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Building and Developing the Cadres of Kien Giang Province to Meet the Requirements of the Industrial Revolution 4.0

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Abstract

Kien Giang province is a province in the Mekong Delta region. In the process of construction and development, Kien Giang province always focuses on building cadres of size, structure, and quality to meet the needs of socio-economic development in the context of international integration. Developing cadres teams in all 03 fields: science and technology - technology, natural sciences, social

sciences, and humanities; implementing policies to attract highly qualified cadres to work in industries that are difficult to attract and strong in the province. This study focuses on analyzing the current situation of the building and developing the cadres of Kien Giang province, thereby proposing solutions to the development of this cadres team in the future.

Keywords: Building and Developing, The Cadres, Industrial Revolution 4.0, Kien Giang province

Introduction

Kien Giang's goal is to be one of the leading provinces in the Mekong River Delta, a good province of the whole country by 2030. This is a huge goal requiring high political determination in natural human resources. very important now. First of all, it is necessary to improve the quality of human resources for leaders and managers at all levels.

Faced with the impact of the industrial revolution 4.0 on the development process of Kien Giang province, cadres' work needs to be changed to suit the new situation. In 2021, despite being affected by natural disasters and epidemics, especially the Covid-19 epidemic, with the efforts of all levels of Party committees, authorities, all classes of people, businesses, and the economy of the province. remained stable and had a growth rate (of 0.58%), being one of six provinces in the Mekong River Delta with positive growth; Party building and political system building were paid attention to and directed to achieve quite comprehensive results; national defense - security is maintained, social order and safety are ensured stably; The material and spiritual life of the people is increasingly being raised, etc.

In 2022, Kien Giang will continue to focus on leading, directing the implementation, and effectively organizing the implementation of the Resolution of the XIII Congress (2021) of the Party, the Resolution of the 11th Party Congress of the province, and the resolution of the Party Congress. levels. The province continues to improve the leadership capacity and combat strength of the Party Committee; building a clean and strong political system; accelerating the progress, and completing the formulation of the Provincial Plan for the period of 2021-2030, with a vision to 2050, general planning, construction planning, land use planning, and related plans, etc.

In the construction and development process, Kien Giang province should continue to attach importance to the construction of the Party and a clean and strong political system; continue to improve the leadership capacity, and combat the strength of Party organizations and party members. The province focuses on building a lean, efficient and effective apparatus; building and training a contingent of cadres, civil servants, and public employees with sufficient quality, capacity, and prestige, on par with their duties. Effectively implement the Resolutions of the 4th Party Central Committee, term XI (2012) and term XII (2016) on Party building in association with promoting the study and following Ho Chi Minh's ideology, morality, and style. Consolidate national defense - security, maintain security, politics, social order, and safety; create favorable conditions and environment for socio-economic development.

Research results

Overview of cadres work

According to V.I. Lenin: "Researching people, looking for capable cadres that are the key; otherwise, all orders and decisions will be just a jumble of paper." Ho Chi Minh also taught: "The cadre is the root of all work"; "The success or failure of the

work is due to good or bad cadres" (Minh, 2011) [13].

In the process of leading the revolutionary cause, the Communist Party of Vietnam has always clearly identified the important role of cadres, especially in the context of enhancing exchanges, international integration, and accelerating industrialization, modernization. From Resolution No. 03-NQ/TW dated June 18, 1997, on the cadre strategy in the period of accelerating industrialization and modernization of the country, up to now, the Party's cadre work has achieved important results. The Party has developed, supplemented, completed and issued many directives, resolutions, and conclusions on cadres and cadre work (Van, 2020 & 2022). The cadre working process is becoming more strict, synchronous, public, transparent, and democratic. The training, fostering, and updating of knowledge has received more attention, step by step associated with titles, planning, and use of cadres, especially for strategic-level cadres.

