

Ho Chi Minh's Ideology On Cadres Work And Its' Ideology Meaning In Cadre Work Today

VAN HONG VU¹, HUONG THI NGUYEN²

¹University of Transport and Communications, Hanoi, Vietnam. Email: vanvh_ph@utc.edu.vn.

²Faculty of Party Building, The School of Politics, Kien Giang province, Vietnam. Email: nguyehuong676@ymail.com.

Abstract: Cadres and cadre work have always been a particularly important factor, having a decisive meaning in the victory of Vietnam's revolutionary cause. Therefore, during his entire life of revolutionary activities, President Ho Chi Minh always paid special attention to cadre work, considering it the most important task in Party building, and political construction. state rights. The system of views in his thought on cadre work is a subtle combination of Marxist-Leninist theory with the reality of the Vietnamese revolution, becoming the theoretical and practical basis for the Party to lead. , directing and conducting cadre work to meet the requirements set forth in each previous revolutionary period and the current national renovation and development. Within the scope of the article, the authors do not have the ambition to systematize all of President Ho Chi Minh's views on cadre work, but only briefly present his basic views, thereby clarifying and adding value, topicality, and urgency to our Party's cadres work today.

Keywords: Ho Chi Minh's ideology, cadres work, Vietnam

Introduction

While leading the Vietnamese revolution, especially since the country's Innovation (1986), our Party has always focused on building a contingent of cadres loyal to the Party, the Fatherland, and the people. people, meeting the practical requirements of the revolution set out in each period. However, due to the impact of negative factors in the market economy and the negative side of the globalization process, the staff in our country has also revealed many limitations.

The Resolution of the 4th Plenum of the Communist Party of Vietnam Central Committee (term XII, 2016) clearly states: “The state of deterioration in political thought, morality, and lifestyle of a large number of cadres and party members has not yet been pushed back. Some parts are more sophisticated and complicated, etc. Meanwhile, the deterioration of political ideology, morality, and lifestyle leading to “self-evolution”, and “self-

transformation” is just a short step, even very short, incalculably dangerous”. This fact has been setting new requirements for staff building, especially at the strategic level. The study of Ho Chi Minh's thoughts on personnel work in order to appropriately apply it to team building is one of the urgent tasks at present.

Assessing the role of cadre work, President Ho Chi Minh affirmed: “Castlesman is the root of all work” (Minh, 2011a, p. 27), “all success or failure is due to cadres that is good or bad, etc. the issue of cadres is a very important and urgent matter” (Minh, 2011c, p. 240). From determining the role and importance of cadres and cadres, he spent a lot of time and enthusiasm on building a contingent of cadres to prepare for the birth of the Party, to leading The revolution won and directing the construction of a new society in the North, and struggled to unify the country in the South.

Research results and Discussion

Ho Chi Minh's thoughts on cadre work

Officials must have revolutionary ethics:

President Ho Chi Minh always upheld the morality of revolutionary cadres. It is not enough for cadres to have political enlightenment but to imbue and cultivate revolutionary morality. He once wrote: "Revolutionaries must have morality, without morality, no matter how talented they are, they cannot lead the people. Because wanting to liberate the nation and the human race is a big job, but without morality, foundation, self-corruption, and evil, what else can you do?" (Minh, 2011b, p. 409). People consider it a consistent attribute in all situations because being a revolutionary cadre must have revolutionary morality.

True cadres must know how to keep revolutionary ethics. Because everything that succeeds or fails depends on whether cadres are imbued with revolutionary morality or not (Van & Luong, 2019). President Ho Chi Minh considered individualism the root of revolutionary moral degradation, the most dangerous disease that must be treated early. He advised Party cadres to avoid falling into individualism, likening individualism to a "very poisonous germ", it is a "mother's disease", from which it gives birth to all kinds of "childhood diseases", dangerous diseases such as bureaucracy, greed, pride, laziness, lack of discipline, narrow-mindedness, locality, etc. According to President Ho Chi Minh, people's revolutionary morality cadres must be regularly forged, like "the brighter the pearl, the brighter it is", evident in their work and daily life. That is:

Loyal to the country, filial to the people. Accordingly, revolutionary cadres must show loyalty, devotion, and dedication to the interests of the Fatherland; must be for the sake of the people, in pursuit of the people's happiness (Van, 2020; Vuhong, 2022). He advised cadres and party members to stick with the people, love the people, take wisdom from the people, and learn from the people. Each cadre and party member must identify

himself as a public servant of the people: "Whatever benefits the people, we must do our best. Whatever harms the people, we must do our utmost to avoid" (Minh, 2011b, p. 234). Loyalty to the country and filial piety to the people is the basic nucleus of Ho Chi Minh's moral thought, the most important moral standard for cadres and party members.

