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**QUALITY OF PARTY MEMBERSHIP MANAGEMENT  
AS ACADEMY CADETS OF THE NATIONAL ACADEMY,  
CURRENT MILITARY OFFICER TRAINING ACADEMY**

**DOCTORAL THESIS SUMMARY  
BUILDING THE PARTY AND THE STATE GOVERNMENT**

**HANOI - 2024**



## INTRODUCTION

### **1. Reason for Choosing the Topic:**

Party member management is a fundamental aspect and crucial stage of building the party member contingent, serving as the foundation for educating, nurturing, and training party members in political ideology, ethics, and preventing party members from violating Party discipline and state laws. It plays a decisive role in directly building clean and strong Party committees at all levels. This is a vital and ongoing task that the Party consistently focuses on and directs. The 13th Party Congress affirmed the need to “improve the quality and effectiveness of party member management, education, and training.” Despite its advantages, party member management still lacks proper attention, with low quality, especially in terms of managing party members' political ideology, ethics, lifestyle, and social relationships. Due to insufficiently strict management, evaluations of party members may not be accurate, and the education, training, and nurturing of party members may not be closely aligned. Additionally, the selection and recognition of party members, as well as their commendation and disciplinary actions, may not always be appropriate.

Military academies and officer training schools serve as the foundation for military education, training, research, application, and the development of military science for the armed forces and the nation. Recognizing the importance and role of managing party members who are cadets in the training of officers, in recent years, party committees at military academies and officer training schools have always attached great importance to integrating training goals and requirements with the management, nurturing, education, and training of party member cadets. The awareness and responsibilities of the entities and forces involved in managing party member cadets have been improving, resulting in positive outcomes in management methods and achieving higher standards of quality, credibility, and cleanliness of party committees at military academies and officer training schools. However, some entities and forces still have limitations in managing party members, and some management methods are not highly effective. Moreover, the qualities, capacities, and credibility of some party members who are cadets may not meet the training objectives and requirements. Resolution of the 11th Party Congress of the Military Party Committee noted that there are party members who lack role models, and some have weak disciplinary awareness, participating in social vices, living recklessly, violating party discipline, state laws, and military discipline. The leadership capacity of some party committees is limited, and there are still shortcomings in building comprehensive and strong units at some military academies and officer training schools, resulting in occasional shortcomings in education and training outcomes.

In the coming period, the complex and unpredictable developments in the world and the region, along with new adjustments in the defense strategy and methods of conducting warfare in the era of the Fourth Industrial Revolution,

especially with the explosive growth of artificial intelligence (AI), will demand even higher requirements for safeguarding the homeland and military training readiness. Meanwhile, hostile forces are intensifying their subversive activities against our country's revolution, using increasingly blatant, sophisticated, and cunning tactics. They are vigorously implementing their schemes of “peaceful evolution” and “de-politicization” of the military. One of the sharp points of attack by hostile forces targets the young generation, including cadets in military academies and officer training schools. Furthermore, the negative aspects and social vices arising from the dark side of market economy and international integration have caused a considerable portion of officials and party members to experience ideological, moral, and lifestyle degradation, self-transformation, and self-degradation. These daily, hourly impacts adversely affect the perceptions, ideologies, psychologies, and beliefs of party members who are cadets.

In addition, the tasks of education, training, scientific research, and party building set new challenges for the party committees of military academies and officer training schools. These challenges require organizations and forces to consistently and effectively fulfill their tasks and requirements in building the contingent of cadres and party members; in managing, educating, and training party member cadets; and actively preventing and pushing back against ideological, moral, and lifestyle degradation, as well as manifestations of “self-transformation” and “self-degradation” within the institution. This is a crucial contribution to constructing strong, clean party committees in military academies and officer training schools and comprehensive, strong educational institutions, setting examples for others.

Therefore, selecting the topic “Quality of Party Member Management as Officer Trainee Cadets of Party Committees in Military Academies and Officer Training Schools Today” for the doctoral thesis on Party Building and State Governance holds significant theoretical and practical importance.

## **2. Purpose and Objectives of the Thesis**

### ***2.1. Purpose of the Thesis***

Based on the analysis, clarify theoretical and practical issues regarding the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools. The thesis proposes directions and solutions to enhance the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools in the near future.

### ***2.2. Research Objectives of the Thesis***

Provide an overview of the research situation both domestically and internationally related to the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools. Identify the results achieved that the thesis can inherit to fulfill

its research purpose and objectives. Determine the issues that the thesis needs to continue researching and addressing.

Analyze to clarify theoretical issues regarding the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools.

Accurately assess the current situation and clearly identify the reasons for the advantages and limitations in the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools in the past period.

Identify directions and propose solutions to enhance the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools in the future.

### **3. Object and Scope of the Thesis**

#### ***3.1. Research Object***

The quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools.

#### ***3.2. Research Scope of the Thesis***

The thesis focuses on studying theoretical and practical issues regarding the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools.

The scope of investigation and survey includes studying and surveying the quality of management of party members who are officer trainees of the Party Committee of the Military Technical Academy, Naval Academy, Medical Academy, Infantry Officer School I, Infantry Officer School II, Political Officer School, Artillery Officer School. The practical survey data serving the research of the thesis is mainly limited from 2015 to 2023.

