

Studying and Following Ho Chi Minh's Ideas on Enhancing the Spirit of Responsibility in the Officials and Civil Servants Team in Quang Nam Province Today



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ABSTRACT: In his life and career, President Ho Chi Minh soon realized and always advised, reminded and required cadres and civil servants to perform well in need, thrift, integrity, integrity, and impartiality; At the same time, we must highly uphold the sense of responsibility for assigned tasks and tasks, whether they are big or small, simple or complex, normal or important, secret... Raising the sense of responsibility plays an increasingly important role in improving the quality of cadres and civil servants to meet the requirements of socio-economic development in our country in general and in particular in Quang Nam today. In the framework of the article, we would like to exchange some contents about studying and following Ho Chi Minh's thought on raising the sense of responsibility among cadres and civil servants in the current conditions in Quang Nam.

KEYWORDS: sense of responsibility, staff, Quang Nam, Ho Chi Minh thought

1. INTRODUCTION

During the time of President Ho Chi Minh, he affirmed the spirit of responsibility as follows: "The spirit of responsibility means that when the Party, the Government, or superiors assign us any task, no matter how big or small, difficult or easy, we must devote our spirit and energy to accomplish it, overcoming all difficulties and ensuring success." With this spirit of responsibility, revolutionary cadres and officials must wholeheartedly serve the country and the people. In carrying out their work, officials must actively and conscientiously fulfill their assigned tasks, have a correct understanding of their responsibilities in all positions and positions of work, be proactive, creative, and, most importantly, have the aspiration to strive for the highest results. [1]

In the current context, the demands and tasks of nation-building and defense are becoming increasingly significant. The government requires each individual, including officials and civil servants, to emphasize their roles and responsibilities, strictly adhere to the regulations and rules of their organizations and agencies, uphold ethics and revolutionary qualities, set exemplary lives, foster unity, and establish strong connections with the people. However, there are still some officials and party members who exhibit signs of lacking a sense of responsibility, who neglect their work hours, exceed their authority and duties, talk more than they act, demonstrate irresponsibility in their work, show indifference, engage in corrupt practices, and commit various other wrongdoings. These behaviors have caused public outrage in society and have negatively affected the reputation of party organizations and individuals within our province.

2. THE ROLE OF ENHANCING A SENSE OF RESPONSIBILITY FOR THE CADRE AND CIVIL SERVANT STAFF

The responsibility of officials and civil servants is the awareness of their rights and duties as assigned, as well as the obligation to carry out those rights and duties. An effective and efficient public administration system is built on the foundation of emphasizing the sense of responsibility with dedication, diligence, and the fulfillment of duties by officials and civil servants. With such importance, any state must establish an effective and efficient public administration system, emphasizing the issue of the responsibility of officials and civil servants.

According to the Legal Dictionary, the responsibility of officials and civil servants is the obligation of state officials and civil servants to act in accordance with the provisions of the law, choose the most optimal and rational course of action, report the results of their activities, and bear the consequences for not fulfilling or improperly fulfilling their duties. The concept of the responsibility of officials and civil servants encompasses both positive and negative aspects. From a positive perspective, official duties responsibility encompasses the scope of specific requirements set by the state through legal regulations regarding the content of duties and the qualities of officials and civil servants when performing their duties. The responsibility of officials and civil servants in the positive sense implies adherence to legal and professional ethical requirements, as well as the proactive and creative aspect of their duties when carrying out their tasks. This includes the obligation to choose the most optimal and rational course of action.

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From a negative perspective, the responsibility of officials and civil servants involves bearing legal consequences for not fulfilling or improperly fulfilling their duties. The concept also reflects the legal and ethical requirements placed on officials and civil servants in terms of actively and creatively engaging in their duties. This includes the obligation to choose the most optimal and rational course of action.