There is love for people, love for compatriots and comrades. President Ho Chi Minh said that love for people is one of the noble moral qualities. He demanded that every cadre and party member of the Party must become inspirational examples, must always love people, his fellow countrymen, and comrades; must be tolerant and generous, even towards those who have gone astray in order to awaken their conscience and awaken the excellent part in their people. Only in this way can we win the masses, lead the masses, and overcome difficulties and challenges with our comrades.

Officials must actively study and self-improve knowledge, and must be trained and trained in skills to mature:

President Ho Chi Minh paid special attention to the political learning of cadres. He once reminded: "Every cadre and party member must learn theory and apply theory to practical work. It is necessary to cure the disease of poor reasoning, disregarding reason and empty reasoning" (Minh, 2011b, p. 269). He said that one must have a theory, must have an ideology to be mentally stable and actions to be consistent. A cadre must first and foremost understand and thoroughly grasp all the policies and guidelines of the Party.

If you understand it correctly, then apply it for successful work. With the concept that "cadres are the root of all work", President Ho Chi Minh determined that "training cadres is the original work of the Party" (Minh, 2011b, p. 684). In order to train, foster, and make cadres mature, the Party must spend a lot of effort and raise cadres like a gardener who cultivates precious trees. President Ho Chi Minh said that in order to train and study

effectively, first of all, the proper purpose of training and learning must be determined. The person who instructs cadres to go to school is to “work, be a person, be a cadre” (Minh, 2011b, p. 684); study to correct ideology, and learn to cultivate revolutionary morality. He pointed out that the training of cadres is very important: it is necessary to train a team of cadres who have the guts to be in charge, work hard, and work hard. Only then will the Party succeed. If you train a bunch of cowardly, docile cadres who don't dare to take charge, that's a failure of the Party. Such training is a waste of money, a waste of money, useless.

President Ho Chi Minh severely criticized the formal training, following the quantity but not being practical, thoughtful, and of poor quality. He believes that “learning must go hand in hand with practice”, and “must enhance and guide self-study” (Minh, 2011b, p. 50). Learners must know how to self-study and determine learning goals and motivations. Theoretical learning “in principle: experience and practice must go together”. The way to study is: “take self-study as the core”. President Ho Chi Minh warned: “studying at school, learning from books, learning from each other and learning from the people, not learning from the people is a huge omission” (Minh, 2011b, p. 50).

The cadres must be appropriately evaluated:

This is the starting requirement to carry out other aspects of staffing work. If cadres and cadres' work are not properly assessed, they cannot be promoted and used properly. President Ho Chi Minh said that every time we review and review the staff, we will find new talents on the one hand, and on the other hand, the weak ones will be exposed. Proper assessment of staff is not only to discover their good to encourage and promote but also to see their bad to find ways to help and overcome them (ThiHong & Vuhong, 2022).

In order to properly evaluate cadres, Ho Chi Minh required a dialectical point of view. He believes that

all things and phenomena are constantly changing. The same goes for cadres: “some revolutionary people before but now are counter-revolutionary. There are people who were not revolutionary before but now join the revolution. There are even people who are now revolutionary, but may be counter-revolutionary in the future” (Minh, 2011c., p.68); and “Everyone's past, present, and future are not always the same” (Minh, 2011c, p. 89).

According to President Ho Chi Minh, staff evaluation is one of the most important stages in personnel work. To properly evaluate cadres, he pointed out three requirements, which are:

(1) Regularly evaluate cadres to arrange cadres in accordance with the requirements of revolutionary tasks; help the organization “know the cadres well”, firmly grasp the staff to have appropriate policies and measures, and at the same time create peace of mind for the staff in practical activities.

