



MEASURES TO IMPROVE THE EMULATION-REWARD WORK AT THAI NGUYEN UNIVERSITY OF SCIENCES

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Abstract

In recent years, the emulation-reward at Thai Nguyen University of Sciences has made many improvements, creating positive changes, and contributing to the completion of the University's annual missions. However, this work still has some limitations and difficulties such as organizing emulation movements, reviewing emulations and rewards, replicating the awarded cases, etc., which have not met the expectations of the affiliated officials and employees. The reality analysis and measures to improving emulation and reward are significant to motivate, and encourage courage collectives and individuals to enthusiastically emulate and make achievements in labor and work; and contribute to promoting Thai Nguyen University of Sciences development.



GIẢI PHÁP NÂNG CAO CHẤT LƯỢNG CÔNG TÁC THI ĐUA, KHEN THƯỞNG TẠI TRƯỜNG ĐẠI HỌC KHOA HỌC - ĐẠI HỌC THÁI NGUYÊN

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Thông tin bài viết	Tóm tắt
Ngày nhận bài: 26/6/2023	Trong những năm qua, công tác thi đua, khen thưởng tại Trường Đại học Khoa học đã có nhiều cải tiến, tạo chuyển biến tích cực góp phần hoàn thành tốt nhiệm vụ hàng năm của Nhà trường. Tuy nhiên, công tác này vẫn còn một số hạn chế, khó khăn như việc tổ chức phong trào thi đua, việc bình xét thi đua, khen thưởng, công tác nhân rộng điển hình tiên tiến, ... chưa đáp ứng được hết nguyện vọng của viên chức, người lao động trong Nhà trường. Việc phân tích thực trạng và đề xuất giải pháp nâng cao chất lượng công tác thi đua, khen thưởng có ý nghĩa quan trọng, nhằm tạo động lực, khuyến khích các tập thể, cá nhân hăng hái thi đua, lập thành tích trong lao động và công tác; góp phần thúc đẩy Nhà trường phát triển.
Ngày sửa bài: 30/8/2023	
Ngày duyệt đăng: 05/10/2023	
Từ khóa	
Trường Đại học Khoa học - Đại học Thái Nguyên	
Công tác thi đua	
Chất lượng công tác thi đua	
Khen thưởng	
Điển hình tiên tiến.	

1. Introduction

The emulation-reward is a practical organizational measure, positive propaganda, and educational method, to encourage the creative will, the determination, and practical capacity of officials and employees to successfully perform the tasks assigned by their superiors. President Ho Chi Minh taught: "The Emulation is a very good, very practical way to make people progress. Emulation helps to unite more closely and unite closely to compete forever" and Uncle generalized the nature of the relationship between emulation and reward as "Emulation is the sowing, Reward is the harvest" [1] (p.264).

The emulation-reward at Thai Nguyen University of Sciences performs the following tasks: Promulgating regulations on emulation and reward, formulating policies on emulation and reward; Propagating, disseminating, guiding and organizing the implementation of the provisions of the law on emulation and reward; Organizing patriotic emulation movements; Preliminary, summarizing, commenting on emulation titles, forms of reward and replication of awarded cases; inspecting, testing, settling complaints and denunciations, and handle violations of the implementation of the law on emulation and reward.

There have been many works and articles related to the emulation-reward such as: The doctoral thesis of author Phung Ngoc Tan selected the topic “Law on emulation and reward in Vietnam today” is very meaningful in terms of theory and practice. The topic has clarified the theoretical issues of emulation and reward; researching, analyzing and evaluating the current status of regulations of the law on emulation and reward, pointing out advantages, disadvantages, and causes of these advantages and disadvantages; proposing solutions to improve the law on emulation and reward [2]; The master thesis of author Duong Thi Thanh has highlighted the state management innovations in the emulation and reward in the locality [3]; The master thesis of author Tran Thi Bach Dang has suggested measures to improve the capacity of officials and civil servants in the Emulation - Reward industry in the current period [4]; The article by Dang Thi Thu Lieu and co-author on the current situation and solutions to improve the quality of emulation and commendation work at Dong Thap University has given positive solutions to improve the quality of the emulation and reward [5]. The article has pointed out the reality of emulation and reward at universities and the need for solutions to improve the quality of emulation and reward.

