



PROACTIVITY AND CREATIVITY OF SUBJECTIVE ELEMENTS IN THE PROMOTION OF HUMAN FACTORS IN VIETNAM TODAY

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Abstract: Practice has shown that without high-quality workers, it is impossible to develop an economy and bring a country out of poverty and backwardness. Yet it is poverty and economic backwardness that take responsibility for the low quality of that country's labor force. In order to get out of this vicious circle and create momentum for the next step of industrialization and modernization of our country with an underdeveloped economy, it will be unfeasible to develop a policy of sustainable development with a long-term vision; rather, the first priority should be given to human development and gradual improvement of the quality of workers. This article centers around the roles played by the proactivity and creativity of subjective elements in promoting human factors in Vietnam today.

Keywords: proactivity, creativity, human factors

I. Introduction

Our country is now entering a new phase that features an acceleration of national industrialization and modernization. Our Party has determined: "Promoting human resources is a prerequisite and a fundamental factor for social development, rapid and sustainable economic growth towards socialism".

However, in order to promote human factors, it is necessary to find out and handle the relationship between subjective elements and objective ones. It must be seen that the appropriate and effective formulation of policies to promote human factors is based on the appreciation of objective elements and the promotion of the proactivity and creativity of subjective factors.

II. Contents

In this article, it can be confirmed that objective elements affecting the promotion of human factors in Vietnam today include the present epoch, the socio-economic status, and traditions. Subjective elements are the leadership of the Communist Party and the



management of the state. In addition, the Vietnamese human factors (construed as individuals) are both an objective factor and a subjective one.

In order to promote Vietnamese human factors in the new epoch, the objective factors and the subjective factors must be handled on the basis of dialectical materialism in which, the objective factors, i.e. the socio-economic status, traditions, and the current state of Vietnam's human resources, are decisive in helping our Party and State devise policies and methods to promote Vietnamese human factors in terms of consciousness, behavior, and physical capacity. Besides, the requirements of the current epoch are also affecting Vietnamese individuals, causing them to make improvements in their qualities and capabilities to meet practical needs. On the contrary, it is the proactivity, creativity, rules-based appropriate application, the determination to renovate the thinking from the subjective factors (the Party and the State; Vietnamese individuals) that have changed the objective factors, creating favorable environment to promote Vietnamese human factors, building necessary elements for Vietnamese people in a faster manner.

During the war years, in order to liberate the country and gain national independence and freedom, the driving force of the revolution was clearly identified as humans; very naturally, Vietnamese people consciously and wholeheartedly thought they made a small contribution in the real driving force for national liberation. With the motto "all for the independence and freedom of the homeland", Vietnamese people from all walks of life nationwide were ready to give up their lives for such victory.

After the great victory in the spring of 1975, the country was unified, entering a new historical phase. Unlike what most people hoped, the aftermath of war could not be dealt with in just one or two days; socio-economic recovery and development was not smooth but faced huge difficulties and challenges. The development of human factors in war was much different from that in economic construction and development in peacetime.

Since then, even in every individual's thoughts, and especially in the general concept of macro management, we have given some improper assessments or have not fully been aware of objective difficulties that might have negative impacts on social life, the promotion of human factors, or unleashing human potential in national construction. Meanwhile, the process of rebuilding the country after war and building the country in a new period requires new perceptions about humans and social policies on humans – humans in peacetime, in



many ways, are completely different from those in wartime. In war, people could sacrifice personal interests for collective benefits and for the national benefits. They did it of their own free will. But in peacetime, individuals and his or her collectives, superiors and their subordinates, economic and non-economic aspects, etc. have a relatively different kind of relationship, which needs to be dealt with carefully. Individual and collective benefits should be paid attention to in a satisfactory manner.

However, by the end of the 70s, our Party and State still maintained the same administrative-subsidy mechanism, which proved to be ineffective, directly inhibited and negatively impacted social development. This is the basic cause that negatively affected the promotion of human factors and the release of human potential. The economic model that was adopted in this period destroyed the creativity and motivation of workers and of business establishments.

Taking that situation of the country into consideration, on the basis of theoretical research in general, the theories about humans and the role of human factors in particular, our Party and State dramatically changed their ideas about socialism, the path to socialism, social development and humans.