During the term of the 12th Congress (2016), the Party issued a series of synchronous regulations on cadre work, focusing on setting the example of cadres and party members, notably Regulation No. 55-QD /TW of the Politburo on a number of things that need to be done immediately to strengthen the role of example for cadres and party members, emphasizing the need to promptly correct the offensive working style, lavish and wasteful lifestyle. in society and be exemplary in living a civilized, simple, and thrifty lifestyle (Duchiep et al., 2022); Regulation No. 08-QDi/TW of the Central Committee on the responsibility to set an example for cadres and party members, first of all, Politburo members, members of the Secretariat, members of the Central Committee, only clearly 8 contents comrades, members of the Politburo, members of the Secretariat, members of the Central Committee must lead by example and 8 contents must be strict with themselves and resolutely resist; at the same time, requiring cadres holding high positions to be exemplary, etc (National Assembly of the Socialist Republic of Vietnam, 2021).

In central agencies, the training and retraining of cadres at all levels, especially key cadres of agencies and units, is carried out democratically and methodically. People with natural virtues and talents continue to be respected and used, promoting their personal and special abilities very young (Trung & Van, 2020; Van, 2022). This is a good premise to contribute to building a contingent of central-level cadres who are capable, reputable, and on par with their duties in accordance with the spirit of the Resolution of the 13th Party Congress.

However, compared with the contents of cadre work and the training and retraining of cadres in central agencies in the spirit of the Resolution of the 13th Party Congress, especially Resolution No. 26-NQ/ The Central Committee dated May 19, 2018, of the 12th Central Committee on focusing on building a contingent of cadres at all levels, especially the strategic level, with full quality, capacity, and prestige, on par with the tasks required by the Party committees, leaders of agencies and units at the central level need to focus on investing more (Government, 2020).

Somewhere, in each agency, the unit still has the expression "relationship - currency - descendant"; people with real virtues and talents that have not been used and properly utilized to bring into full play their strengths and capacities; the training, retraining, and implementation of the plan is still "closed"; the standardization of cadres, especially

standardization of qualifications is not uniform, a part of cadres, especially young cadres in some agencies, have not been paid attention to, creating conditions for sending to train and foster political discussion, improving professional qualifications (Duchiep et al., 2022), leading to "missing" planning, appointment, mobilization, and rotation due to lack of conditions (Vuhong, 2022).

Policies of discovering, attracting talents, and protecting cadres, being dynamic, creative, daring to think, daring to speak, daring to do, daring to take responsibility, daring to face difficulties and challenges, and acting decisively The action is not clear, public and transparent, so innovation, creativity, and action for the common good are not encouraged. In fact, in many agencies and units, the number of cadres who are well trained and retrained both domestically and internationally is not small, with good thinking and practical capacity, but the best conditions have not been created. to bring into full play the creative capacity, and dedication.

The actual situation of cadres work in Kien Giang province

After nearly 4 years of leading and directing the implementation of the Resolution of the 10th Congress of the Provincial Party Committee, term 2015-2020 on "Focusing on improving the leadership capacity, combat strength of the grassroots party organization and the quality of the contingent cadres and party members" (Kien Giang Provincial Party Committee, 2020) Party committees and organizations at all levels have seriously implemented and achieved important results. The organization of activities at the Party committee and branch levels was put into order, thematic activities were focused, and democracy in the Party continued to be promoted; Most party organizations perform quite well in the role of the political nucleus of leadership at the grassroots. This is specifically expressed as follows:

Political and ideological education for cadres and party members is paid regular attention; the majority of members and cadres and party members are trained and challenged through practical work, have a firm political ideological stance, have good moral qualities, have a sense of organization and discipline, be exemplary, successfully complete the assigned task. Strictly implement the working regulations and the Party Committees at all levels; The work of self-criticism and annual criticism is done quite well, the assessment of the quality of party organizations and party members is increasingly substantive, gradually overcoming the achievement disease.

The quality of life of the P committees and brand inches has been gradually improved, most of them have well observed and maintained the regular routines, the average rate of party members participating in activities is over 95%; the preparation of content, organizational order and time of activities strictly comply with the regulations and guidance of the Central Government; the method of living of the cell has been improved, the living documents are documented and sent in advance for Party members to study and discuss; Many meeting chairmen demonstrated flexible and effective management methods, clearly suggesting key issues to be discussed and discussed in order for the branch to unify leadership or propose solutions (Kien Provincial Party Committee). Giang, 2020). Well implement the principles of organizing party activities, ensuring leadership, education and combat in the activities of the cell (Tuan, 2019).