In practice over the years, based on thoroughly grasping and implementing Decree No. 91/2017/ND-CP of the Government detailing the implementation of some points of the Law on Emulation and Reward [6], Circular No. 21/2020/TT-BGDĐT dated July 31, 2020, of the Ministry of Education and Training guiding the work of emulation and reward of the education industry [7], documents of Thai Nguyen Provincial Party Committee and Thai Nguyen University, the emulation and commendation work of Thai Nguyen University of Sciences has achieved many important results, contributing to raising awareness, orienting ideas, building the right motivation, taking responsibility in the organization, performing the tasks assigned; overcoming false and wrong perceptions; promoting the vigorous emulation movement. However, besides the achievements, the emulation movement still has some limitations and inadequacies. The emulation movement is still formal, and has not been associated with regular and daily

work; emulation content and criteria are not specific; not yet boldly renovated contents, forms, and methods of organizing the emulation movement; the replication of awarded cases is still “seasonal” and has not yet spread throughout the University; the evaluation of emulation titles, evaluation of officials and employees and reward from the emulation movements are still independent of each other; data collection is still manual.

To contribute to overcoming the above shortcomings, we carry on researching the solutions to improve the quality of the emulation and reward at Thai Nguyen University of Sciences.

2. Research methods

The research uses methods: statistics, comparison, contrast; analysis, synthesis, and collecting information and data from reports related to the emulation and reward at Thai Nguyen University of Sciences from 2017 to 2022. Conducting a survey by questionnaires of 120 subjects including managers, lecturers, and administrative specialists at units at TNUS.

The survey contents have 04 response levels

Level 1: Strongly agree;

Level 2: Agree;

Level 3: Confused;

Level 4: Disagree.

Based on the analyzed results and in-depth evaluation of each target content, we synthesize to comprehensively evaluate the issues and aspects of the emulation and reward to have an overall view, therefore, there are major orientations and solutions to improve the quality of emulation movement and reward work.

3. Results and discussion

3.1. The reality of the emulation and rewards

Thực trạng công tác TĐKT tại Trường Đại học Khoa học

Leadership and direction to organize the implementation of the patriotic emulation movement: The emulation and reward are considered important by the staff and employees of the University, helping the unit to complete the assigned political tasks.

Table 1. Awareness of the role of emulation and reward

No.	Content	Percentage (%)			
		Strongly agree	Agree	Wonder	Disagree
1	The work of emulation and reward plays an important role in university	62,5	35	2,5	0
2	The emulation and reward contribute to the completion of professional tasks of individuals and units	45	51,67	2,5	0,83
3	The emulation and reward contribute to building a strong team	45	51,37	1,67	1,67
4	Propaganda and training on emulation and reward are necessary	44,17	53,33	1,67	0,83

After summarizing the questionnaires and analyzing the data, the results shown in Table 1 show that the management staff, lecturers, and administrative specialists at TNUS have realized the role and importance of the work. Economic corporations with level 1 all contents are above 44%, contributing to building a strong collective, and helping individuals and units to complete assigned tasks.

Through the propaganda of the Party’s guidelines and lines and the State’s laws on the emulation and reward to raise awareness and action, create an enthusiastic emulation spirit, contributing to the success and effectiveness of emulation movements

Aware of the meaning and importance of the emulation and reward, the Party Committee and leaders of the University have paid attention to directing the organization of launching, commenting, evaluating, emulating, and replicating advanced examples according to the standards Directive No. 34-CT/TW dated April 7, 2014 of the Politburo has created the renewal of the emulation and reward, creating a strong change in the organization and implementation of patriotic emulation movements and commendation work in the period of accelerating industrialization and modernization of the country and actively integrating into the world [8]. Directive No. 6168/CT-BGDDT dated December 29, 2016, of the Ministry of Education and Training on detecting, fostering, summarizing, and replicating advanced examples in the education sector in the period 2016-2020 [9].