(2) The cadre's evaluation must be objective and comprehensive, paying attention to capacity, quality, and work efficiency. Especially, the evaluation of cadres must pay attention to ethical qualities. He pointed out: “Whoever often brags about his work, or is a dua, looks for small things to do, follow orders in front of him, disobeys orders behind his back, or attacks others, or flatters himself, those who Thus, although they can do the job, they are not good officials” (Minh, 2011b, p. 59). On the contrary: “Whoever works hard, does not brag, speaks frankly, does not hide his shortcomings, does not indulge in easy things, avoids difficult ones, always resolutely follows the Party's orders, No matter what the circumstances, their hearts will not change, such people, even if their work is a little poor, are still good cadres” (Minh, 2011d, p. 216). According to him, the evaluation of cadres needs to be based on the people, promote democracy, and capture public opinion in order to be substantive and effective (Dao, 2010; Van, 2021).

(3) Evaluation of cadres must be fair and transparent, and cadres must also have sufficient ethical standards to successfully complete their assigned tasks (Hong Van, 2020; Nao & Van, 2020). He also reminded those doing cadre work to have the courage to acknowledge and resolutely overcome their limitations and shortcomings.

Must use and arrange the right cadres:

Ho Chi Minh once reminded us that: “Using cadres who do not match their talents is also a failure”, for example: “Those who write well but speak poorly use them for things that need to be said. People who speak well but write poorly are used for writing. Therefore, both of them have no achievements.” Along with the proper use of the talents of officials, President Ho Chi Minh required leaders and managers at all levels to know how to use talents, otherwise, they will “lose one's eyes” to talent. The person who advised must know how to take care of talent detection, how to train and foster talents, and how to use talents appropriately (Trung & Van, 2020a). The use of talents according to President Ho Chi Minh's point of view is to be done regularly and continuously like “a gardener who cultivates precious trees. We must respect talents, respect cadres, respect each person useful for our common work (Trung & Van, 2020b).

According to President Ho Chi Minh, in order to properly use and arrange cadres, and bring into full play their capacity and forte, it is necessary to perform well the following tasks:

(1) Must do well in detecting and selecting cadres:

In the selection of cadres, he said that there is no bias, no bias, no distinction between people inside or outside the Party, but choosing people who are truly virtuous and talented. He advised: “The liberation movement was vibrant, spawning a lot of talents outside the Party. We must not abandon them, distance them. We must honestly unite with them, and support them. Must be close to them, close to them, bring their talents to help in the

resistance war to save the country” (Minh, 2011d, p. 266).

According to President Ho Chi Minh, it is necessary to find typical people such as Those who show loyalty and enthusiasm at work and during the struggle; People who have close contact with the people, know the people and always pay attention to the interests of the people. That way the people will trust the cadres and accept that cadre as their leader; People who can take charge and solve problems, in difficult circumstances. Whoever is afraid of being in charge and has no initiative is not a leader. The right leader should: when in defeat, do not panic, when victory is not arrogant, when implementing resolutions resolute, courageous, not afraid of difficulties; Those who are always disciplined” (Minh, 2011d, p. 322).

(2) Must use cadres wisely:

President Ho Chi Minh once admonished: “Being skillful in using cadres is to skillfully enhance the good, and skillfully repair the bad for them” (Minh, 2011d, p. 338) “use people like wood. A skillful craftsman can use large, small, straight and curved wood depending on the place” (Minh, 2011d, p. 339). Skillfully using cadres also means trusting cadres, and creating conditions and opportunities to encourage them to promote their democracy and sense of responsibility. For subordinates, the leader must absorb, listen, comment, and criticize. If the subordinate's opinion is not correct, the superior should not reprimand them, but should gladly explain to them and encourage them to continue to make more efforts in their work.

According to President Ho Chi Minh, skillful use of cadres is also reflected in knowing how to combine harmoniously the previous generation of cadres and the next cadres (Vuhong, 2022). The cadres who went before have a lot of experience in leadership and have been trained and challenged many times in practice. Young cadres are enthusiastic, sensitive to new things, and study hard, so they make quick progress.

Values of Ho Chi Minh's thought on cadres' work

First, the view on staff evaluation:

According to President Ho Chi Minh, in cadre work, cadres evaluation is one of the very important stages and he pointed out three key contents as follows:

Firstly, it must be carried out regularly: revolutionary tasks are always moving and changing, thus requiring the cadres to change as well. The regular cadre assessment will help arrange cadres in accordance with the requirements of revolutionary tasks; help the organization "know the cadres well", firmly grasp the staff to have appropriate policies and measures, and at the same time create peace of mind for the staff in practical activities.