Therefore, it can be understood that the responsibility of officials and civil servants is to correctly implement the law and achieve the best results with the lowest cost while meeting the requirements of serving the people. In other words, if officials and civil servants fulfill their duties as prescribed by the law but fail to produce the required results, they cannot be considered as having fulfilled their duty. Elevating the spirit of responsibility means that officials, party members, and civil servants articulate and clarify their thoughts, feelings, attitudes, activities, and orientations to the leadership, organizations, colleagues, and the public regarding their tasks, duties, and assigned responsibilities. They must ensure that they fully live up to the commitments they make in terms of their words, actions, and deeds. If the results of their actions are not satisfactory or if they make mistakes, they must bear the consequences. [2]

In the context of reform and opening up, and deep international integration, every official and party member faces continuous negative influences from society in their daily lives. The ethical decline among officials and party members has been and continues to be a complex issue. The Resolution of the 11th Central Committee of the Communist Party of Vietnam highlighted the limitations and weaknesses in the current Party building efforts. A significant number of officials and party members, including some in leadership and management positions, have exhibited various signs of ideological and moral decay. These manifestations include a fading of political ideals, succumbing to individualism, self-interest, pragmatism, pursuit of personal gain, wealth, and power, as well as involvement in corruption, wastefulness, arbitrariness, and a lack of principles. These expressions have the potential to erode the people's trust in the Party and the State, and in some cases, these shortcomings have persisted for years without being effectively addressed. If not rectified, they pose a challenge to the Party's leadership role and the gradual erosion of public trust in the Party and the socialist system that the Party is striving to build. [3]

3. EMPHASIZE THE SPIRIT OF RESPONSIBILITY OF OFFICIALS AND CIVIL SERVANTS ACCORDING TO THE IDEOLOGY OF HO CHI MINH

According to Ho Chi Minh, the sense of responsibility of each individual is primarily demonstrated in their relationship with the tasks assigned and the work they must do. When the Party, the Government, or superiors assign us any task, whether big or small, difficult or easy, we must commit our spirit and effort to complete it, wherever it takes us. We should do so willingly, following our conscience and intellect, according to our inner needs. If we do things carelessly, just to get by or make things difficult to abandon, and we act irresponsibly when facing challenges, that would be lacking a sense of responsibility. Everyone, regardless of their position, job, or circumstances, must possess a sense of responsibility.

First and foremost, the sense of responsibility of officials and civil servants is demonstrated through a firm grasp of the Party's and the Government's guidelines and policies, and by faithfully implementing the people's line. President Ho Chi Minh said: The Party and the Government set policies, and officials must study, thoroughly understand, and deeply grasp these policies. They should investigate, research, and fully understand the practical situation of their units or localities in accordance with these policies. Then, they should develop clear, meticulous, and practical plans to explain, disseminate, and mobilize the public, making everyone understand and support the Party's and the Government's policies as their own. Finally, they should strive to fully implement these policies. This is how one fulfills their responsibilities.

To fulfill their responsibilities, one must engage in discussions with the public, seek their opinions, and gather their ideas. Leaders should listen to and welcome criticism from the people. In summary, it is necessary to follow the people's line. This demonstrates a sense of responsibility towards the Party, the Government, and the people. [4]

Secondly, being proactive and conscientious in carrying out assigned tasks means that when given a task by the Party, the Government, or superiors, whether it's big or small, difficult or easy, one must commit both their spirit and efforts to complete it, overcoming all challenges and hardships to achieve success. When executing assigned tasks, one must have the courage to take responsibility, dare to think and take action, be proactive and creative in order to achieve the highest possible results. They should fulfill their responsibilities conscientiously, guided by their conscience and intellect, and work according to their inner personal needs. Acting carelessly, doing things just for the sake of doing them, making tasks difficult to abandon, being inconsistent in one's efforts, and doing things haphazardly are signs of a lack of a sense of responsibility.

Thirdly, having a proper awareness of one's responsibility in all roles and positions is essential. People should understand that everyone, regardless of their rank, position, or circumstances, must uphold the spirit of responsibility. President Ho Chi Minh emphasized that every profession is honorable, and every task should be pursued with dedication and focus, without negligence or casualness.

Fourthly, according to him, contrary to the spirit of responsibility are issues such as indifference, following orders blindly, being subjective, rushing, and pursuing personal interests. According to President Ho Chi Minh, individuals with a sense of

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responsibility must practice thriftiness and resist corruption, greed, wastefulness, and favoritism. Thriftiness here doesn't just refer to money, material possessions, and time but also extends to proper organization, arrangement, and distribution of tasks, including the allocation of personnel. If people are not assigned to the right tasks, following the principle of "a carpenter doing blacksmith's work and a blacksmith doing carpenter's work," it can lead to confusion and a failure to complete tasks. Misusing talented individuals in the wrong roles represents a significant waste of intellectual capacity, which is considered a major form of wastefulness in the context of sustainable development.