Accordingly, every year, TNUS also issues an Official Letter introducing advanced examples and launching regular emulation sessions among all staff and lecturers according to the general theme of the

industry “Innovation and creativity in teaching and learning”. The 2017-2018 school year launched an emulation movement with the theme “Innovation and creativity in teaching and learning” for the 2016-2020 period, School year 2018-2019 launched the High School with the main theme “Innovation, creativity, quality”; for the 2019-2020 and 2020-2021 school years, launching an emulation movement with the theme “Continuing to improve the quality of training, increasing the efficiency of science and technology activities; well implement discipline and order in teaching and learning; improve the competitiveness and position of the University in the country and in the international arena”. The academic year 2021-2022 emulates with the main theme “Unity, connection, digitization” and launches an emulation movement towards the 20th anniversary of Thai Nguyen University of Sciences. Thai Nguyen University of Sciences always focuses on implementing the awarding of the title of “People’s Teacher”, “Excellent Teacher” according to Decree No. 27/2015/ND-CP dated March 10, 2015 of the Prime Minister to confer for teachers with good moral qualities, enthusiasm, dedication to the profession, a bright example, a model teacher, an excellent representative who is respected by everyone [10].

Emulation movements are always actively responded to by officials and employees. Every year, there are always 1-2 advanced examples that are exemplary and in the 5 years 2017-2022, there are 02 excellent teachers and many typical teachers are honored. However, the leadership, direction, and implementation are sometimes not regular, drastic, and synchronous in the whole school.

3.2. Promulgating internal documents on the emulation and reward

The Standing Department of the University’s emulation and reward is responsible for regularly updating information, directing documents, and guiding the emulation and commendation work to promptly advise the university’s leaders on changes in regulations. regulations, methods, criteria... comment on emulation and reward and concretize into guiding documents, deploy and apply throughout the University. The University has issued Regulations on emulation and reward at the Thai Nguyen University of Sciences dated May 19, 2023 [11], documents stipulating types of emulation titles, and forms of commendation at all levels, and stipulating the functions and tasks of the council and members.

After the emulation sessions and the end of the school year, the school issued a document guiding the preliminary review and summary of the emulation and reward to the units and summarizing the results of holding meetings to review emulation titles and other forms of commendation throughout the University. In general, the document system as a basis for leading and administering the emulation and reward in the University is relatively complete, satisfying in the implementation of the emulation and reward at the

University. However, the standards are still general, and not specific to each object. It also depends on the results of the assessment of the completion of the task, so the emulation consideration is also delayed if the assessment of officials and employees is late. The results of the emulation movement have not been used as the emulation evaluation criteria since the emulation movement is summarized after the school year is summed up.

3.3. Organizing competition reviews

The evaluation and commendation of the University are carried out openly and transparently based on current regulations, standards, and criteria related to each emulation title and form of reward for comparison, reviewing, and voting. The bases are sent to the units and individuals to be known and implemented. The aggregated results are checked for accuracy before submitting the results to the Emulation and Reward Council for consideration, voting, and submission to the Rector for approval. In addition, TNUS also pays attention to the work of ad hoc commendation to promptly encourage and reward collectives and individuals who have achieved excellent results in emulation sessions, completed tasks, or achieved outstanding achievements. The unexpected is recognized and rewarded by the University promptly.

Table 2. Evaluation of emulation titles and reward forms at Thai Nguyen University of Sciences

No.	Content	Percentage (%)			
		Strongly agree	Agree	Wonder	Disagree
1	Are you interested in reviewing the competition title?	32,5	47,5	14,17	5,83
2	The criteria for evaluating the current emulation title are appropriate	20,83	45	25	9,17
3	The way to organize collective and individual reviews is appropriate	17,5	39,17	26,67	16,67
4	Your satisfaction with the results of the evaluation and commendation	16,67	50,83	20,83	11,67

The data in Table 2, shows that managers, lecturers, and administrative experts are interested in commenting on emulation titles at the University. However, the officials are not satisfied with the organization and the satisfaction with the results of the economic consolidation is still not high (Level 1 ranges from 16.67-32.5%, level 4 disagrees > 5. %).

Table 3. Comments and evaluations on the emulation and commendation work at Thai Nguyen University of Sciences

No.	Content	Percentage (%)			
		Strongly agree	Agree	Wonder	Disagree
1	The current emulation and reward at the University have created a motivation for units and individuals to strive for good work	16,67	70	10	3,33
2	The current emulation and reward at the University have created a motivation for units and individuals to strive for good work	15	65,5	18,33	4,16

The survey results in Table 3, it is shown that managers, lecturers, and administrative experts all believe that the emulation and commendation work of the University in recent times has met the satisfaction and created motivation for units and individuals to strive in their work to show their agreement up to 65.5-70%. Meanwhile, the percentage of confused (10-

18.33%), and disagree (3.33-4.16%) are not satisfied. Although the percentage is small, it is also a problem for the Party Committee, the University’s leaders, mass organizations, and the Emulation and Commendation Council to recognize and re-evaluate the positive and negative aspects to adjust and change to be suitable.