### **4. Theoretical, Practical Basis, and Research Methods of the Thesis**

#### ***4.1. Theoretical Basis***

The research is based on the theoretical system of Marxism-Leninism, the ideology of Ho Chi Minh, and the policies and viewpoints of the Communist Party of Vietnam on Party building, rectification, and the development of the Party membership.

#### ***4.2. Practical Basis***

The reality of leadership and direction in Party building and rectification, and the quality of party member management of the Party Committee of the Academy, Military Officer Training Schools. The resolutions and directives of the Central Military Commission, the directives and guidelines of the General Political Department, and the summary reports on Party building and rectification work; the quality of Party member management of the academy and military officer school Party committees, and the results of the author's investigation and surveys.

#### ***4.3. Research Methods***

Based on the Marxist-Leninist methodological approach, the thesis employs a synthesis of research methods in specialized and interdisciplinary sciences. Emphasis is placed on using methods such as combined analysis and synthesis, dialectics and history, statistics, comparison, investigation, and survey; theoretical research, practical summarization, and expert methods.

### **5. New Scientific Contributions of the Thesis**

The thesis introduces concepts, analyzes characteristics, and clarifies the role of managing party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools. It develops concepts and elucidates criteria for evaluating the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools.

Based on practical experiences, it identifies current issues regarding the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools.

Clearly define the direction and propose some feasible solutions to improve the quality of Party member management for officer cadets of the academy and military officer school Party committees in the upcoming period. These include the content and methods of managing Party members who are officer cadets of the Party Committee of the Academy, Military Officer Training Schools.

### **6. Theoretical and Practical Significance of the Thesis**

The research results of the thesis contribute to a deeper understanding of theoretical and practical issues regarding the quality of management of party members who are officer trainees of the Party Committee of the Academy, Military Officer Training Schools. Furthermore, it provides scientific evidence for Party Committees, Party organizations, leading officials, and political institutions at the academy, military officer training schools to reference and apply in guiding activities aimed at improving the quality of management of party members who are officer trainees.

The thesis can be utilized as reference material for research, teaching, and learning in party affairs and political work (PA, PLO) in military academies.

### **7. Structure of the Thesis**

The thesis includes: introduction, content (4 chapters, 10 sections), conclusion, list of the author's published scientific works related to the thesis topic; list of references and appendices.

## **Chapter 1**

### **REVIEW OF RELATED RESEARCH SITUATION**

#### **1.1. Foreign Related Research**

*1.1.1. Studies on Party building and the development of Party members of the Communist Party.*

- The book "*Scientific Governance*" edited by Hoang Van Ho, translated by Hai Anh, Nhu Chau, Thuy Hang, and Thanh Huong.
- Thesis on "*The Quality of Party Members in Rural Areas of the Central Provinces of the Lao People's Democratic Republic in the Current Period*" by Pheng Son Khu Thoong Kham.
- The book "*The Way to Be an Official*" by Ho Thanh Quoc.
- Article on "*Building the Communist Party of China in the Current Period*" by Truong Luu.
- Article on "*Anticipating the Danger - Reflecting on the 20 Years After the Loss of the Communist Party of the Soviet Union*" by Ly Than Minh.
- Article on "*Building the Pure and Strong Revolutionary Party of Laos*" by Thoong xa lit Mang no mec.
- Article on "*Party Building Work in China in the Current Period*" by Nguyen Anh Chuong.
- The book "*Research on Reform and Improvement of Leadership and Power Holding Methods of the Communist Party of China*" edited by Ly Luong Dong.
- Article on "*Overview of the 100-Year Process of Sinicizing Marxism*" by Nguyen Xuan Cuong.

### ***1.1.2. Studies on Party building and the development of Party members in the military.***

- Article "*Party work, political work in academies and schools of the Chinese People's Liberation Army during the reform period*" by Chuong Tu Nghi.
- Thesis on "*Quality of Party Base Organization in the Infantry Divisions of the Lao People's Army during the Renewal Period*" by Bun pheng Si pa sot.
- Thesis on "*Building a Strong and High-Quality Cadre Team for the Lao People's Army*" by Bun Lon Sa Luoi Sac.
- Article on "*Ethical and Spiritual Education for Soldiers in the Russian Military*" by V.I. Pashkov.
- Book on "*On the Perseverance of Comprehensive Deep Reform*" by Xi Jinping.
- Book on "*The Dream of a Powerful Military in the New Era of China*" by Luu Minh Phuc.
- Thesis on "*Theory and Practice of Cultivating Idealistic Beliefs for Soldiers in Military Education from 1950 to the early 1980s*" by S.M. Chernov.
- Article on "*Significant Aspects of the 20th National Congress of the Communist Party of China*" by Tran Tho Quang - Hoang Long
- Article on "*Maintaining the Party's Absolute Leadership over the People's Liberation Army*" by Wang Feng.

