-cua-v-i-le-nin-ve-can-bo-vao-viec-chuan-bi-nhan-su-cho-dai-hoi-dang-bo-cac-cap, access date 8/6/2021).

Methodology

The method used in this research is qualitative analysis, combined with synthesis and inductive methods, and explanatory research. The analysis process was carried out by using historical information and with historical and dialectical materialism methods.

Main Results

Ho Chi Minh's conception of cadres, cadres' roles and the necessity of staffing work

The Vietnamese state with a hierarchical political system model was formed thousands of years ago. To operate that system, it requires a large number of state management human resources and good quality. The rulers here are always well aware of that and focus on developing human resources and human resources for their government. In the years before becoming a French colony, in order to select talents, the feudal state of Vietnam applied many different forms, in which, the exam was the most popular form. Accordingly, the king held academic contests for talented people, those who passed would be ordained and appointed to positions of the feudal system. Those "sages" are considered as "national principles, playing an important role in determining the survival and prosperity of the country.

By the time of Ho Chi Minh, the August Revolution had abolished feudalism, the old administrative management system was also abolished. Accompanying the formation of a new revolutionary government was the birth of a new government management force, called "cadres". Derived from a Sino-Vietnamese word, the term "cadre" was commonly used in our country since the French invasion of Vietnam. In Ho Chi Minh's speeches and articles, people often use both the terms "cadre" and "cadre, party member" in parallel as a noun referring to the class of people who are revolutionary soldiers. newcomers are willing to endure hardships and sacrifices, stick with the people, and serve the noble cause of independence and freedom for the nation. Referring to them, Ho Chi Minh defined: cadres "are the chain of the apparatus", "are those who explain the policies of the Party and the Government to the people to understand and implement them. At the same time, bring the situation of the people to report to the Party, for the Government to understand clearly to set the right policy.

Those are the people who have the moral qualities and capacity to meet the requirements and tasks of the revolutionary cause, both as leaders and as loyal servants of the people.

In Ho Chi Minh's thought, cadres have a decisive position and role in the entire revolutionary cause of the Party, the country and the regime, as a key stage in Party building work. Cadres decide everything, "every success or failure is due to good or bad cadres". So, "good cadres, everything goes well". The country takes the Union as the core. The Union takes cadres as the core. Officers take ethics as the core,,...

Thus, it can be seen that Ho Chi Minh's concept of "cadre" is a specific concept, and the definition of its "content" is placed in four basic relationships: cadre and policy, policy book; cadres with the apparatus (leading and managerial agencies); staff with work; staffing and people. Only when these relationships are well resolved, the cadre will properly perform his/her role. In other words, the position and role of cadres can only be expressed clearly, specifically, and effectively when associated with the Party's and revolutionary's political lines and tasks. At the same time, in order to promote the role of cadres, it is necessary to do

well

the human resource work, from the stage of staff selection, staff training, cadre criticism, staff treatment, human resource policies.

Ho Chi Minh's view on the standards of revolutionary cadres

To meet the requirements of the revolutionary cause, creating a basis for the good performance of cadres, Ho Chi Minh set a series of standards in cadres. Specifically:

Officials must have revolutionary ethics. According to Ho Chi Minh, morality is the root and foundation of the revolutionary. Without morality, no matter how talented you are, you will not be able to lead the people. Therefore, ethics is mandatory for every cadre and party member. He stated that the basic moral qualities required of cadres are: loyalty to the country, filial piety to the people, lifelong sacrifice for independence, freedom and socialism; have love for people; need, thrift, integrity, righteousness, impartiality; Wealth cannot be seduced, poverty cannot be shaken, majesty cannot be subdued. In order to become a part of the political system, to become a good cadre, a revolutionary must regularly cultivate and practice morality, improve revolutionary morality, and wipe out individualism.

