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Assessing the current status of emulation and reward work in state agencies in Vietnam

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Abstract

Emulation and commendation are considered practical organizational measures, a positive propaganda and education method to encourage creativity, determination, and practical operational capacity. Emulation and commendation are the driving force for positive development, an important management tool, participating in the successful implementation of tasks, building new people, and strongly affecting emotions and responsibility. responsibility, awareness, will for self-reliance, community pride and creativity of collectives and individuals in our state apparatus. Most organizations from central to local levels carry out this movement; Launching the movement is a step to achieve the best results and achievements in implementing the tasks assigned by the Party, State and people. In recent times, in Vietnam, most agencies and units in all organizations of our state political apparatus... have seriously maintained and promoted the role of emulation work. Rewarding and rewarding the successful implementation of political tasks, making an important contribution to building a clean and strong Party organization and comprehensively strong agencies and units.

Keywords: emulation and reward, state agency, Vietnam

1. Introduction

For a long time, classicists of Marxism-Leninism have considered emulation as a unique feature of socialism. Marx and Engels believed that in the future society, competition would no longer exist; Instead, there is mutual competition between workers in the production process. When the Russian October Revolution succeeded, and the first worker-peasant state in the world was born to lead the building of a new society, VI Lenin demanded "our task now, when the socialist government is ruling, is an emulation organization".

When analyzing the process of social labor cooperation, Karl Marx discovered the psychological characteristics of human competition in labor and communication. According to Karl Marx, emulation is a social phenomenon; Emulation arises in the process of social organization and division of labor. He wrote "... even social contact gives birth to competition, also stimulates the energy that increases the personal productivity of each individual person... That is because we are human, because of our nature, if not animals. Politics, as Aristotle said, is nonetheless a social animal. Karl Marx also used the concept of competitive spirit to talk about the competitive psychology among workers in the process of cooperation.

Studying the process of cooperation between people in productive labor, seeing the phenomenon that takes place objectively in the process of labor cooperation, Marx introduced the concept of emulation: "Emulation flourishes". in the process of labor cooperation, in common activities and human plans. Social contact creates competition and increases in a special way the vitality of each person.

Discussing communist labor Saturday, Lenin spoke of socialist emulation, which is a voluntary labor movement, contributing to solving difficulties and building a new society of the working masses liberated from the yoke. oppression and exploitation. Lenin considered this a great initiative; the revolutionary government needed to take care of, summarize, and disseminate initiatives and experiences.

According to Fedoseev, a scientist from the former Soviet Academy of Sciences, "Competition is a competition in labor and creativity, characteristic of people in society, born of the cooperation of labor and creativity."

by the social relationships of people in the production process...", "Socialist emulation is a new social relationship with a history. It represents the social creativity of the working class... Socialist emulation appears as revolutionary enthusiasm and is the voluntary action of the working masses - those who have organized social production in a new style. in work".

Since the birth of our State, the Party and President Ho Chi Minh have focused on emulation work. According to President Ho Chi Minh, competition exists objectively in society. People who teach "...mistakenly think that competition is something different from everyday work. In fact, daily work is the foundation for competition." Emulation is an objective phenomenon, an inevitable law of development in the process of human labor cooperation. Wherever there is labor cooperation, competition arises.

Rewarding is a job that has existed for a long time in social history, associated with state rewards and punishments under different social regimes.

Rewards have been practiced in our country since previous feudal dynasties. In the book *Dai Viet Complete History* by Ngo Si Lien, the following forms of reward are clearly recorded:

“Rewarding those who have meritorious service in battle
Rewarding those who have meritorious service in going on missions
Rewarding assistants for their meritorious deeds
Rewarding those who recommend and talented people
Rewarding those whose answers are correct

Reward subordinates who keep the rules, not respecting noble superiors

Rewarding people who have contributed to irrigation work
Rewarding people with literary talent
Rewarding the elderly...”.

Through these forms of reward, it proves that the feudal courts knew how to encourage people to enthusiastically make achievements in order to be rewarded. That is the deep patriotic spirit of the nation.

Nguyen Trai once said: “A State that rewards and punishes strictly and promptly is a strong state. A state that punishes more than rewards is a state in decline. A state that rewards more than punishes is a prosperous state.