### **1.2. Domestic Related Research**

**1.2.1. Studies on Party building and the development of Party members in the military.**

- Book on “*Building and Rectifying the Party - Some Theoretical and Practical Issues*” by Nguyen Phu Trong.
- Book on “*New Situations and Issues in Party Building in Vietnam - Directions and Solutions*” by Ta Ngoc Tan.
- Book on “*Education and Revolutionary Ethics Training for Cadres and Party Members in the New Period*” by Duong Quang Hien.
- Article on “*Enhancing the Quality of Party Members - A Core Issue for Building a Clean and Strong Party in the Current Situation*” by Nguyen Thi Mai Anh.
- Article on “*Improving the Quality of Party Cadres in the Current Period*” by Nguyen The Thai.
- Article on “*Party Member Management in the New Period*” by Hong Van.
- Article on “*Promoting the Spirit of Self-Consciousness in Revolutionary Ethics Training for Current Cadres and Party Members*” by Tran Hau.
- Article on “*The Quality of Party Members Who Are Students at People's Public Security Academies and Universities Today*” by Le Van Phong.
- Article on “*Enhancing the Quality of Party Base Organizations and Cadres to Meet the Requirements of Party Building in the New Situation*” by Thu Thuy, Viet Cuong, Huu Thuong.
- Article on “*Strengthening and Building Party Base Organizations and Improving the Quality of Party Cadres in the New Period*” by Mach Quang Thang.

**1.2.2. Studies on Party building and the development of Party members in the Vietnam People's Army**

- Article on “*Four Key Points in Building a Clean and Strong Party Organization*” by Pham Quang Thanh, University of Political Science.
- Thesis on “*Enhancing the Leadership Quality of Regular Construction, Discipline Training of Party Base Organizations in Military Academies and Officer Training Schools Today*” by Pham Quoc Trung (supervisor).
- Article on “*Enhancing the Role of Self-Management in Learning, Self-Cultivation, and Training of Party Members in Battalion Units of the Political Officer Training School*” by Bui Hai Ninh.
- Thesis on “*Quality of Inspection and Supervision Work of Party Committees in Military Academies and Officer Training Schools of the Vietnam People's Army Today*” by Pham Quang Thanh.
- Thesis on “*Improving the Quality of Education and Training for Party Members who are Officer Trainees in Military Party Units in the Current Period*” by Nguyen Xuan Quang.



- Thesis on “*Quality of Party Member Management in Party Base Organizations in the General Staff Department - Ministry of National Defense Today*” by Nguyen Ngoc Thang.

- Article on “*Management Measures for Social Relationships of Soldiers in Base Units of the Vietnam People's Army Today*” by Nguyen Van Kien.

- Article on “*Improving the Quality of Officer Management Teams in Officer Training Schools in Military Institutions Today*” by Dinh Quoc Trieu, Nguyen Duy Trinh.

- Article on “*Enhancing the Compliance Awareness of Discipline among Students of the Political Officer Training School Today*” by Nguyen Ba Ha.

- Article on “*Education and Training of Party Members in Party Base Organizations - an Important Factor in Building a Lean and Strong Vietnam People's Army Today*” by Pham Dinh Nhin, Nguyen Hoang Huy.

### **1.3. Overview of the main results of related scientific projects and the issues that the dissertation will continue to address.**

#### ***1.3.1. Overview of Main Results from Related Scientific Studies and Continuing Issues Addressed by the Thesis***

Firstly, the related scientific studies, both foreign and domestic, pertaining to the quality management of party members who are officer trainees of the party committee at military academies and officer training schools, have broadly researched, summarized, and elucidated the fundamental theoretical systems of Marxist-Leninist ideology, the viewpoints, and policies of communist parties including the Communist Party of Vietnam (CPV), as well as Ho Chi Minh's thoughts regarding the significance and importance of party building, rectification, management, education, and training of party members.

*Secondly*, some scientific studies delve deeply into analyzing and clarifying the position and crucial role of party member management in the context of party construction and rectification efforts, aiming to enhance the leadership capacity and combat readiness of party committees and organizations. These are fundamental and significant contents that the author of the thesis will inherit when elucidating basic issues concerning the quality management of party members who are officer trainees at military academies and officer training schools today.

*Thirdly*, scientific studies conduct practical investigations and surveys, identifying the strengths, limitations, shortcomings, and reasons behind them, drawing lessons and experiences to elevate the quality of building a party member corps that meets the requirements and tasks.

*Fourthly*, forecasting the impact of mission situations, determining requirements, and proposing solutions to improve the quality of building the party member corps by party committees and organizations. These are important research results for the author of the thesis to have a comprehensive and holistic view in approaching, applying, and elucidating theoretical and practical issues,

determining directions, and proposing solutions to enhance the quality management of party members who are officer trainees of the party committee at military academies and officer training schools.

### ***1.3.2. Issues to Focus on Addressing in the Thesis***

*Firstly*, to elucidate theoretical and practical issues regarding party member management, the quality of party member management, and the criteria for evaluating the quality of party member management among officer trainees of the party committee at military academies and officer training schools.

*Secondly*, to conduct practical investigations, surveys, research, analysis, and accurate evaluation of the current situation, including both the strengths and limitations concerning the quality of party member management among officer trainees of the party committee at military academies and officer training schools.

*Thirdly*, to analyze the causes of the strengths and limitations regarding the quality of party member management among officer trainees of the party committee at military academies and officer training schools over the past period. From there, to summarize the issues arising concerning the quality of party member management among officer trainees of the party committee at military academies and officer training schools.