Kien Giang province focuses on building Party organizations and socio-political organizations in areas, units and businesses where there is no party organization and party members. Up to now, 100% of hamlets and neighborhoods have branches, of which 98.78% have established branch committees; maintain and strengthen police and military branches, dissolve branches of agencies under the Party Committees of communes, wards and townships under the direction of the Central Government; established 19 party organizations and 168 mass organizations in private enterprises (Kien Giang Provincial Party Committee).

By the end of September 2019, the entire provincial Party Committee had 848 grassroots party organizations (322 grassroots party cells, 526 grassroots cell branches), an increase of 23 establishments; there are 12 party branches (increased by 04) and 2,925 branches under the grassroots Party Committee, an increase of 95 branches compared to the beginning of the term; Up to now, 100% of hamlets and neighborhoods have branches, of which 98.78% have established branch committees; maintain and strengthen police and military branches, dissolve branches of agencies under the Party Committees of communes, wards, and townships under the direction of the Central Government; established 19 party organizations and 168 mass organizations in private enterprises. From the beginning of the term until now, the entire Party Committee has admitted 9,937 party members, reaching 66.24% compared to the Resolution of the Provincial Party Congress, bringing the total number of existing Party members in the province to 59,020, an increase of 8,735 party members compared to the beginning term (Tuan, 2019).

Up to now, 100% of communes, wards, and townships have completed the arrangement and arrangement of part-time jobs from 22 non-specialist positions at the commune level to 11 titles (reducing 2,410 people) and 100% of hamlets and neighborhoods have completed the work. the arrangement and arrangement from 11 part-time positions in hamlets and neighborhoods to 5-6 titles (reducing 3,991 people); There are 49/145 communes, wards, and townships serving as party secretary and concurrently chairperson of the People's Council and 30/145 communes, wards and townships serving as party secretary and chairperson of the People's Committee. From the beginning of the term until now, 85 officials have been transferred and rotated (from district to commune 66 comrades, from commune to district 9 comrades, and from one commune to another 12 comrades) (Tuan, 2019).

Party committees, branches, and inspection committees at all levels have inspected and supervised 5,473 party organizations and 37,973 party members. Through inspection and supervision, promptly correct limitations and shortcomings and discipline party organizations and party members who commit violations according to regulations. The coordination between the Fatherland Front and socio-political organizations at all levels in the monitoring organization has become even tighter, enterprises in implementing and implementing guidelines and resolutions of the Party, policies, and laws of the State related to mass organizations, people, policies of people with meritorious services, etc. in the local area.

Suggest some solutions

In order to contribute to improving the quality of cadres in

Kien Giang province, all levels of Party committees, party organizations, leaders of central agencies and units need to study and direct the implementation of a number of contents:

Firstly, regularly consider cadre training and retraining as one of the main motivations and top tasks in the development of planning and development plans of agencies and units. Every year, Party committees at all levels coordinate with leaders of agencies and units to develop specific plans, arrange appropriate funding sources, review subjects and create conditions for officials and party members to be trained (Van, 2020), fostering and improving the level of political theory (Honghoa & Vuhong; 2022), expertise and professionalism, suitable to the agency or unit's job position and work requirements.

Second, comprehensively standardize the qualifications of cadres and party members. Create fairness, publicity, transparency and democracy in training, fostering, planning, appointment, mobilization and rotation on the basis of the dedication of each cadre, party member, not for the sake of "relationship-money-descendant" that ignores the dedication of outstanding individuals (Trung & Van, 2020).

Thirdly, Party committees, party organizations, and leaders of agencies and units pay attention to, create conditions for, and well implement the policy of attracting, appreciating and using talents. Assigning and assigning new and difficult jobs to cadres and party members, especially those included in the high-level planning, individuals who are well-trained, have thinking and practical capacity of agencies and units. challenged and trainedv (Communist Party of Vietnam, 2026 & 2021). Thereby, detecting, selecting and continuing to propose and send for training and retraining at a higher level.