The Party and President Ho Chi Minh (Uncle Ho) were very interested in praising and encouraging good people and good deeds. Every time I read the newspaper or listen to the radio, and see a nice gesture, Uncle Ho will immediately check it out so that Uncle Ho can reward it. Uncle Ho often reminds us that rewards must be accurate and timely to encourage us to promote our strengths and positive aspects, overcome and repel our shortcomings and negative aspects in order to build new people for the goal of a prosperous people, a strong country, and a strong society. fair, civilized democracy.

President Ho Chi Minh instructed "If you have merit, you will reward, if you have mistakes, you will be punished. Reward must have the effect of educating, motivating, setting an example..." Reward is also a state policy to recognize and respect people. Honoring individuals and groups with achievements in the cause of building and protecting the Fatherland.

Compliment is a positive comment about a certain person; some organization, about something, something with a sense of satisfaction. A reward is a gift in kind or money... A reward is a form of recognition of the State's merits and

achievements by a decision of a competent authority prescribed by law. Thus, reward is an issue within the category of social science. Rewards and punishments that arise and exist in the process of human development are a matter of social psychology and human spiritual life, so rewards must reflect the views of the masses. Must have high responsibility in the process of discovering and considering rewards. Rewards exist with the existence of the State. The State still rewards. Reward means both mental encouragement and material encouragement.

In the current conditions, rewards still play an important role as a driving force for social development. It is a measure for managers to carry out the key political tasks of their agencies and units to encourage and motivate everyone. Social classes actively and enthusiastically make achievements in productive labor.

2. Overview of research situation

Firstly, the researched works have mentioned the concepts of emulation and rewards, the characteristics and roles of emulation and rewards; The diversity of forms of emulation and reward has been determined; activities to organize emulation and reward work; Determine the concept, characteristics and role of state management for emulation and reward work

Second, the law on emulation and rewards has been of interest to many researchers and managers since the country entered the reform period. There have been analyzes and assessments of emulation and reward work. At the same time, many research projects also raise the issue of strengthening the role of emulation and rewards in the period of building a rule of law state, developing a socialist-oriented market economy, and economic integration. international today.

Accordingly, emulation and rewards need to be fundamentally innovated in the direction of respecting the objective rules of the market economy, respecting the rights and obligations of economic sectors participating in the emulation movement; obey the laws of value and benefits, especially respecting the principles of efficiency and practicality, avoiding formality and waste. The state's management of emulation and commendation activities must be by law. Therefore, the issue of emulation and commendation is not only expressed in the Party's documents and in the state's legal system but is also researched by managers and scientists from many different angles. , especially research from a legal perspective. With different perspectives and multi-dimensional approaches, there are still many different opinions. That requires a correct awareness of this issue.

Third, research works related to the law on emulation and commendation all confirm that the law on emulation and commendation is an important legal basis for state management in the field of competition. compete, reward and launch emulation campaigns and perform reward work. In other words, the law on emulation and commendation is an important legal basis for carrying out emulation and commendation work. Research projects have also proposed a number of recommendations to improve the law on emulation and reward activities.

However, it should be noted that there have been no systematic and comprehensive studies on the issue of emulation and commendation from a legal perspective.

From the above comments, in addition to the research results that need to be inherited and used, the thesis identifies the

following issues that need further research:

Firstly, systematically research from a legal perspective the theoretical issues of emulation and rewards related to conceptual issues, characteristics, roles, regulatory content, and factors. impact on emulation and reward laws... At the same time, research fully and comprehensively the limited aspects that need to be considered and evaluated in a more comprehensive, dialectical and objective manner. On this aspect, it is necessary to comprehensively research and analyze the provisions of the Constitution, the legal system, the organization and operation of state institutions and legal regulations, and study inspection activities. inspect the implementation of the law, resolve complaints and denunciations and handle violations in the implementation of the law...

Second, comprehensively analyze and evaluate the law on emulation and commendation in terms of form and content on the basis of reviewing the legal provisions and practical application of the law on emulation and commendation in time. via. Notably, it is necessary to determine what requirements are being placed on the law on emulation and commendation in the context of building a rule of law state and developing a socialist-oriented market economy. meaning, and international integration? What is the current legal status of emulation and commendation in Vietnam, what limitations are there, and the causes of this situation...