*Fourthly*, to forecast the influencing factors and determine directions to enhance the quality of party member management among officer trainees of the party committee at military academies and officer training schools at present.

*Fifthly*, to propose a comprehensive and feasible system of solutions to continue improving the quality of party member management among officer trainees of the party committee at military academies and officer training schools in the coming period.

## **Summary of Chapter 1**

The overall results from reviewing relevant foreign and domestic research works related to the thesis topic indicate that some studies have addressed the Party members as trainees, the roles of Party members as trainees, their characteristics, and the management roles of Party members as trainees. They have also discussed theoretical issues and practical aspects concerning the enhancement of the quality of Party member management. Additionally, they have explored the current situation, causes, and solutions to improving the quality of Party member management as trainees in party organizations of academies and military officer schools in the present period. Each study has different objectives, purposes, tasks, scopes, and specific research methods. However, these are valuable resources for doctoral researchers to access content, methods, and ideas during the research and implementation of their doctoral dissertations.

## **Chapter 2**

### **THEORETICAL AND PRACTICAL ISSUES REGARDING THE QUALITY OF PARTY MEMBER MANAGEMENT AS TRAINEE**

## **OFFICERS OF PARTY ORGANIZATIONS AT MILITARY ACADEMIES AND OFFICER TRAINING SCHOOL**

### **2.1. Military Academies, Officer Training Schools, Party Organizations at Military Academies, Officer Training Schools, and Party Members as Trainee Officers**

#### ***2.1.1. Military Academies, Officer Training Schools, and Party Organizations at Military Academies, Officer Training Schools***

##### *2.1.1.1. Military Academies, Officer Training Schools*

Currently, there are 21 military academies and officer training schools in Vietnam that train various branches of the Ministry of National Defense. Among them, the National Defense Academy, the Army Academy, and the Political Academy train high-level cadres, while the remaining 18 schools (comprising 7 academies and 11 officer training schools) train students to become military officers.

This section provides an overview of the functions, tasks, and organizational structures of military academies and officer training schools.

##### *2.1.1.2. Party Organizations at Military Academies, Officer Training Schools.*

The party organizations at military academies and officer training schools are important components of the Military Party Committee, operating under the direct leadership of the Central Military Commission, the Ministry of National Defense, or the Party Committee of the General Staff, the Party Committee of the Military Branches, the Party Committee of the Arms Branch, or the Party Committee of the Border Guard High Command. They are responsible for leading all activities within the unit, conducting research, and proposing to higher-level Party Committees on issues related to the implementation of political and ideological work, organizational work, and training and education within their designated scope, functions, tasks, content, and authorities as prescribed.

This section elucidates the functions, tasks, and organizational structures of party organizations at military academies and officer training schools in accordance with the Party Charter and Regulation No. 49-QD/TW dated December 22, 2021, of the Politburo on party organization within the People's Army of Vietnam; and the functions and tasks of grassroots party organizations, faculty departments, units (battalions), and class units (platoons) responsible for managing trainee officer students.

#### ***2.1.2. Party Members as Trainee Officers of Party Organizations at Military Academies and Officer Training Schools***

##### *2.1.2.1. Concept of Party Members as Trainee Officers of Party Organizations at Military Academies and Officer Training Schools.*

*Party members as trainee officers of party organizations at military academies and officer training schools are a part of the Communist Party of Vietnam, actively participating in class units (platoons) and party units*

(companies) that manage trainee officers within military academies and officer training schools. Their fundamental and consistent task is to study, train, and strive to become outstanding party members and competent military officers who meet the training model and objectives.

*2.1.2.2. Duties and Rights of Party Members as Trainee Officers at Military Academies and Officer Training Schools.*

According to the Party Charter and Regulation No. 49-QD/TW dated December 22, 2021, of the Politburo, party members as trainee officers at military academies and officer training schools have the following duties and rights:

Duties of Party Members as Trainee Officers:

*Firstly*, Demonstrating absolute loyalty to the Party's revolutionary purposes and ideals, contributing to the construction of an independent, democratic, prosperous, egalitarian, and civilized Vietnam.

*Secondly*, Actively engaging in study, training, and efforts to improve their capabilities in order to meet training goals and requirements.

*Thirdly*, Maintaining close contact with the people, respecting and promoting the people's right to mastery, caring for the material and spiritual life, and protecting the legitimate rights and interests of the people.

*Fourthly*, Actively participating in the development of party members, party building, and party rectification, strictly adhering to the principles of democratic centralism, collective leadership, and individual responsibility; strengthening solidarity within party units and organizations; effectively implementing self-criticism and criticism, being honest with the Party, and strictly obeying party discipline.

Rights of Party Members as Trainee Officers:

*Firstly*, receiving information about the situation and tasks.

*Secondly*, being nominated, recommended, and elected to leadership positions within party organizations at military academies and officer training schools.

*Thirdly*, criticizing and questioning party organizations and party members; reporting and making proposals to responsible authorities.

*Fourthly*, being informed of opinions and comments from higher-level Party Committees; presenting opinions to Party Committees and party organizations when considering decisions or implementing disciplinary actions.