Our Party has affirmed: the most valuable and decisive resource is the Vietnamese people; human factors are the source of Vietnam's endogenous strength. For a country that actively chose and insists on the socialist-oriented development path like Vietnam, economic development and growth, after all, is for humans and towards humans. In the context of globalization and international integration, our Party has identified humans as one of the decisive factors that determine whether we can successfully take advantage of opportunities and overcome challenges and difficulties posed by the process.

Since the 6th National Congress, our Party has paid attention to the people's right to mastery, "in essence, it means a respect for humans, the promotion of the creativity of people from all walks of life so that it can contribute to the construction of a new society" [1]. With this viewpoint, all guidelines and policies of the Party have focused on the care and promotion of human factors.

The human problem was further mentioned in the *Platform for national construction during the transition period towards socialism*, approved at the 7th National Congress (1991). In the Platform, the Communist Party of Vietnam affirmed: A socialist society is a society in



which humans are liberated; the people are the owners. It possesses a highly developed economy with an advanced culture imbued with national identity. Its people are entitled to wellbeing, freedom and happiness and are blessed with opportunities for comprehensive development. In this society, social justice and democracy are guaranteed. Therefore, when it comes to directions and major goals of social policy in the Platform, our Party clearly stated: "To promote human factors on the basis of exercising justice and equality in public rights and obligations; to well combine economic growth with social progress, material life with spiritual life, the satisfaction of immediate needs with the care of long-term interests, individuals with collectives and social communities" [2].

This viewpoint of the Party was built on scientific foundations of Marxism-Leninism and derived from specific historical characteristics of our country. Therefore, our Party insisted that economic growth must couple with the implementation of social policies to ensure harmonious social development using a human-centered approach.

At the 7th National Congress, our Party decided to further speed up education, training, science and technology as the leading national policy to promote human factors - the direct driving force of development. At the 4th Conference of the 7th Central Committee, our Party emphasized: "Humans are the most valuable resource; taking care of human happiness is the highest goal of our regime... We need to be fully aware of great values and decisive significance of human factors, the owner of all creations, all sources of material and cultural wealth, all civilizations of nations; such awareness must come deeply humane spirit in order to comprehensively develop human beings, build an equitable and compassionate society, establish really good and progressive relationship among humans in production and in life" [3].

Thus, the contents of this point of view, after all, are for the happy life of every individual that our Party always cares about. They represent Ho Chi Minh's thoughts on humanity in real life.

By the 8th National Party Congress, in the context of our country transitioning to a new development period, great achievements of the more-than-10-year economic reform brought our country out of the socio-economic crisis, creating necessary conditions and prerequisites to boost national industrialization and modernization. The guiding ideology of the human strategy was to implement "the right social policy for human happiness is a great motivation to bring into play all creative potentials of the people in socialism building". [4, p.28]. The



human problem and human strategies were concretized by the Congress into major national policies to adapt to requirements set forth by the period of industrialization and modernization. These are policies aimed at promoting human resources and implementing social justice. The prime purpose of this policy system was to develop the Vietnamese's intelligence, our most decisive and most valuable resource to accelerate national industrialization and modernization. While the national economic reform was gradually going through in some depth and had to solve extremely complicated tasks, our Party advocated, at all costs, "arousing patriotism and indomitable spirit among the people, promoting the Vietnamese's intellect, being determined to bring our country out of poverty and backwardness with the help of science and technology"[4, p.107].

The Resolution of the 2nd Plenum of the 8th Party Central Committee on *strategic orientations for development of education and training in the period of industrialization and modernization and to-be-carried-out tasks until the year 2000* clearly showed the Party's view that was "the promotion of human factors is the basic factor for rapid and sustainable development".

Being consistent with strategic ideas on human development in the economic reform period, the 9th National Congress of the Party affirmed: Our society is a society for humans and it attaches the central role to humans when it comes to socio-economic development. Humans are, first of all, intellectual, spiritual and moral potentials, a decisive factor and our most valuable resource on the way to socialism. That view is reflected in the policy "development of education and training is one of the important driving forces to promote the cause of national industrialization and modernization, a condition for promoting human resources, a basic factor for social development, rapid and sustainable economic growth"[5].

The 10th National Party Congress continued to affirm that the human strategy must be placed at the center of the socio-economic development strategy in the period of accelerated industrialization and modernization. All undertakings and policies to promote human factors have been derived from the viewpoint that humans are the creators of history, the real owners of society, the subject of all socio-economic and cultural actions and the goal of the entire revolutionary cause is to serve the people.