Third, propose comprehensive solutions on improving the law, on emulation and commendation, on the basis of legal research, practical implementation of the law and current research works on emulation and commendation. now.

3. Current status of emulation work in state agencies in Vietnam

Emulation and rewards are two contents that are closely related and have a dialectical impact on each other. Emulation is a driving force that motivates individuals and organizations to complete tasks well, and on that basis, rewards are made. Rewards are both a result and a factor that promotes the development of the emulation movement. Reward the right people, the right job; Ensuring objectivity, fairness and timely implementation will have the effect of motivating and encouraging competition. However, currently the form, content and methods of organizing emulation are slowly being innovated, emulation criteria are general, not specified and closely follow the characteristics and tasks of agencies and organizations. Monitoring, urging, inspecting, summarizing and summarizing the emulation movement is not timely and regular. The role of organizations in emulation work at the grassroots level has not been strongly promoted, there is still a situation of "priority" in rewarding "leaders" and not paying enough attention to rewarding and encouraging subjects in a timely manner. are direct production workers and subordinate employees.

There are many reasons leading to the above limitations, of which the main reason is due to the leadership and direction of a number of Party committees, authorities, Fatherland Front and unions regarding emulation and commendation work. The reward does not meet the new mission requirements. The awareness of party committees, Party organizations, authorities, the Fatherland Front, socio-political organizations, and the People about the position and role of the Economic Group's work is not complete, and it is slow to grasp the reality for development. emulation activities, not paying enough attention to fostering, building

and replicating advanced examples; Leadership and direction of emulation movements have not been taken seriously. The organization of propaganda and education about the meaning and importance of economic adjustment work for officials and employees has not been focused and carried out regularly.

The emulation work is not closely linked to the reward work, but there is still a formality in setting out the emulation content. Emulation targets are still imposed in some places, the collective strength in the Economic Corporation has not been highly promoted, and there is no adequate remuneration policy for those with many achievements in emulation work. The qualifications and experience of the staff and civil servants working in the economic assessment are still limited, lacking in practicality, and heavy on theory, stereotypes, and mechanics. All levels and branches have not focused on training and fostering to improve the capacity of officials working in economic adjustment. The organizational apparatus for implementing the economic assessment work is still inadequate and inconsistent...

The Prime Minister highly appreciated the Ministry of Home Affairs, the Office of the President, the Government Office, and the Central Emulation and Commendation Committee (the standing agency of the Council) for closely coordinating and carefully preparing the documents for the meeting; Frank and responsible comments clarify the results achieved, shortcomings, limitations, causes, lessons learned and directions and tasks of emulation and reward work in the coming time.

Besides the achieved results, the emulation and commendation work also has some limitations. Awareness of the role and importance of the emulation and commendation work is sometimes incomplete, leading to The movement has not met the task requirements, and in some places there is a lack of solutions to promote the emulation movement. In implementing measures to prevent and control the COVID-19 epidemic, some places are still negligent, subjective, and caught off guard; A part of the people are still not fully aware of their responsibility to the community and the dangers of the epidemic; The implementation of physical distancing and quarantine is not yet strict; Inspection and supervision by authorities is still not strict; The prevention and control of epidemics in some places is still confused and passive, and there are no appropriate measures to handle the situation. There are places where the implementation of unexpected rewards is not timely and disciplinary action is not strict.

In recent years, the management, direction and administration in general and the emulation and reward work in particular have been regularly maintained by the Institute's leaders. Through weekly and quarterly meetings to learn from work experience, evaluate the results achieved, problems and causes as well as propose measures and solutions. The Institute's leaders in charge of the area meet with the People's Procuracy of the district every month to hear the difficulties and problems of the facility and provide timely direction.

To improve the efficiency of performing the functions and tasks of the Sector, the City People's Procuracy has strengthened the application of information technology in management and executive direction. Leaders of the two levels of Procuracy have organized many unit activities, exchanging knowledge about theory and professional knowledge; Assess the situation of the unit, the situation of violations and crimes in the area... to thoroughly grasp the spirit of training for all officials, Procurators must constantly

train to improve political quality and improve efficiency. work efficiency, building the image of Procuracy officers according to Uncle Ho's teachings "Justice, integrity, objectivity, prudence, humility".