*2.1.2.3. Characteristics of Party Members as Trainee Officers at Military Academies and Officer Training Schools*

*Firstly*, Party members as trainee officers are carefully selected through military recruitment processes.

*Secondly*, Party members as trainee officers come from diverse backgrounds and various regions, engaging in activities within the military educational environment.

*Thirdly*, The majority of party members as trainee officers are recruited during their training and education at the schools.

*Fourthly*, Party members as trainee officers are comprehensively managed, educated, and trained.

*Fifthly*, Party members as trainee officers in the military academies and officer training schools are typically young, energetic, and enthusiastic individuals within the age range of youth activities. However, they may lack extensive knowledge, experience, and skills in socio-political activities.

## **2.2. Management of Party Members as Trainee Officers at Military Academies and Officer Training Schools - Concept, Content, Forms, Measures, Characteristics, Roles.**

### ***2.2.1. Concept of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools.***

The management of Party members who are officer cadets of the academy and military officer school Party committees is an organized, directed activity by the authorities and forces, aimed at thoroughly understanding the overall situation of each Party member and the entire group. This serves as a basis for training, educating, disciplining, analyzing, evaluating, and classifying Party members, assigning appropriate tasks, and helping them self-cultivate and train to successfully achieve the school's training objectives and requirements. This contributes significantly to building a clean and exemplary strong Party committee and a comprehensively strong and "Exemplary and Model" school.

### ***2.2.2. Content and Methods of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

#### ***2.2.2.1. Content of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

*First*, managing the political ideology, ethics, lifestyle, and disciplinary consciousness of party members.

*Second*, managing the process of striving, self-cultivation, relationships, competence, and performance of duties and tasks of party members as well as the tasks of trainee officers.

*Third*, managing party member records; party membership cards; and party activity transfers.

*Fourth*, managing the quantity, quality, and structure of party members.

#### ***2.2.2.2. Methods of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

*First*, managing party members through party activities.

*Second*, managing party members through practical activities, academic results, and their training.

*Third*, managing party members through inspection, supervision, disciplinary enforcement, analysis, evaluation, and classification of member quality, and organizing party activities.

*Fourth*, coordinating with Party Committees, party organizations, trainee intern units, Party Committees, local authorities, political and social organizations where party members are stationed or reside to manage party members.

*Fifth*, promoting the self-management role of each party member.

*Sixth*, through the system of records, registers, and legal documents regarding the management of party members.

### ***2.2.3. Role and Characteristics of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

#### ***2.2.3.1. Role of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

*First*, managing party members as trainee officers assists Party Committees and organizations in improving the quality of party members, significantly contributing to the successful achievement of training goals and requirements.

*Second*, managing party members directly contributes to building clean and strong Party Committees and organizations at military academies and officer training schools, serving as comprehensive models.

*Third*, managing party members directly contributes to safeguarding the Party's internal politics, party members, and organizations, preventing and pushing back against ideological, moral, and lifestyle deterioration, as well as phenomena of “self-evolution” and “self-transformation” within the Party.

#### ***2.2.3.2. Characteristics of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

*First*, managing party members as trainee officers follows a continuous training process, with an increasing emphasis on both quantity and quality.

*Second*, managing party members as trainee officers occurs within the framework of “dual objectives,” effectively managing party members while also fulfilling training objectives.

*Third*, managing party members as trainee officers is closely linked to the management of trainee students and soldiers within military units.

*Fourth*, managing party members as trainee officers takes place within the military educational culture and is frequently influenced by the political, economic, and social environment where military units are stationed.

### **2.3. Quality of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools - Concept, Regulating Factors, and Evaluation Criteria**

#### ***2.3.1. Concept of Quality in Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

The quality of Party member management for officer cadets of the academy and military officer school Party committees is the overall value of the contents and methods of managing Party members by the authorities and forces. It reflects the results of understanding, analyzing, evaluating, and classifying the quality of Party members, assigning tasks, educating, and training, contributing to the development and improvement of the qualities and capabilities of Party members who are officer cadets of the military officer schools.

***2.3.2. Factors Regulating the Quality of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools***

2.3.2.1. Leadership quality, direction, and organizational implementation of managing party members by Party Committees, party organizations, political organs, and officials in charge at all levels.

2.3.2.2. Accuracy and appropriateness of content and methods in managing party members as trainee officers at military academies and officer training schools.

2.3.2.3. Degree of participation in managing party members by organizations and forces.

2.3.2.4. Quality of party members as trainee officers at military academies and officer training schools.

2.3.2.5. Management environment, facilities, and resources ensuring the process of managing party members as trainee officers at military academies and officer training schools.

**2.3.3. Criteria for Evaluating the Quality of Managing Party Members as Trainee Officers at Military Academies and Officer Training Schools**

2.3.3.1. The level of responsibility of the authorities and forces involved in managing Party members who are officer cadets at the Party committees of the military academies and officer schools.

2.3.3.2. Degree of suitability of content and methods in managing party members as trainee officers at military academies and officer training schools.

2.3.3.3. Level of development, improvement in qualities, capacities, and reputation of party members as trainee officers according to training objectives and requirements.

2.3.3.4. The exemplary cleanliness and strength of the Party committee and Party organization; the comprehensively strong level of being exemplary and model, and fulfilling the educational and training tasks of the military academies and officer schools.