Second, it must be objective and comprehensive:

If you want to evaluate cadres objectively, you must pay attention to their capacity, quality, and work efficiency. President Ho Chi Minh said that cadre evaluation must focus on ethical qualities and consider this to be the most important factor in cadre evaluation. He pointed out: "Whoever brags about his work, or is a dupe, looks for small things to do, follow orders in front of him, disobeys orders behind his back, or attacks others, or flatters himself, those who Thus, although they can do the job, they are not good cadres"(Minh, 2011b, p. 317). On the contrary: "Whoever works hard, does not brag, speaks frankly, does not hide his shortcomings, does not indulge in easy things, avoids difficult things, always resolutely follows the Party's orders, No matter what their circumstances, their hearts will not change, such people, even if their work is a little poor, are still good cadres" (Minh, 2011b, p. 318). According to him, the evaluation of cadres needs to be based on the people, promote democracy and capture public opinion in order to be substantive and effective.

The review of cadres not only evaluates the external manifestations but also carefully examines the entire work of the cadres, which must stand on the point of "dynamic" and "developmental": "In the world, everything changes. chemical. People's thoughts also change. Therefore, the way cadres are considered should not be accepted, because it must also change. An official made no mistakes in the past, but surely in the future, a person's past, present, and future are not always the same" (Minh, 2011b, p. 318).

Third, you must "know yourself", and be wise and sober:

In order to evaluate others, you must first be a cadre with sufficient qualifications and revolutionary moral qualities. President Ho Chi Minh affirmed: "If you do not know yourself, it is difficult to know people, so if you want to know what is right and wrong in others, you must first know your own right and wrong. If we don't know what is right and wrong in ourselves, we can't tell whether a cadre is good or bad" (Minh, 2011b, p. 318). According to President Ho Chi Minh, revolutionary cadres must have full moral standards in order to successfully complete their assigned tasks. He also reminded those doing cadre work to have the courage to acknowledge and resolutely overcome their limitations and shortcomings.

The idea of training cadres. According to President Ho Chi Minh, cadre training is important content in cadre work. This is also one of the basic measures to build a contingent of qualified and talented cadres to meet the increasing requirements of the revolution. He affirmed: "For the sake of a hundred years, people must be planted. We must train good citizens and good cadres for the country" (Minh, 2011b, p. 317).

The purpose of cadre training is to build and constantly improve a contingent of cadres both in terms of quality and capacity, to meet the requirements of revolutionary tasks. It is necessary to train a team of cadres who "have the guts to be in

charge, have the guts to work” (Minh, 2011b, p. 318). Requester: “Staff training should not be overdone, roughly, etc. but must raise cadres like a gardener who cultivates precious trees” (Minh, 2011b, p. 318).

Third, the idea of using cadres. According to President Ho Chi Minh, the use of cadres needs to perform well in the following four contents:

First, about the discovery and selection of cadres: in the selection of cadres, he said that there was no bias, no bias, no discrimination between inside and outside the Party, but the selection of people who were truly virtuous and talented. He advised: “The liberation movement was vibrant, spawning a lot of talents outside the Party. We must not abandon them, distance them. We must honestly unite with them, and support them. Must be close to them, close to them, bring their talents to help in the resistance war to save the country” (Minh, 2011b, p. 320).

According to President Ho Chi Minh, the selection of cadres must be based on each revolutionary period to truly match the political tasks set by the revolution. According to him, the selection of cadres must be based on the following criteria: 1) Those who show loyalty and enthusiasm in their work, during the struggle; 2) People who have close contact with the people, know the people, always pay attention to the interests of the people. That way the people will trust the cadres and accept that cadre as their leader; 3) People who can take charge and solve problems, under difficult circumstances. Whoever is afraid of being in charge and has no initiative is not a leader. The right leader should: when in defeat, do not panic, when victory is not arrogant, when implementing resolutions resolute, courageous, not afraid of difficulties; 4) Those who are always disciplined” (Minh, 2011d, p. 317).