Officials and civil servants must always practice integrity, resist corruption, and set an example for the people. According to Ho Chi Minh, the people, even if they want to engage in corruption, cannot do so, and they can only engage in bribery. It is only officials, who have power, who have the opportunity to engage in corruption (which Ho Chi Minh referred to as corruption). Officials in higher positions have even more opportunities for significant corruption.

Throughout his life, Ho Chi Minh served as a shining example of upholding a sense of responsibility. When he set out on his mission to save the country, Ho Chi Minh carried with him the dreams and aspirations of regaining independence for the homeland. He understood the responsibility of an individual toward the nation, particularly for a nation that had lost its sovereignty. His activities during the period of seeking ways to save the country (1911-1920) were driven by a sense of personal commitment and responsibility toward the homeland and its people. Throughout his life, Ho Chi Minh went through various explorations, experiences, and discoveries, ultimately finding the path to liberate the nation and fulfill the first responsibility he had set for himself. After discovering the path to save the country, Ho Chi Minh selflessly identified his responsibility to awaken the Vietnamese people, especially the patriotic youth and intellectuals, regarding the task and path of national salvation and liberation. The cause of national independence was inseparable from the ideals of socialism.

4. CURRENT SITUATION OF IMPROVEING THE SPIRIT OF RESPONSIBILITY AMONG OFFICERS AND CIVIL SERVANTS IN QUANG NAM

It must be affirmed that the cadre and civil servant team in state administrative agencies have been and are significantly contributing to the administrative reform process, with the goal of building a modern, highly professional administrative system as set by our Party and people in the new era. However, it's also necessary to acknowledge a reality: there is still a portion of cadre and civil servants who work with a lack of enthusiasm and responsibility.

After several years of implementing Resolution No. 04-NQ/TU, dated June 30, 2011, of the Provincial Party Committee (20th term) on cadre work during the period from 2011 to 2015 and the orientation toward 2020 (Resolution No. 04), the work of cadre and the quality of the cadre and civil servant team from the province to grassroots levels have witnessed many positive changes and achieved significant results. Most levels and sectors have demonstrated clear political determination in building and enhancing the quality of the cadre and civil servant team. They have focused on planning, training, retraining, and promoted cadre rotation. They have timely strengthened and reorganized the leadership and management cadre team, adhered to the policy of conducting pilot exams for the appointment of some leadership and management positions within career units, and made initial progress in the implementation of the selection and training project for key local cadre in communes, wards, and towns in Quang Nam province during the 2011-2016 period (Project 500). The work of female cadre, young cadre, and cadre from ethnic minority groups has also seen significant changes.

Thanks to the effective implementation of various stages of cadre work, the quality of the cadre team from the provincial to grassroots levels has significantly improved, and many targets set in Resolution No. 04 have been met and exceeded. The cadre team at the commune level with a university degree or higher reached 55.83%, an increase of 28.37% compared to before the issuance of Resolution No. 04. Among them, the cadre team in communes in the delta region with a specialized university degree or higher reached 67.3% (Resolution target was 60%), while communes in the mountainous areas achieved 39.5% (Resolution target was 30%). The cadre team at the district level with postgraduate qualifications reached 9.68% (Resolution target was 5%). The cadre team at the director and deputy director level in provincial departments, bureaus, and equivalent positions with postgraduate qualifications reached 35.1% (Resolution target was 25%). The quality of Party committees at all levels during the 2015-2020 term has been improved.

Despite continuous attention to cadre work and significant improvements in the quality of cadre and civil servants, there are still evident limitations in the quality of service provided by administrative agencies within the province. These limitations include low work efficiency, lack of responsibility among officials and civil servants, indifference towards their duties, bureaucracy, corruption, and various other misconduct. A recent example of this misconduct includes the actions of officials in Quế Long commune, Quế Sơn district, regarding the allocation of 16 porcupines to poor households, as well as misconduct related to land management and use by officials in Đại Lộc district and Nam Trà My district...

Specifically, there have been misconduct issues in the financial management at the Vocational College of the province. In particular, the report from the Provincial People's Committee of Quảng Nam on January 3, 2017, regarding the results of anti-corruption efforts in 2016 across the province, revealed that over VND 71.5 billion (approximately \$3.1 million) and nearly 10

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million square meters of land across 367 entities and individuals were found to be involved in misconduct out of a total of 590 entities and individuals inspected. The provincial inspectorate recommended administrative penalties and accountability reviews for 110 organizations and 62 individuals, and they also referred four serious violations to investigative authorities for further action.