**Summary of Chapter 2**

Managing party members as trainee officers at military academies and officer training schools is an organized activity with direction from relevant entities and forces. The quality of managing these party members represents the

overall value of activities conducted by Party Committees, party organizations, reflecting the results of understanding, analyzing, evaluating, and classifying the quality of party members. It involves assigning tasks, educating, training, and contributing to the development and improvement of the qualities and capacities of party members as trainee officers.

Accurate understanding of the fundamental issues in theory and practice regarding the quality of managing party members as trainee officers at military academies and officer training schools provides a scientific basis for correctly evaluating the current situation of the quality of managing party members. This understanding helps in identifying the causes and issues at hand.

### **Chapter 3**

## **QUALITY OF PARTY MEMBERS' MANAGEMENT AS CADET OFFICER TRAINEES OF THE PARTY COMMITTEE OF THE MILITARY ACADEMY, MILITARY OFFICER SCHOOL - CURRENT SITUATION, CAUSES, AND ISSUES PRESENTED TODAY**

### **3.1. Current situation of the quality of party members' management as cadet officer trainees of the party committee of the military academy, military officer school**

#### ***3.1.1. Advantages***

3.1.1.1. The responsibility of the subjects and forces participating in the management of party members as cadet officer trainees are increasingly improved.

3.1.1.2. The content and methods of managing party members as cadet officer trainees of the party committee of the military academy, military officer school have achieved many positive results.

3.1.1.3. The qualities and capabilities of party members as cadet officer trainees towards training goals and requirements are increasingly improved and reputable within organizations.

3.1.1.4. The majority of Party committees and Party organizations in military academies and officer schools achieve exemplary cleanliness and strength; units are comprehensively strong and exemplary, fulfilling their educational and training tasks effectively.

#### ***3.1.2. Limitations***

3.1.2.1. The responsibility of some subjects and forces participating in the management of party members as cadet officer trainees are still limited at certain times.

3.1.2.2. Some contents and methods of managing party members as cadet officer trainees of the party committee of the military academy, military officer school are slow to innovate and not closely related to the target audience.

3.1.2.3. The qualities, capacities, and reputation of some party members as cadet officer trainees do not meet training goals and requirements.



3.1.2.4. The leadership capabilities of some party committees, party organizations are limited; the construction of comprehensive strong units of some military academies, military officer schools still has shortcomings; educational and training results are sometimes not high.

### **3.2. Causes and issues presented**

#### **3.2.1. Causes of advantages and limitations**

##### *3.2.1.1. Causes of advantages*

*Firstly*, the achievements of the country's renovation, construction, and rectification work of the Party.

*Secondly*, the strict, timely, and effective leadership and direction of the Central Military Commission, Ministry of Defense, party committees at all levels, party organizations, and higher authorities in managing party members as cadet officer trainees of the party committee of the military academy, military officer school.

*Thirdly*, there is close coordination between the management of party members and the management of trainees during the training process.

*Fourthly*, the majority of party members as trainees have high responsibilities, correct motivations, humility, eagerness to learn, strive for progress, actively self-improve, self-train, and strive to complete training goals.

##### *3.2.1.2. Causes of limitations*

*Firstly*, the negative impacts of the dark side of the market economy, the fanatical sabotage of hostile forces, and the decline of political ideology, ethics, and lifestyle in some officials and party members.

*Secondly*, the capacity and responsibility of managing party members by some party committees, party organizations, leading officials, and functional agencies are still limited.

*Thirdly*, some party committees, cells, leading officials have not effectively combined the management of party members with the management of trainees.

*Fourthly*, the consciousness, responsibility, courage, and determination in self-management, striving for improvement of some party members as cadet officer trainees are not high.

#### **3.2.2. Issues presented today**

3.2.2.1. Contradiction between the high requirements of party member standards and the limited striving ability of trainees.

3.2.2.2. Contradiction between the high requirements for the quality of party member management and the capabilities of the management subjects.

3.2.2.3. Negative impacts of social networks, the internet, and the “peaceful evolution” conspiracy of hostile forces are becoming deeper, wider, while the “immunity” of party members as cadet officer trainees is limited.

3.2.2.4. Inconsistency between the stability demands of the subjects in the management process and the annual changes in personnel work.

### Summary of Chapter 3

In recent years, the efforts of party committees, cells, and managing officials in military academies, officer schools have led to gradual improvements in the quality of managing party members as cadet officers. Most graduating cadets are party members who meet the initial requirements for fulfilling assigned tasks and responsibilities. However, alongside these advantages, the comprehensive management, education, and training of party members according to training objectives still reveal limitations and shortcomings.

Through the practical experience of managing party members within the party committee of the military academy and officer schools, several causes and issues have been identified. This serves as a basis for party committees at all levels to determine appropriate directions and solutions for party member management, enhancing the quality and effectiveness of managing party members as cadet officer trainees of the party committee of the military academy and officer schools in the future.