Table 4. Summary of results of emulation titles, forms of commendation for collectives and individuals at Thai Nguyen University of Science in the period 2017-2022

School year	Grassroots results				Ministerial results			Merit	
	advanced labor collective	advanced labor	grassroots emulation warrior	the ministry’s emulation flag	excellent labor collective	ministerial-level emulation warrior	Collective	Individuals	
	2017-2018	14	193	37	0	05			01
2018-2019	18	193	37	0	05	01	03	03	
2019-2020	17	266	45	02	05	05	02	16	
2020-2021	18	233	42	02	13	03	01	17	
2021-2022	20	269	47	01	13	01	04	29	

Source: General Department, TN University of Sciences

Table 4 shows that, in the past 5 years, the number of individuals who have achieved the grassroots level improvement policy has gradually increased, the school with many high certificates of merit has increased dramatically, and the collective’s certificate of merit at the ministerial level has also increased every year on average. receive at least 01 Certificate of Merit, for individuals from 03 people who have exceeded 29 people get the Certificate of Merit from the Ministry in 1 year. Thereby, it shows that the work of economic restructuring has been of interest to all staff at the University.

3.4. Organizing committee and activities of training and fostering the emulation and reward team

Clearly defining the role of emulation and reward, the Party Committee and School leaders have assigned the Rector to be directly in charge of the emulation and reward at the University. In addition, the Rector assigned the functional unit, the General Department, to be the permanent unit in charge of the emulation and reward at the University.

Every year, the University sends its leaders and experts in charge of emulation and rewards to professional training organized by Thai Nguyen University. Every year, there are about 2-3 training sessions and 1-2 officers attended. After each training session, the staff also learned a lot of experience to apply to the emulation and reward in the University. In general, the team of experts in charge of emulation and commendation work of the University are concurrently holding many different tasks and have not been trained and fostered regularly, so there are certain limitations in advising and implementing the emulation and reward activities at the University.

3.5. Solutions to improve the quality of the emulation and reward at Thai Nguyen University of Sciences

3.5.1. Leaders must have the right awareness of the position and role of the emulation and reward in building and developing agencies and units.

This is considered the key solution, the most important and decisive solution to the effectiveness of the emulation and reward that the units need to thoroughly grasp and take effective measures to implement. Party committees, organizations, heads of agencies and units must directly lead, direct, and take responsibility for the quality and efficiency of emulation and commendation work; emulation and commendation must be true and substantive, avoiding the situation of widespread, non-substantial, unfocused, and inappropriate reward.

Party committees need to strengthen leadership in the work of emulation and commendation; mass organizations (Trade Union, Youth Union) need to coordinate drastically so that the emulation and reward develop synchronously, extensively, achieve results, and are regularly maintained; agencies and units need to identify emulation and reward as an important political task; Each cadre and public employee needs to identify the emulation ideology, strive hard in each work task, improve the quality of work in all aspects, and improve themselves.

3.5.2. Regularly renovate the content, form, and method of organizing emulation movements in the direction of practicality, focus, and efficiency, closely following the assigned political tasks.

For the emulation and reward to become the driving force for the successful implementation of assigned political tasks, the unit's leaders closely coordinate with the Party Committee, Trade Union, and Youth Union to thoroughly understand and concretize emulation contents associated with the performance of functions and tasks of the unit, creating a strong change in the awareness of each individual about the emulation and reward. Promote the propaganda of President Ho Chi Minh's ideology on patriotic emulation, the Party's guidelines and policies, and the State's laws on emulation and reward to all cadres and civil servants, thereby arousing, promote solidarity, promote initiative and creativity in work, create motivation for the completion of professional tasks.