In addition to reviewing emulation and rewarding periodically every 6 months and every year according to general regulations of the Industry, to promptly motivate and encourage the working spirit of civil servants in the Industry, state agencies also pay attention to It is important to implement extraordinary rewards for units and individuals with outstanding achievements in short-term emulation periods or associated with each specific work stage such as: Rewarding collectives and individuals with outstanding achievements in propaganda work ; Rewarding collectives and individuals with outstanding achievements on the occasion of the Industry's establishment anniversary...

Every year, immediately after receiving the Directive on emulation and commendation work from the Supreme People's Procuracy, state agencies organize a thorough awareness campaign for the heads of affiliated units and all officials. On that basis, the agencies have developed an annual emulation and reward work plan, which identifies key tasks, targets to be achieved and proposes working measures and solutions to perform. The work of guiding, inspecting and urging the implementation of emulation movements by each officer and Procurator is carried out regularly; Thereby, promptly praising and rewarding typical factors and exemplary examples; rectify and overcome shortcomings and limitations in emulation movements.

In the process of reviewing emulation titles, units have based on the standards and level of completion of work targets of individuals to request recognition of emulation titles and appropriate rewards. fair. The accumulation of emulation titles like in the previous period is no longer present, but has been replaced by reviewing and recommending rewards for those who are worthy, have achievements or contributions in work. The principles of equality and fairness are thoroughly understood and implemented by the Emulation and Reward Council. Emulation and reward work in recent years has not resulted in inequality, unfairness or complaints from related groups and individuals.

4. Solution

To improve the quality of emulation and reward work in the near future

One is to continue to publicize the Party's policies and President Ho Chi Minh's patriotic emulation ideology; Actively educate and propagate to raise awareness of all levels of unions about the position, role, importance of emulation and reward work and the Party's policies and laws. State on emulation and commendation work.

Second, the leadership of party committees, agencies and unions at all levels was strengthened, the revolutionary action movement was deep and widespread. Promote synergy, promote and effectively use resources, promote socialization, implement democracy at the grassroots, and continue to promote patriotic emulation. Promoting the roles and responsibilities of organizations and forces in leading, directing, and organizing economic rectifications, mobilizing synergy, creating high consensus on awareness and ideology of the organization, solidarity, synchronization, and rhythm in the implementation of emulation rounds.

Third is to proactively discover, cultivate and replicate advanced examples in competition and emulation

movements. The campaign praises, replicates and has a far-reaching effect in praising examples of good people, good deeds, new initiatives, new models, new good, creative and effective factors.

Fourth, continue to consolidate and perfect the organizational apparatus of the emulation and commendation institutions at all levels in the direction of stability, streamlining, and unity from central to local levels. Party committees, agencies, fronts, and unions at all levels pay attention to building a team of officials doing emulation and reward work; Select people with sufficient qualifications, capacity, and expertise to advise, research, and implement guidelines, policies, and laws. Awaken the potential and strength of individuals and groups, effectively implement the content and goals of the competition at establishments, units and localities. Sectors and levels need to regularly pay attention to training, fostering, professional training, improving knowledge and qualifications of officials and civil servants specialized in the work of economic corporations to carry out advisory work. effective, contributing to improving the quality of the patriotic emulation movement and reward work.

Fifth is to comply with the principles of accurate, public, democratic, equal, fair, timely and punctual evaluation and reward forms. Strengthen inspection, supervision, and timely handling of denunciations from organizations and citizens protesting against economic enterprises; Preliminary and summarizing the competition and reward work, promptly praising advanced examples, and at the same time learning from experience, disseminating and replicating advanced cases among personnel.

Sixth is to strengthen coordination between departments, branches, unions, and localities, join forces to promote competitions, and effectively implement emulation and reward work. Organizing emulation movements needs to have a goal. Practical and specific goals, linked to the implementation of political tasks of each locality and unit. In addition, it is necessary to launch emulation movements in batches, by topic, and continue to innovate comprehensively and creatively in the organization of emulation movements to ensure quality in emulation and reward work.