### Chapter 4

#### **DIRECTIONS AND SOLUTIONS TO ENHANCE THE QUALITY OF PARTY MEMBER MANAGEMENT AS CADET OFFICER TRAINEES OF THE PARTY COMMITTEE OF THE MILITARY ACADEMY, MILITARY OFFICER SCHOOL IN THE FUTURE**

**4.1. Forecasting the advantages, challenges, and impacts affecting the enhancement of the quality of party member management as cadet officer trainees of the party committee of the military academy, military officer school in the future**

*4.1.1. Forecasting the advantages and challenges affecting the enhancement of the quality of party member management as cadet officer trainees of the party committee of the military academy, military officer school.*

*4.1.1.1. Forecasting the advantages*

*First*, the achievements of the country's renovation create favorable conditions for building the party member team.

*Second*, the future direction of Party building and rectification places increasingly higher demands on building the party member team.

*Third*, the development of tasks in defending the socialist Vietnamese homeland and building the military in the new situation.

*Fourth*, the development of educational and training tasks of the academy, military officer school creates new conditions and opportunities for managing party members as cadet officer trainees.

*4.1.1.2. Forecasting the challenges*

*First*, the world, regional, and domestic situations contain unpredictable factors and intertwined challenges.

*Second*, limitations in Party building and rectification, building the party member team in the new situation.

*Third*, sabotage from hostile forces and negative impacts from the dark side of the market economy.

*Fourth*, the negative influence of social media and the political, economic, and social environment where military institutions are located.

***4.1.2. Directions to enhance the quality of party member management as cadet officer trainees of the party committee of the military academy, military officer school in the future.***

4.1.2.1. Create a strong shift in the awareness and responsibility of the subjects and forces regarding the management of party members as cadet officer trainees.

4.1.2.2. Deeply understand and concretize the Party's principles and the Central Military Commission's policies on building the party member team.

4.1.2.3. Enhance the quality of managing party members as cadet officer trainees, closely linked to successfully achieving training objectives and requirements.

4.1.2.4. Utilize the comprehensive strength of organizations and forces in managing party members as cadet officer trainees.

**4.2. Solutions to enhance the quality in managing party members who will be the trainee officers of the party's academy, military officer schools in the upcoming period.**

***4.2.1. Enhancing awareness and responsibility of the subjects, forces participating in party member management as trainee officers of the party's academy, military officer schools.***

4.2.1.1. Enhancing the awareness of the subjects, forces participating in party member management as trainee officers of the party's academy, military officer schools.

*Firstly*, strengthening education, thoroughly grasping the resolutions, documents of the Party, the Central Military Commission, the Ministry of National Defense, and the Political General Department on the work of Party building, building a team of party members, and party member management.

*Secondly*, educating the position, role, importance, and necessity to enhance the quality of party member management as trainee officers of the party's academy, military officer schools.

*Thirdly*, thoroughly grasping, educating the issues raised, the advantages, difficulties, impacts, and directions to improve the quality of party member management as trainee officers of the party's academy, military officer schools.

*Fourthly*, disseminating, thoroughly grasping the content, methods of management, and the roles, responsibilities of organizations, forces in party member management as trainee officers.

*Fifthly*, educating the subjects, forces to clearly understand the tasks of party member management, management of trainees, and the combination in managing these two subjects.

*4.2.1.2. Enhancing the responsibility of the subjects, forces in managing party members as trainee officers of the party's academy, military officer schools.*

*First*, enhancing the responsibility of the Party committees, party organizations at all levels.

*Second*, promoting the role of the Party inspection committees at all levels in the party's academy, military officer schools.

*Third*, enhancing the responsibility of functional agencies, faculties, teachers.

*Fourth*, promoting the role of mass organizations and military councils in the trainee units.

*Fifth*, promoting the role of the party secretary and the unit commander of the trainee units.

#### **4.2.2. Strengthening the leadership of higher-level Party committees and the guidance, instruction of functional agencies in the work of party member management.**

*4.2.2.1. Enhancing the leadership, guidance of the Central Military Commission, higher-level Party committees directly at the academy, officer schools.*

*Firstly*, leading and directing organizations to thoroughly understand the Party's resolutions, directives, and documents on building a team of party members, and party member management.

*Secondly*, directing the party committees of the academy, officer schools to correctly identify the principles and leadership measures for party member management.

*Thirdly*, leveraging the role of the Political General Department, affiliated party committees in guiding the party committees of the academy, officer schools to enhance the quality of party member management.

*Fourthly*, intensifying inspections and supervision of party member management work by the party committees of the academy, officer schools.

*4.2.2.2. Enhancing the guidance, instruction of the Political General Department, higher-level political departments on party member management work of the party committees of the academy, officer schools.*

*Firstly*, effectively fulfilling the advisory role, proposing to the Central Military Commission, higher-level party committees regarding party member management work.

*Secondly*, directing the party committees of the academy, officer schools to organize the party member management work effectively.

*Thirdly*, organizing training sessions, fostering knowledge, methods, and skills in party member management.

*Fourthly*, guiding the review and summary of party member management work by the party committees of the academy, officer schools.

**4.2.3. Successfully implementing the content, flexibly applying, and creatively utilizing methods for managing party members as trainee officers of the Party Academy and military officer schools.**

*4.2.3.1. Excellently implementing the content of party member management as trainee officers of the Party Academy and military officer schools.*

*First*, firmly grasping the political ideology, ethics, lifestyle, and discipline of party members as trainee officers.