3.5.3. Consolidating, stabilizing, and improving the quality of the staff engaged in the emulation and reward

Consolidating the staff of the emulation and reward at the unit to ensure stability, long-term, and inheritance. Officers in charge of the emulation and reward need to have sufficient qualifications, capacity, and practical experience to meet work requirements. Regularly pay attention to training, retraining, and professional training to improve knowledge and qualifications for officials and employees in charge of the emulation and reward to do well in effective consulting work. In addition, for emulation workers, in addition to the requirement of mastering the guidelines, guidelines, and policies of the Party and State, professional knowledge, is necessary to have enthusiasm, responsibility, and closeness. close to everyone, specific, meticulous in each job, and especially the organizational capacity to direct everyone in the team to strive to achieve the set goals. Practice shows that where there is no good cadre, there is no quality emulation and commendation, as President Ho Ching Minh affirmed: "With good cadres, everything is done... Everything succeeds or fails, all due to good or bad cadres." [1], p.238.

3.5.4. Raising awareness and promoting the roles and responsibilities of each cadre, civil servant, and public employee for the emulation and reward.

In each agency or unit, the awareness of responsibility, effort, and consciousness of each officer and employee plays a very important role, because

it promotes the strength of the whole collective in striving for success. fighting, towards the common goal of the unit, which is to complete the assigned political tasks. Therefore, the unit needs to thoroughly grasp and propagate the Party's guidelines and policies, President Ho Chi Minh's ideology on patriotic emulation; The State's policies and laws on emulation and reward, focusing on propagating the Law on emulation and reward, concretizing the guiding documents for implementation through appropriate forms such as organizing seminars and awarding seminars. exchange experiences, thematic activities, organize contests to learn about the emulation and reward, ... Thereby, changing the awareness of officials and employees in the unit about the role, position, and importance of the emulation and reward as well as their responsibilities, obligations, and own interests in this work

3.5.5. Actively and proactively discovered, fostered, and replicated advanced examples in the emulation movement

The discovery, building, honoring, and replication of new factors, advanced examples, and examples of "Good people, good deeds" must be given special attention; pay attention to select collectives and individuals with typical achievements to praise, honor, and reward promptly to create motivation and leverage for cadres and employees.

Finding advanced examples is a very elaborate job, which requires the leader of the unit to go deeply, go closely with the emulation movement, and learn carefully about the experiences and achievements of each collective and individual in the movement. emulation movement. It must be through the emulation movement to discover cutting-edge examples. When an advanced model appears, even if it is still new, it is necessary to quickly foster a more perfect and complete model, becoming a model for the whole unit to learn.

Timely reward for advanced examples, the reward does not necessarily have to go to the preliminary and final round of the movement to comment, but it needs to be conducted regularly because the nature of the reward plays an important role. The key is to motivate the spirit and make the person being rewarded excited

and motivated, and therefore the work efficiency will naturally be better.

3.5.6. Preliminarily organize, summarize, and promptly reward collectives and individuals with achievements in the emulation movement

This is a very important and indispensable stage in the organization of emulation to properly evaluate the achievements and results of leadership, direction, and organization of the emulation movement. In the reward process, there must be strict leadership and direction from top to bottom, ensuring the right principles and meeting the requirements: accuracy, democracy, timeliness, publicity, building team spirit happy ending, high self-criticism and criticism, right assessment of the right person, right job, avoiding subjectivity, simplicity, competition, blame. The key issue in the preliminary and final review of the emulation movement is to draw out good experiences, select excellent advanced teams and individuals, and properly reward to motivate everyone. strive to be more active.

4. Conclusion

The emulation and reward at the Thai Nguyen University of Sciences in recent years has met the satisfaction of the staff at the University. From 2017-2022, the school was continuously recognized by the Ministry of Education and Training with the title of "Excellent Labor Collective, awarded the Emulation Flag of the Ministry of Education and Training in 2020, the Emulation Flag of the Committee of Thai Nguyen province (in 2022). Besides, the University still has some limitations and certain difficulties in the emulation and reward. Based on the proposed solutions, it has improved the quality of the emulation and reward in all aspects. Emulation and Reward have always been a concern of leaders at all levels, officials, and employees, the content and organizational methods have been changed effectively, and the staff of the emulation and reward has been more stable, actively detecting and replicating advanced typical. The study not only promotes the achieved results but also overcomes the limitations and difficulties. It is hoped that the emulation and reward at Thai Nguyen University of Sciences in the coming time will have more and more perfect steps, bringing more effective

results and attracting the attention and agreement of the collective of officials and employees so that the emulation and reward is the motivation and the goal for the University to complete the professional political tasks assigned.

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