5. Conclusion

Thus, according to Marxism-Leninism, emulation is a unique characteristic. Marx introduced the concept of emulation: "Emulation flourishes in the process of labor cooperation, in common activities and human plans. Social contact creates competition and enhances in a special way the vitality of each person", while Fedoseev, a scientist of the Soviet Academy of Sciences, said that "Competition is the competition in labor and creativity, bearing the characteristics of humans in society, born of labor cooperation and by social relationships of people in the production process..."

Not only that, studies show that the provisions in Clauses 1 and 2, Article 3 of the Law on Emulation and Commendation (TĐKT) 2003: Emulation is an organized activity with the voluntary participation of individuals and groups to strive to achieve the best achievements in building and protecting the Fatherland. Rewarding is recognizing, praising, honoring merits and encouraging with material and spiritual benefits for individuals and groups with achievements in building and protecting the Fatherland. Emulation and commendation play a role in encouraging and promptly motivating organizations and individuals with excellent achievements, promoting their role as good examples for other organizations and individuals

to strive for, and at the same time promoting individuals. Individuals and organizations overcome shortcomings and weaknesses and strive to improve. President Ho Chi Minh's teachings: "Emulation is patriotism, patriotism is competition. And those who compete are the most patriotic people"¹, in recent years, the work of the economic corporation has received more attention from all levels and sectors and is always associated with the implementation of political tasks. It can be seen that there are many emulation movements such as: "Good workers, creative workers" (workers); "Farmers compete to produce and do good business, unite to help each other get rich and reduce poverty sustainably", "Farmers compete to build new rural areas", "Farmers participate in ensuring national defense and security" (farmer); "Loyal, creative, dedicated, exemplary" (officers, civil servants); "Competing for good teaching, good learning" (education); "Women actively study, work creatively, and build happy families" (women); "Exemplary veteran" (veteran); "Accompanying and volunteering for socio-economic development and protecting the Fatherland", "Accompanying young people to establish themselves and start a career"; "Student volunteers" (youth); "Compete to win" (military); "For national security", "The People's Police study and implement the six things Uncle Ho taught" (police); "Smart mass mobilization; "The whole country joins forces to build new rural areas"; campaigns "All people unite to build cultural life"; "All people protect national security"; "Practicing thrift, combating waste, corruption, and fighting social evils"... has mobilized and mobilized all social resources, contributing to fulfilling the country's political tasks.

Emulation and reward work plays an important role in the process of building and developing the country, it can be said to be the driving force of development. Doing well the emulation and reward work will promote everyone's enthusiasm, initiative, and creativity, promoting the will, determination, and solidarity of the collective; so that each individual and group has a high sense of responsibility in carrying out assigned responsibilities and tasks. Emulation and rewards are two contents that are closely related and dialectically influence each other. Simulation is what motivates individuals and organizations to complete tasks and rewards are based on that. Rewards are both a result and a driving factor in the development of a competitive sport. Rewarding the right people, for the right job, ensuring objectivity, fairness, and timely implementation will encourage and motivate the spirit to follow the example.

The form, content, and methods of organizing contests are gradually being innovated, contest standards are still general, not specified, closely following the characteristics and tasks of agencies and organizations.

In the current process of national innovation and international integration, economic activities and emulation and reward work increasingly occupy an extremely important position and role in work and social life. Rewarding along with emulation truly becomes a driving force urging people and all sectors of society to emulate production, research, study, and create, making an important contribution to building a new life and building a new life. Build a new culture, cultivate increasingly perfect people.

Emulation work is not closely linked with reward work. In some places, enforcement is still imposed. "Leadership" recognition still has "priority" status.

Proposing reasonable policies and solutions, publicizing the

Party's policies and President Ho Chi Minh's ideology on emulation; State policies and laws on emulation and rewards, focusing on publicizing the law on emulation and rewards and guiding appropriate changes in document format. Seriously campaign for praise and spread widely in rewarding and praising good people and good deeds

Therefore, emulation and rewards have the role of encouraging and promptly motivating organizations and individuals with excellent achievements, promoting their role as good examples for other organizations and individuals to strive for, and at the same time Encourage individuals and organizations to overcome shortcomings and weaknesses and strive to improve.

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