Revolutionary cadres must have talent and constantly improve their leadership capacity. According to President Ho Chi Minh, cadres must be "both pink and professional". Along with the "pink" political qualities, the "specialist" talent is an indispensable issue for revolutionary cadres. Talented people are people who know how to solve the work they are in charge of with good results, and at the same time know how to help others complete the work. The talent of a leading cadre must be demonstrated through such conditions as: to decide all issues correctly; must organize the implementation properly; control must be properly organized.

The staff must have a scientific working style. In many works and articles, Ho Chi Minh mentioned the leadership style, working style, democratic way, independent thinking style of cadres.

Accordingly, the scientific working style must first of all save time, the writer wrote: "Keeping time on time is a good quality of revolutionary cadres"; Work must be arranged reasonably, everything must be done to the place, to the place,

with specific inspection and control, from which to learn from what needs to be promoted, what needs to be overcome. When writing, when speaking, you must always do it so that everyone understands, remembers and can do it, and always asks yourself "Who am I writing for, who am I telling?". According to Ho Chi Minh, the important thing in the working style of a revolutionary cadre is to be close to the people, humbly learn from the people, not bureaucratic, not far from the people. The scientific working style of cadres according to President Ho Chi Minh needs to be more specific at work, which means that everything must be prepared and calculated in advance so as not to waste time. of other people, without affecting the general work of the agency, the Party, the State and the mass organizations.

Must go further, go closely to practice to consider and evaluate for the truth, the finished work must have a report and summary to draw experience for the next time to do better. Ho Chi Minh is very allergic to the type of work that lacks preparation

and then messes up, takes risks, "what happens when you do it" or the type of work that he calls a disease that needs to be corrected. The scientific working style of each person is also not natural, in order to have a scientific working style, officials must learn, practice, and constantly strive for themselves.

Discussion

Thuy Dung Vu Thi, Tran Nguyet Minh Thu, Dinh Tran Ngoc Huy and Nguyen Thu Thuy (2021) specified that Ho Chi Minh has proposed the need for education in the nation, i.e. the country need new education perspectives and programs, in which human education is placed in the centre. Western culture, on the other side, has impacted on Vietnam education from kindergarten level to universities. It will have both positive and negative sides. More independent, more active thinking and creativity are values proposed in Western education to transfer to Asian education. Beside, Pham Ngoc Tram, Dinh Tran Ngoc Huy (2021) also stated that:

Table 1. Ho Chi Minh and Karl Marx’s ideology for socio-economic development

| Values | Ho Chi Minh’s viewpoints | K.Marx viewpoints |
|------------------------|--|--|
| Science and technology | President Ho Chi Minh pays great attention to the research and dissemination of science and technology for production. Science must come from production and must come back to serve production, to serve the masses, in order to improve labor productivity and constantly improve people's lives ... the mission of science, Technology is extremely important, so every branch, everyone must participate in the work of science and technology | The labor process creates use value. The higher the productivity of labor, the more value that it can use in a unit of time. The productivity of labor is determined by many factors, in which, the average skill level of the worker, the degree of applying science to production ... Therefore, if you want to have a lot of wealth, many uses It is necessary to attach importance to education and training, science and technology, organizational improvement and management. |
| Economic management | Respecting management issues, economic accounting, considering that it is the key to national economic development, Managing a country is like managing a business: it must be profitable. | Surplus value is always associated with the production of goods, the operational objectives of the producer, of the enterprises in the commodity production, even in the modern market economy must be the surplus value. This shows the need to properly perceive and apply creatively the theory of surplus production into the practical market economy. In fact, surplus value constitutes the driving force for growth and development of social production |
| Human | + Fostering people with right ideas and high and beautiful emotions. + Improving people's knowledge, that is, referring to the educational function of culture. Those who advocate to raise the people of the people, first of all, the whole people must be determined to eliminate the "ignorance", to eliminate illiteracy, gradually improve their qualifications, "study to work, be a human, be an | The view of historical materialism is an invention of great scientific and revolutionary significance in the field of social consciousness. Accordingly, human consciousness, thought is explained by human existence itself. Marx pointed out that in each historical age, the social structure must be determined by economic production. Economic production and social structure constitute the basis |

| | | |
|--|--|--|
| | official", turning our country into a highly cultural country. Learning must go hand in hand with practice and practice. Learning everywhere at all times, to constantly improve political knowledge, expertise, cultivate Marxism-Leninism, from which to apply creatively in our country's circumstances | of the political history and ideological history of that era. Marx pointed out the history of social development as the history of class struggles |
|--|--|--|

(Source: Pham Ngoc Tram, Dinh Tran Ngoc Huy, 2021).