Second, about the art of using cadres, he admonished: “Being skillful in using cadres is to be skillful in enhancing the good and correcting the bad for them” (Minh, 2011d, p. 313), “using people

as a user” wood. A skilled craftsman can use large, small, straight and curved wood depending on the place” (Minh, 2011d, p. 315). If cadres are arranged with the right forte, and the right professional is trained, the work will be highly effective, on the contrary, if the assignment is not the right forte, professional tasks, will be very hard and difficult, leading to boredom, neglect of work, unsatisfactory work results.

Skillfully using cadres also means trusting cadres, and creating conditions and opportunities to encourage them to promote their democracy and sense of responsibility. For subordinates, the leader must absorb, listen, comment, and criticize. If the subordinate's opinion is not correct, the superior should not reprimand them, but should gladly explain to them and encourage them to continue to make more efforts in their work.

Applying Ho Chi Minh's thoughts in cadre work in the current period

The process of renovation and development of the country is now placing new requirements on the Party's cadres' work. Over the years, our Party has paid special attention to this important work. Over the past 35 years of implementing the National Strategy of Personnel in the period of industrialization and modernization, the country has shown remarkable achievements. The cadres' contingent at all Party levels is constantly being consolidated, receiving basic and relatively comprehensive training in politics, expertise, and profession. The quality of staff has been gradually improved, basically ensuring inheritance, stability, innovation, and development. Especially, there have appeared many talented young officers, who will be the next generation of strategic leaders and managers with new thinking and vision.

However, the practice also shows that the Party's cadre's work also faces many difficulties and challenges. Staff evaluation is still a weak stage, not reflecting the true nature. The staff is large but not strong. Unequal capacity; Many staff lack

professionalism. In the face of the conspiracy and counter-tricks of the hostile forces, the negative impacts of the market economy, and the downsides of the globalization process, many Party cadres have been degraded and metamorphosed. , the situation of being afraid to strive and practice has appeared among young cadres. After nearly 10 years of implementing the Resolution of the 4th Party Central Committee (terms 11th, 12th, and 13th), despite the deterioration in political ideology, morality, and lifestyle of a large number of cadres and party members who have been steps have been prevented, but in reality, there is still a lot of work to be done, even applying strong measures on Party discipline to continue to fight the deterioration of political ideology. Morals and lifestyles lead to “self-evolution” and “self-transformation” among cadres and party members of the Party. In the coming years, in order to have a breakthrough in cadre work and build a strong cadre to meet the requirements of the doi moi process, the Party's cadre work must implement many synchronous solutions, Which includes continuing to grasp and apply President Ho Chi Minh's views on cadre work. With the following great content:

Need to do better in the selection and screening of cadres:

President Ho Chi Minh once reminded me, “Construction requires talent. Although there are not many talents in our country, if we choose wisely, distribute them well, and use them well, our talents will grow more and more” (Minh, 2011b, p. 99). “Using people is like using wood, skilled workers can use large, small, straight and curved wood depending on where they are”, etc.

In order for the renovation and development of the country to succeed, the Party needs talented cadres. Party committees and organizations at all levels must be responsible for finding and mobilizing talented people to participate in the political system, and arranging and using them effectively (Vuhong, 2022). Along with recruiting, arranging, and

attracting talents, the cadre screening must be conducted drastically; one must resolutely remove from the organization the degraded, degenerate cadres, those who say but do not act, and those with weak capacity who cannot undertake the task (Luongngoc & Vuhong, 2022; Duchiep et al., 2022). To do this, it is necessary to promote democracy, publicity, and transparency in cadre work; must strengthen Party discipline (Phong & Van, 2020), and strengthen inspection and supervision of those doing cadre work (Van, 2022). Personnel work must be placed under the supervision of authorities at all levels, the Fatherland Front, and socio-political organizations, and must regularly listen to and absorb opinions from the People.

Strictly implement the stages and processes in staff work, increase rotation for training, retraining, and selection of staff:

In order to have a contingent of cadres to meet the requirements of the renovation and development of the country, first of all, it is necessary to develop standards for cadres' titles and criteria for assessing cadres according to employment positions. As President Ho Chi Minh once said “using people is like using wood”, staff must be arranged according to position, capacity, and expertise to promote efficiency, ease of assessment, planning, and training; at the same time, through which detect “corrupters”, degenerate people, especially those who are politically opportunistic to remove from the apparatus of the Party and State. The rotation of cadres is not only for training, fostering, and improving qualifications, it is also a solution to overcome the situation of factions, partiality in leadership and management at all levels, and cure the disease of “narrowness”, “local” disease in cadre work. Create a favorable environment for employees to strive and grow.