The mentioned limitations and shortcomings have various causes, but the subjective reasons include: Some Party committees, leaders of Party committees, agencies, units, and local authorities have not shown the appropriate level of concern for cadre work. They may lack determination and have not provided clear directives for implementing the objectives outlined in Resolution No. 04. A portion of cadre, civil servants, and Party members lack self-improvement efforts in terms of political integrity, ethics, responsibility, work demeanor, and conduct. They have not made personal efforts to improve themselves.

We still lack specific regulations regarding the functions and duties for each type of job, each department, and each individual within the organization, especially regulations on individual accountability. The phenomenon of “egalitarianism” is still quite common, and there is a lack of competition among officials and civil servants, leading to a situation where they rely on their superiors without a strong drive for self-improvement.

Addressing these issues may require the development and implementation of clearer job descriptions and performance expectations for different roles within organizations. Promoting a culture of accountability, competition, and continuous improvement can help address the phenomenon of “egalitarianism” and encourage officials and civil servants to strive for personal growth and better performance.

There are still many issues such as imposition, favoritism, corruption, bribery, lack of organization, arbitrariness, disregard for rules, and lack of discipline within the public service. These issues lead to officials and civil servants not being able to unleash their creativity, propose administrative reform initiatives, and contribute effectively to their roles. Officials and civil servants become passive, dependent, stagnant, and overly cautious in their work.

Moreover, the compensation and welfare system for officials and civil servants may not be sufficient. In addition, the organization of cadre management exhibits noticeable negative and weak aspects. Starting from the selection and appointment of officials and civil servants, transparency and fairness may be lacking. The evaluation of officials and civil servants may lack specificity and objectivity, and their placement may not align with their professional competence and suitability for the job.

5. SOLUTIONS TO IMPROVE THE SPIRIT OF RESPONSIBILITY IN THE STAFF OF OFFICERS AND CIVIL SERVANTS IN QUANG NAM CURRENTLY

5.1. The guiding viewpoint of the Quang Nam Provincial Party Committee regarding cadre and civil servant work at present

On August 12, 2016, the Quang Nam Provincial Party Committee issued Resolution No. 04-NQ/TU on enhancing the quality of the cadre team and restructuring the organizational apparatus for the period 2016 - 2020, with an orientation toward 2025. The guiding viewpoint of the provincial party committee regarding cadre and civil servant work includes the following key aspects:

Firstly, Strictly adhering to the Party's principles of centralized leadership in cadre work and personnel management. This is paired with the emphasis on the responsibility of organizations and their leaders within the political system concerning cadre work.

Secondly, enhancing the quality of the cadre team must be closely linked to the renovation and improvement of the political system from the provincial level down to the grassroots, following the spirit of Conclusion No. 64-KL/TW, dated May 28, 2013, of the Central Executive Committee (XI term) on the Conclusion of the Seventh Central Committee Plenum (XI term) on several urgent issues regarding the continued renovation and improvement of the political system from the central to grassroots levels. This involves effectively streamlining the organizational structure, restructuring the cadre team, and administrative reforms. Building the cadre team should be aligned with the implementation of Central Resolution No. 4 (XI term) on urgent issues related to the current Party building and Directive No. 05-CT/TW, dated May 15, 2016, of the Politburo (XII term) on promoting the study and following of Ho Chi Minh's ideology, ethics, and style, with a focus on female officials, young officials, and officials from ethnic minority backgrounds.

Thirdly, there is a focus on restructuring the organizational apparatus, streamlining the administrative structure, and enhancing the quality of the cadre team. It is emphasized that this is a breakthrough task aimed at improving the quality of the cadre team for the period 2016 - 2020, with an orientation toward 2025.

5.2. Setting some solutions to enhance the sense of responsibility within the cadre and civil servant team in Quang Nam province today

Elevating the sense of responsibility in fulfilling tasks requires fulfilling one's responsibilities towards assigned work conscientiously and aiming for the common goal of contributing to the successful educational mission of the school.

Firstly, it involves continuous learning, research, and adopting innovative thinking and practices to enhance professional competence and expertise.

The reality demonstrates that in any field, enhancing the credibility of each party member and cadre requires continuous improvement of their capabilities. The quality and effectiveness of their work depend on the level of their competence. In essence,

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the quality of task completion serves as a measure of the capabilities of party members and cadres. Currently, some party members and cadres, especially those in management and leadership positions, may lack certain competencies, particularly in management, organization, and leadership skills. Given that society and the economy are in constant motion and development, the evolving tasks demand that every party member and cadre consistently strive for self-improvement, learning, and the enhancement of their knowledge and professional competence. Only through such efforts can they meet the new requirements and gain the trust and confidence of the public. Their influence and credibility will then extend widely, attracting the public and affirming their trustworthiness and value.

