

DOCTORAL THESIS IN BRIEF

ĐÀO VĂN BÌNH. *Building and developing culture of state management for enterprises in Vietnam.*

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Culture is very significant in the development of all ethnic groups in particular as well as human society in general. Its role, position and importance need to be completed from stage management, firstly for state management to enterprises. Actually, although businessmen and enterprises with lack of cultural behavior in some place, level, and class are not popular in the State management system of economic, they are not isolated. Despite cultural administration has an important role for enterprises, in fact, it is not interested or studied in society, cultural studies in recent times do not to direct toward State management culture.

Innovation in economic thinking and management in open economy and international integration, the number of enterprises and entrepreneurs increase more and more, requires the management to new enterprises must be followed standards, law and administrative institutions, including cultural requirement, as the true, the good and the beautiful.

From thoughts on, Đào Văn Bình chose the issue “*Building and developing*

culture of state management for enterprises in Vietnam” as the subject for his doctoral thesis, contributes an explanation for the need as well as propose a orientation and solution for this issue in the context that Vietnam economy is deeper integrating the world economy.

Besides the introduction, conclusion and list the work of the author and the appendix, the main contents of the thesis is presented in three chapters.

Chapter I, the *Scientific basis of Building and developing culture of state management for enterprises in Vietnam* (p.10-55). The author generalizes these understandings of the term "culture" (in the language of Oriental and Western), analyzing the nature of "culture", with special emphasis on the basic contents of the culture as calculated "the true", "the good", "and the beautiful" and reciprocal relationship between these factors. At the same time the authors also analyzes to clarify the matter of State management, culture of State management, culture of State management for enterprises. According to the authors, culture of State management is the culture that organizations and individuals performing State management tasks on different areas of social life under the law. Culture of State management is culture of State Management Office to share and make the value of common standards allowed in law to enhance the role and effectiveness of State

management. This is one of the basic theories that the author studies deeply in State management for enterprises.

The author emphasizes the cultural properties of State management for enterprises (SME) are uniform but they are not identical with the science of State management for enterprises, and they are narrowed than the scientific property of management and its origin is nature of the true-the good and the beautiful of managing subject. We can understand that SME is *“overall manifestation of the true-the good and the beautiful of all SME with popularity, regularity, stability and long term and systematic”*.

The author affirms that the SME is a realistic, feasible category with specific form of expression through all aspects of the State administration structure impact on enterprises.

Also, in this chapter the author also mentions the role and characteristics of culture of SME, proposes major criteria for showing culture of SME:

1. *Scientific State management on economic affirm two basic functions of State management are governing, ruling and assisting and servicing;*
2. *Law and economic administration deeply legal science and administrative science;*
3. *State provides information for enterprises timely, completely and accurately;*
4. *Team officials must perform the law strictly and dedicatedly;*
5. *The office must reflect the official culture.*

and clarifies the urgent tasks in the building SME, which are:

- * Develop and improve legal system to create a favorable business environment;
- * Build a dynamic, reasonable State management system to control the enterprises;
- * Build a professional staff of State management with thorough understandings of managing subjects, morality and career stuff;
- * Build and develop Vietnam enterprises and entrepreneurs corresponding to their roles and positions in the building and developing Vietnam career;
- * Combine building culture of State management with resistance to negative acts and counter-cultural activities.

Culture of SME has an extremely significant role. The State should respect the work of making its administrative system become culture in general, as well as SME in particular.

Chapter 2, *The actual cultural situation of state management for enterprises in Vietnam* (p.56-104). In this chapter the author highlights the situation and assesses the general State management for each form of enterprises- State-owned enterprises, private enterprises, enterprises with foreign investment. Actual cultural situation of SME approached and assessed in two ways: Evaluate formality criteria (creates favorable conditions for enterprises; law and regulation; provides information; Public staff and office) in the true-the good and the beautiful; and consider natural criteria in five forms above.

By a series of specific evidence, analyzing survey data through sociology, in-depth interviews, the author draws some remarks as follows:

State management for state-owned companies has been more and more shows the good but slow and not yet reached the necessary level; the good in administrative institutions is not commensurate with the policies, guidelines and the law; the good in SME at the performance of official duties by public officials has made some significant progress, but still weak compared to the social requirements of Vietnam; The good in office layout has not been paying attention even heartless.

The true in SME is increasingly clear, but it is just a first step. The legal system of Vietnam's economy has more or less the true sincerity. The true of State management for entrepreneurs is deficient and shown in many isolated decision of public administration. Also, one untrue feature of SME is "easy first-difficult last."

The beautiful of SME shown in regulation (the legal system has elements which are transparent, overlapping, cumbersome and difficult to understand); shown in the discrimination with enterprises different in ownership; in communication between public officers with enterprises, entrepreneurs during progress of performing official duties, the ethics of public officers, management tools ...

According to the author, among the limitations of SME, both the true- the good and the beautiful have problems, but the good is the most critical

problem. Begin with limited kindness then behaves badly that is not the true, the beautiful

By these general remarks, the author believes that the range of culture of SME in Vietnam after 20 years of innovation has made certain progress, but generally in low level, and it did not meet Vietnamese people's expectation, did not meet the requirements of industrialization and modernization of Vietnam, to bring Vietnam's economy the quickly and successfully integrate into the world economy.

Since the true picture on the status of culture of SME, the author goes into details of analyzing, studying and showing the reasons for insufficiencies in culture of SME of Vietnam. According to the author, there are many basic reasons; however, we should focus on limitation of political ideology, outdated sides of traditional culture, backward development in Vietnam economy in comparison to international common situation. The basic subject of shortcoming of the true-the good and the beautiful is public officer.

For Vietnam, the socio-economic background is low; the mixture of simple commodity economy and the beginning to market economy and building a culture of SME is actually difficult and fresh to be implemented. However, we can not wait for a high social market economy, we have to actively receive and accept its indispensable development. Therefore, while Vietnam is building, developing and performing the culture of SME it can not avoid mistake and shortcoming.

It requires *course of action, solution to continuously perfect, push up the culture of SME in Vietnam* for a higher level, higher speed effectively during the period of international integration. This is also the content mentioned in Chapter 3 (p.105-109).

The author points out basis for building orientation and developing culture of SME; clarifying the general direction and requirements set out for building and developing culture of SME. At the same time, he proposes some fundamental solutions to build and develop culture of SME as the following:

- * Strengthening the Vietnamese Communist Party's leadership;
- * Building the administrative reform program with specific aim and requirement for culture of State management;

- * The government should have a program on acting content to raise the cultural level of SME;

- * Introduce in the communication system a regular program of SME

- * Implementation of training and fostering Public staff on culture of State management in general, and culture of SME in particular;

- * Well maintain democracy at the grassroots level;

- * Some other measures related to the improvement of culture of the businessmen in relation to SM for them.

The thesis was successfully defended before Council of State Thesis, State Administration Institute, April 2008.

Introduced by
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