In the implementation of the 5-step process of staff planning, it is necessary to avoid “overlapping, roughly” and not allowing the situation of taking

advantage of the process to bring people with the same faction into the planning. Follow the correct process, promote the responsibilities of the organization, staff, and members of the Party Committee to find talented people, arrange cadres in the right jobs, and maximize the capacity of cadres (Communist Party of Vietnam. 2016b). The document of the 12th Party Congress clearly stated: Continue to promote the implementation of the “Strategy of cadres in the period of accelerating industrialization and modernization of the country”; institutionalize and concretize the principles of Party building; continue to promulgate and implement regulations and regulations in cadre work to ensure the consistency, synchronization and closeness between the stages, communication between all levels; there is a regulation on the proper and objective assessment of cadres, in order to have a basis to use and arrange cadres, prevent and reverse the situation of running for office, running old, running for degrees, etc. (Communist Party of Vietnam. 2016b & 2021a).

Conclusion

In order to do well in the inspection and supervision of cadres and cadres, Party committees at all levels need to continue to thoroughly grasp and implement the tasks and solutions set out in the Resolution of the 5th Plenum of the Central Committee of the Communist Party of Vietnam and directives and resolutions issued during the 12th Party Congress. The inspection and supervision, first of all, focus on the leadership of the Party committees and organizations, starting from the responsibility process for each stage and step in cadre work.

In the case of cadres violating defects, the inspection and supervision not only assesses the individual responsibility of that officer, but must begin with the responsibility of introducing the planning, recommending candidates, and nominating. and appointment. Inspection and supervision must be carried out openly, transparently, and with close coordination between

relevant agencies and organizations, so that each mistake and defect after being recognized and evaluated. All prices create a lesson for cadres and party members to repair and overcome, and the Party's cadres' work becomes more and more effective.

References

1. Communist Party of Vietnam. (2011). Document of the 11th National Party Congress. Hanoi: National Politics Truth.
2. Communist Party of Vietnam. (2016a). Document of the 12th National Party Congress. Hanoi: National Politics Truth.
3. Communist Party of Vietnam. (2016b). Resolution of the 4th Central Conference (term XII). Hanoi.
4. Communist Party of Vietnam. (2021a). Document of the 13th National Party Congress, vol 1. Hanoi: National Politics Truth.
5. Communist Party of Vietnam. (2021b). Document of the 13th National Party Congress, vol 2. Hanoi: National Politics Truth.
6. Dao, B. T. (2010). Some issues on the discipline of cadres and civil servants, *Journal of Jurisprudence* 6, p. 59-64.
7. Dao, N. V; Van, V. H. (2020). Social Network And Its Impact On Psychology And Learning Attitude Of Students: The Study Case Freshman Students At Universities Of Ho Chi Minh City. *Journal of Natural Remedies*, 21(8(1), 163-175. Retrieved from <https://jnronline.com/ojs/index.php/about/article/view/546>
8. DucHiep, H., Vothanh, H., & Vuhong, V. (2022). The changes in education policy in the context of educational innovation in Vietnam. *Revista on Line De Política E Gestão Educacional*, 26(esp.1), e022043. <https://doi.org/10.22633/rpge.v26iesp.1.16772>