Next, we could mention ideology of V.I. Lenin about human resource and Marxism moral values: V.I Lenin mentioned human resource for state management is really important, esp. Those who has enough knowledge. Management skills and capabilities. To complete the assigned tasks, in addition to professional proficiency and a full scientific knowledge, party and Soviet cadres must also have a level of summarizing practical experience. "If we do our best and pay attention - thoughtfully, really curiously - to gather, examine, draw upon the very experience, the very thing that each of us has done, done, seeing what others around you have done and done,- if you can do that, then... will be able to solve the practical task of: how to win... quickly, really sure". In order to have practical experience, it is necessary for officials to closely follow reality; focus and promptly solve problems arising from the daily life of the masses. Only then the state staff can gain the trust of the masses.

Conclusion

Thus, it can be seen that Ho Chi Minh considered cadres to be "generals of the revolution". His basic views on the role of cadres affirmed the necessity of building a contingent of cadres and promoting the key role of cadres in the government system from central to local levels. The fact that Ho Chi Minh clearly and fully stated the criteria for a revolutionary cadre for the sake of the country for the people not only has theoretical significance and contributes to the theory of building human resources. In practical terms, it is both a basis for motivating each cadre to self-improve, as well as a basis for effective cadre practice.

Ho Chi Minh has actively contributed to building cadres of the entire Party, state agencies and mass organizations in Vietnam, first of all the Party committees at all levels. Under the attraction of Ho Chi Minh's personality, morality, ideology and policies, many patriotic intellectuals and talented people from all over the world have actively

participated in the revolution of the Communist Party of Vietnam participating in the activities of the Vietnamese government.

Finally, We Propose Some Suggestions

At present, the constructivist state model that maximizes the role of the people and meets the increasing needs and interests of the people is a key issue of all political systems. Developing human resources for high-quality leaders must be identified as a long-term and cross-cutting strategy. Inheriting the typical and positive values of Ho Chi Minh's thought on cadres, we need to pay attention to and solve a number of issues about human resources for state management as follows:

Selecting, training and fostering managers with strong skills

Developing intellectual capacity, improving global thinking, ocean thinking for state managers.

Improve moral quality, sense of organization and discipline, sense of responsibility and sense of service to the people.

Fostering leadership methods and styles according to Ho Chi Minh's ideology and style.

Renovating cadre work in Vietnam is renovating the personnel regime in the entire system of state organizations in order to practically create new human resources for building a socialist rule of law state of the people, for the people.

Along with development, Marxism - Leninism was the most absolute humanitarian because the birth and existence of Marxism - Leninism was owed to the demand to liberate people and aim to liberate people. Apart from the aim of liberating people from all forms of human slavery, exploitation, and suppression, Marxism - Leninism had no other goal. In the Manifesto of the Communist Party, Karl Marx and Friedrich Engels clarified: "There will be a union in which

the free development of each person is the condition for the free development of everyone” (source:

<http://lyluanchinhtri.vn/home/en/index.php/theory-research/item/722-sustainable-values-and-era-significance-of-marxism-leninism.html>, access date 8/6/2021).

Our modern society and modern economy is entering industry 4.0 and further with lots of researches in science and technology, robots, internet of things, and artificial intelligence and Big Data. Therefore human resources and staffing is requiring much efforts to build good state management for the nation.

Limitation of Research

Our analysis and research can be expanded in to further researches for our developing market.

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