Practice has shown that in recent years, solving the problem of human development in Vietnam has been witnessed with many positive changes and achieved important results.



Vietnam's revolutionary process showed that in dangerous historical times and extremely difficult situations, Vietnamese people were very creative, dynamic and always sought ways out and ways to go upwards, which surprised even international friends. Therefore, in the summary report on some theoretical and practical issues during the past-20-year implementation of the economic reform (1986 - 2006), the Communist Party of Vietnam continued to affirm: "Humans are the most valuable resource, human development is both the driving force and the goal of the revolution and national reform; it is necessary to attach the issue of human factors with the spirit of humanity in order to create conditions for humans to develop comprehensively, to live in an equitable and compassionate society with healthy social relations. Humans and human development should be placed at the center of the socio-economic strategy; it is a must to create more opportunities and facilitate humans to develop"[6].

Inheriting the ideas about promoting human factors from previous congresses, in the 2011-2015 socio-economic development strategy, our Party determined: rapid and sustainable economic growth is a must; it is necessary to markedly improve the efficiency and competitiveness of the economy; humans shall play a central role in the development strategy and at the same time the subject of such development; it is required to make strong changes in education and training, science and technology, bringing into play human factors. The 11th National Party Congress clearly stated the overall goal: "By 2020, our country will basically become a modernity-oriented industrialized country". To achieve that goal, the Party identified three strategic breakthroughs, of which "rapid development of human resources, especially high-quality ones" was considered as the second breakthrough. This breakthrough agreed with the domestic human resource situation while Vietnam was actively participating in international integration with fierce competition and a scientific and technological revolution.

The Resolution of the 12th Party Congress emphasized that human factors should be associated with building culture as a spiritual foundation, which implies that culture and humans are a dialectical couple, in which humans are the creative subject of culture and enjoy cultural values and products. Mentioned human factors are very specific people with personality, morality, intelligence, capabilities, skills, social responsibilities, etc. At the same time, specific tasks were clearly indicated: "It is necessary to promote human factors in all



areas of social life; focus on training the Vietnamese into comprehensively developed persons in terms of morality, personality, lifestyle, intelligence and working capabilities; building a healthy cultural environment"[7, p.53].Our Party affirmed: "Training the Vietnamese into comprehensively developed persons must become a goal of the development strategy. It is necessary to summarize and build up a cultural value system and a standard value system for Vietnamese people in the period of industrialization, modernization and international integration; create an environment and conditions for the development of personality, morality, intelligence, creative capacity, fitness, spirit, social responsibility, civic duty, a sense of law observance"[7, pp.126-127]. This is the point of view that our Party has always been consistent with; it is strategy-oriented in building and developing Vietnamese people.

For the comprehensive development of humans, all activities of the education and training system need to be centered on building and developing Vietnamese people with a scientific, intellectual and ethical worldview; associated with the realization of human rights, citizenship rights and obligations, improvement of intellectual capacity and life skills, meeting the requirements of the period of accelerated industrialization, modernization and international integration, those of a knowledge economy and a learning society, and those of the cause of building and firmly defending the Vietnamese Homeland.Our Party also affirmed that in order to bring into full play human factors, it was necessary to fight againstmoral degradation so that humans can develop comprehensively: "It is necessary to combat, criticize and eradicate social evils and backwardness, wrongdoings and misbehaviors that adversely affect culture building and corrupt human morals.Solutions are required to prevent and push back ethical degradation in society, overcome the limitations of Vietnamese people"[7, p.127].

III. Conclusion

In order to exploit, use and bring into full play inherent potentials of Vietnamese people to serve the cause of industrialization and modernization, and to build technical infrastructure needed along the path to socialism, it is a must to have right policies and methods from the Communist Party, groups and organizations that employ workers. To that end, the first thing to be done is to develop appropriate polices based on the real situation of the country, the requirements of the current epoch, existing quality and capacity of Vietnamese people.



Promoting the proactivity and creativity of human factors also means building high-quality human resources with good physical strength, an appropriate quantity and a reasonable structure, knowledge, professional skills and work styles that meet the requirements of industrialization, modernization and international integration. Therefore, in the near future, directions should be provided to accelerate this process.

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