Secondly, elevating the sense of responsibility should be accompanied by self-criticism, criticism, and the ability to accept criticism to leverage strengths and rectify weaknesses.

In the current period, every party member, cadre, and civil servant must deeply internalize the teachings of President Ho Chi Minh. They should proactively raise their sense of responsibility in carrying out their assigned tasks and work. It is essential to regularly self-assess and examine their daily work to determine what has been accomplished, the level of achievement, and the results obtained. Anything that remains undone or needs improvement should be identified and addressed for better outcomes. They should also analyze the difficulties and obstacles encountered in task execution, understanding the underlying causes that led to those situations.

When recognizing shortcomings, limitations, shortcomings, even mistakes or violations, one must voluntarily accept personal responsibility, clearly identify the cause to take corrective measures, including overcoming consequences. results caused by oneself, strive to rise up; Don't take credit, blame objects, or others. Absorb opinions from agency leaders, units, comrades, colleagues... to promote strengths; overcome, repair, and adjust weak areas. When necessary, cadres and civil servants find that they no longer have enough prestige with their agencies, organizations, units, before comrades and colleagues, they must proactively resign, resign, or be relieved of duty; or find that you no longer have enough capacity, qualifications, ability or conditions to undertake the assigned tasks, then proactively withdraw, request the organization to arrange other suitable jobs or replace someone with the qualifications and abilities. responsible. Absolutely do not be greedy for fame or profit, do not be greedy for power or position.

Thirdly, every official and civil servant must be a self-learning, self-educating, and self-improving role model to become a good and excellent official.

This is an important solution that directly influences the formation and development of one's character, as well as the enhancement of the credibility of officials and party members. This is about harnessing one's inner strength. President Ho Chi Minh pointed out the fundamental path of self-improvement, emphasizing the need for lifelong learning and persistent self-improvement. To achieve positive results in self-cultivation and self-improvement, it requires, first and foremost, that every official and party member uphold the spirit of self-criticism and self-reflection. They must continuously enhance their revolutionary qualities and, at the same time, steadfastly resist individualism, eradicate bureaucratic tendencies, distance themselves from the masses, and truly serve as the people's servants and public servants. Therefore, they must make efforts to study, train, cultivate themselves, and strengthen their class consciousness, political expertise, and professional competence. They should also promote the noble revolutionary traditions of our nation and strictly adhere to the Party's guidelines, policies, and state laws. Regardless of their positions, they must always serve as role models, self-aware of their strengths and weaknesses, and take initiative in building plans, setting goals, and allocating time for self-improvement and personal development.

Fourthly, it is essential to promote the work of Party building and develop a team of officials, party members, and civil servants with revolutionary moral qualities to accomplish glorious tasks in the new revolutionary period.

The work of Party building in recent years has achieved significant accomplishments, but there are still many weaknesses and shortcomings. The decline in political ideology, ethics, and lifestyle in a considerable number of officials, party members, and civil servants has been undermining the Party's combat effectiveness and eroding the people's trust in the Party. Organizing research and thoroughly grasping Ho Chi Minh's ideas about enhancing a sense of responsibility, wholeheartedly serving the homeland, and serving the people in the current period is an important solution in fulfilling the task of Party building. It contributes to making the Party clean, strong, enhancing leadership capacity and combat readiness, and fulfilling its glorious responsibilities to the homeland and the people.

In summary, enhancing the credibility of officials and party members in the current situation is an extremely important issue that contributes to improving the state machinery. Nowadays, every official, party member, and civil servant must demonstrate humility when performing their duties, tasks, or assignments, both during their execution and upon completion. They should genuinely seek feedback and assistance from colleagues and superiors, welcoming creative ideas and feasible solutions to achieve results in their work and tasks. They should avoid the attitude of assuming they already know everything or insisting on implementing their own thoughts, ideas, and methods as the only suitable ones. There should be no arrogance, self-importance, or self-satisfaction with the results of their work. They should proactively review the implementation process for any shortcomings or limitations and make necessary corrections and adjustments to ensure that future tasks and assignments are of higher quality and yield better results

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