*Second*, effectively managing the striving process, task performance results, and relationships of party members as trainee officers.

*Third*, closely managing party member records, databases, party membership cards, and party activity transfers.

*Fourth*, closely managing the quantity, quality, and composition of party members as trainee officers.

*4.2.3.2. Flexibly applying, and creatively utilizing methods for managing party members as trainee officers.*

*First*, maintaining the implementation of party activity rules and regulations.

*Second*, managing party members through learning activities and training objectives and requirements.

*Third*, closely integrating management with education and training of party members as trainees.

*Fourth*, closely integrating inspection, supervision, and enforcement of party discipline with assessment, evaluation, and quality rating of party members.

*Fifth*, effectively managing party members' participation in social networks.

*Sixth*, actively coordinating with internship units, party committees, authorities, local organizations where stationed, places of residence, and families to manage party members as trainees.

**4.2.4. Emphasizing the role of self-management by party members as trainee officers at the Party Academy and military officer schools.**

*4.2.4.1. For party members as trainee officers:*

*Firstly*, having a comprehensive understanding of their roles and responsibilities in conducting self-management activities.

*Secondly*, developing self-management plans according to training objectives and requirements.

*Thirdly*, being determined to effectively implement the content and self-management plans.

*Fourthly*, regularly self-assessing their level of training and self-improvement according to training objectives and requirements.

4.2.4.2. Responsibilities of party committees, party organizations, and leading officials at all levels:

*Firstly*, effectively educating and motivating party members as trainees to enhance their sense of responsibility for self-management.

*Secondly*, providing training on knowledge and skills for self-management and development for party members as trainee officers.

*Thirdly*, regularly monitoring, inspecting, urging, and promptly correcting any misconceptions or deviations in self-management by party members.

#### **4.2.5. Building a healthy management environment and ensuring infrastructure for managing party members as trainee officers.**

4.2.5.1. Strengthening, supplementing, and improving the system of management documents for party members as trainee officers at the Party Academy and military officer schools.

4.2.5.2. Establishing a democratic and disciplined environment at the Party Academy and military officer schools.

4.2.5.3. Promoting learning and adherence to the ideology, ethics, and style of Ho Chi Minh, linked with the implementation of Central Resolution 4 (11th, 12th, 13th terms) and the Movement to Promote the Tradition, Dedication of Talent, Worthy of the “Soldiers of Uncle Ho” in the new era at the Party Academy and military officer schools.

4.2.5.4. Applying scientific and technological achievements to the management of party members at the Party Academy and military officer schools.

4.2.5.5. Strengthening infrastructure to ensure the management work for party members as trainee officers at the Party Academy and military officer schools.

### **Summary of Chapter 4**

Currently and in the coming years, the management of party members by officer trainees continues to be influenced, dominated, and impacted by various factors, both favorable and challenging. In order to enhance the quality of party member management, stakeholders and forces need to grasp the direction of improving the quality of party member management, leverage advantages, overcome difficulties, thoroughly understand, and implement coherent solutions to enhance the quality of party member management among officer trainees of the party academy and military officer schools.

### **CONCLUSION**

1. Managing party members as officer trainees is a significant aspect and measure in the task of building the party member team. This issue has attracted attention and research from many domestic and international scholars, with numerous scientific works published. These serve as valuable resources for reference and further study. However, the overall review of research status

related to the dissertation shows that there has been no in-depth study systematically, comprehensively, and profoundly from the specialized perspective of Party and State governance regarding the quality of party member management among officer trainees at party academies and military officer schools.

2. The quality of party member management among officer trainees of party academies and military officer schools is the comprehensive value of factors constituting the party member management activities of party committees, party organizations, reflecting the results of grasping, classifying, and evaluating the quality of party members. Based on the research of content, forms, and measures of party member management among officer trainees, the dissertation has elucidated the factors forming quality and identified criteria for evaluating the quality of party member management, laying the foundation for assessing the current status of party member management quality among officer trainees of party academies and military officer schools.

3. In recent times, under the strict leadership and direction of the Central Military Commission, and higher-level party committees, party academies, and military officer schools have adopted many policies and leadership solutions to effectively carry out the management of party members. However, due to various influencing factors, the quality of party member management among officer trainees of party academies and military officer schools still faces limitations that need continuous efforts to overcome.

4. Fully understanding theoretical and practical issues, the current situation of party member management quality, and the influencing factors are essential to correctly implement the directions for enhancing the quality of party member management among officer trainees of party academies and military officer schools. Each solution plays a different role but has a dialectical relationship with others, aiming at improving the quality of party member management among officer trainees of party academies and military officer schools. Hence, it is necessary to flexibly and creatively apply them, avoiding underestimation, superficiality, or dogmatism in any solution.

5. In the coming years, the tasks of building and defending the Fatherland, renovating the Party, building the Army, and the educational mission of military academies and officer schools will continue to develop. The quality of party member management in general, and among officer trainees specifically, will undergo movements, developments, and changes. The research results and proposals of the dissertation are just the beginning steps; this issue needs further attention, research investment to better meet the requirements of managing party members among officer trainees of party academies and military officer schools in the future.

**THE SCIENTIFIC WORKS OF THE AUTHOR  
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