Fourthly, each party member must always study to constantly improve his/her level in all aspects, especially practicing ethics, lifestyle and working style. Focus on improving the level of political theory, the ability to summarize practice (Phong & Van, 2019). Experience shows that there can be no true theory without the ability to summarize experience and reality. To improve the theoretical level, one must learn Marxism-Leninism, because the analysis and summarization of practice must also be based on the Marxist-Leninist methodology.

Strengthen learning, practice and research new knowledge, make good use of new inventions and inventions, improve the ability to work in an international environment to approach the world's civilization. Train political courage and professional skills enough to defend new views, arguments and ideas in performing assigned tasks, so as not to be shaken, lose mind, lose faith when receiving criticism, attacked, slandered...

Fifthly, Party committees, party organizations, leaders of academies, schools, training and fostering institutions in central agencies should strengthen leadership, direction and coordination in organizing advanced classes. The level of political theory and professional expertise is suitable for learners. Organize full study of the contents of the study topics under the direction and guidance of the Central Committee, the Party Committees of the Central Agencies.

Strengthening and tightening discipline and discipline in organizing political theory training courses for party admissions, new party members, intermediate and advanced levels of political theory; training program on state management knowledge for experts, key experts, senior

experts... Timely organize training courses for Party cell secretaries, grassroots members to raise awareness knowledge and understanding of Party building work. Regularly organize classes to update knowledge and new knowledge for leaders and managers, especially officials in planning at the party committee, leaders of central agencies and units. In training and retraining, it is necessary to focus on training and fostering Marxist-Leninist theory, Ho Chi Minh's thought (Luongngoc & Van, 2022), viewpoints and lines of the Party, policies and laws of the State in accordance with actual requirements (Dao, 2010); especially the character education and ethics of cadres. Closely linking between theory and practice, learning goes hand in hand with practice, accordingly, it is necessary to research and organize classes to learn from local experiences, units and businesses, to listen to thoughts and aspirations to participate. Advise and organize the implementation of policies well with the motto: "cadres and party members of central agencies do not say no when it is difficult, do not say yes but do not". That is the best measure to contribute to bringing the Party's resolutions to life and building a contingent of cadres of central agencies that are capable, reputable, and on par with their duties.

Conclusion

In the coming time, Kien Giang province needs to strengthen political and ideological education, ensuring unity of will and action; building a contingent of cadres and party members with solid political spirit, truly exemplary pioneers, capable of well completing the assigned tasks. Focus on directing all levels of Party committees and cell branches to strictly implement the conclusions, resolutions, directives, and instructions of the Central and Provincial Party Committees on improving the quality of activities of the cell; raise the leadership capacity, combat strength of the party grassroots organizations and the quality of the party members; well implement the principle of organizing party activities, especially the principle of democratic centralism, a collective leadership and individual responsibility; continue to improve the program and content of activities at the Party Committee and branch levels in a practical, specific, close to the reality of each type of party organization, paying attention to thematic activities. Maintain the percentage of clean and robust grassroots party organization according to the guidance of the Central Committee and the party members who successfully complete their annual tasks from 85% or more. Do well the development of party members, strive to achieve the highest level of targets set by the Resolution of the 11th National Party Congress of the province, ensuring quantity and quality; seriously carry out the review and screening of party members; resolutely and promptly remove Party members who are no longer eligible to leave the Party.

Kien Giang province strives to reach the end of their term 100% of full-time cadres and civil servants with intermediate degrees of expertise and political theory or higher; only key cadres have university degrees, professional qualifications, and senior levels of political theory, etc. To maintain the assignment of members, leaders, and specialists of district-level departments, divisions, branches, and mass organizations to monitor, direct, and attend activities with the party committees of communes, wards, townships, hamlets, and quarters. Innovate and improve the quality of inspection and

supervision at the grassroots level; develop and implement programs and plans for inspection and maintenance in accordance with regulations to promote advantages, overcome limitations and shortcomings, and promptly handle violations of collectives and individuals.

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