9. Government. (2020). Decree No. 112/2020/ND-CP on disciplining cadres, civil servants, and public employees.
10. H. V. Van. (2022). The State's Legal Policy and Management on Civil Servants: The Current Situation and Issues Raised. *International Journal of Early Childhood Special Education*, 14(3). DOI: 10.9756/INT-JECSE/V14I3.688
11. H. V. Van. (2022). Management of educational activities in schools towards the approach of learners' competency: a case study of a high school. *Nuances: Estudos Sobre Educação*, 32(00), e021005. <https://doi.org/10.32930/nuances.v32i00.9118>.
12. HongVan, V. (2020). Identify Methods Of Teaching And Learning To Create Interest, Self-Study, And Creativity Of Students. *Humanities & Social Sciences Reviews*, 8(3), 646-656. <https://doi.org/10.18510/hssr.2020.8369>
13. HongVan, V (2020). Identify Teaching and Learning Methods to Create Interest, Self-Study, And Creativity of Students. *Humanities & Social Sciences Reviews*, 8(3), pp. 646-656. <https://doi.org/10.18510/hssr.2020.8369>.
14. Le Thuy Hang & Vu Hong Van. (2020). Building Strong Teaching and Learning Strategies through Teaching Innovations and Learners' Creativity: A Study of Vietnam Universities. *International Journal of Education and Practice*, 8(3): 498-510. DOI: 10.18488/journal.61.2020.83.498.510
15. Luongnoc, V., & Vuhong, V. (2022). The educational role of social networks in policy communication in Vietnam. *Online Journal of Educational Policy and Management*, 26 (esp.1), e022037. <https://doi.org/10.22633/rpge.v26iesp.1.16513>
16. Luongnoc, V., & Vuhong, V. (2022). Research and teaching of Marxism-Leninism at the universities: The requirements, difficulties and recommended solutions. *Nuances: Estudos Sobre Educação*, 33(00), e022011. <https://doi.org/10.32930/nuances.v33i00.9489>
17. Minh, H. C. (2011a). Complete Volume, Volume 1. Hanoi: National Politics Truth.
18. Minh, H. C. (2011b). Complete Volume, Volume 5. Hanoi: National Politics Truth.
19. Minh, H. C. (2011c). Complete Volume, Volume 6. Hanoi: National Politics Truth.
20. Minh, H. C. (2011d). Complete Volume, Volume 11. Hanoi: National Politics Truth.
21. National Assembly of the Socialist Republic of Vietnam. (2008). Law on cadres and civil servants (Law No. 22/2008/QH12).
22. Nao, T. N., & Van, V. H. (2020). Developing the Contingent of Leaders in Vietnam's system of Party Agencies: A case study of Mekong Delta provinces. *IOSR Journal of Humanities and Social Science* 25(4), 24-31. DOI: 10.9790/0837-2504082431
23. Party Central Committee. (2021). Conclusion No. 21-KL/TW on accelerating the rectification of the Party and political system, strictly handling cadres who have degraded in ideology, morality, and lifestyle, and exhibiting "self-evolution" and "self-transformation".
24. Phong, N. X. & Van, V. H. (2021). The Position and Role of the Vietnam Political System in Response to The Covid19 Pandemic. *European Journal of Molecular & Clinical Medicine*, 7(11), 2971-2984.
25. Thi Hong Hoa, N., & Hong Van, V. (2022). Policy And Legislation On Religion In The Context Of Globalization And Vietnam's International Integration. *Human Lex (ISSN 2175-0947)*, 14 (2), 168-180. Retrieved from <https://seer.ucp.br/seer/index.php/LexHumana/article/view/2213>

26. Trung, N. S., & Van, V. H. (2020). Educating Traditional Cultural Values in Vietnam Universities. *South Asian Research Journal of Humanities and Social Sciences* 2(3), pp. 210-214.
27. Trung, N. S., & Van, V. H. (2020). Vietnamese Cultural Identity in the Process of International Integration. *Journal of Advances in Education and Philosophy* 4(6), pp. 220- 225.
28. Tuan, Q. (2019). Kien Giang: Improving the quality of cadres and party members. Online newspaper Communist Party of Vietnam. Retrieved from <https://dangcongsan.vn/xay-dung-dang/kien-giang-nang-cao-chat-luong-doi-ngu-can-bo-dang-vien-541779.html>
29. Van, V. H., & Luong, P. V. (2019). Study of the Laws under the Feudal Dynasties of Vietnam. *Addaiyan Journal of Arts, Humanities and Social Sciences*, 1(7). DOI: 10.36099/ajahss.1.7.4.
30. Vuhong, V. (2022). Traffic safety education activities for university students in Ho Chi Minh City. *Nuances: Estudos Sobre Educação*, 33(00), e022012. <https://doi.org/10.32930/nuances.v33i00.9490>
31. Vu Hong Van. (2022). Building And Developing A Contingent Of Cadres And Civil Servants In The Innovation Period Of Vietnam. *Journal of Positive School Psychology* 6(8). Retrieved from: <https://journalppw.com/index.php/jpsp/article/view/10577>
32. Historical article: Received: 14.08.2021 Accepted: 28. 09.2022 Publication: 01.11. 2022