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**APPLYING MODERN ORGANIZATION THEORIES IN BUILDING CURRENT  
PARTY LEADERSHIP METHODS**

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**ABSTRACT**

Organization theory is a system of rules for studying organizational structure and design. Modern organizational theories have made an important contribution to promoting the development of the fields of economics, politics, culture, science, especially organizational science in the modern world. To improve the science and efficiency, Party building organization work must innovate thinking, strengthen research, study, and application of organizational science to each aspect of work: building organizational apparatus, Build a team of officials and party members, innovate the Party's leadership methods in today's new conditions. The article systematically focuses on some development achievements of organizational science and proposes to apply it to the work of organizing and building the Party, specifically building the leadership method of the Communist Party of Vietnam today, at the same time. At the same time, it contributes to supplementing learning materials for lecturers, students and lecturers when researching organizational work.

**Keywords:** Organization theory; staff; leadership methods; organizational science; organize Party building;

**1. INTRODUCTION**

Modern organizational theory includes organizational theories born in the early twentieth century in the strong development trend of scientific management theory. The twentieth century witnessed a revolution in organizational theory from classical school to Japanese management methods. Over the past hundred years, modern organizational theories have developed through three major stages with dozens of organizational and management theories, each approached from a different angle but all have made contributions to the development of organizational science and the development of society. From the perspective of organizational science, looking back at the work of organizing and building the Party shows that there have been many viewpoints, policies, and solutions to build and strengthen the organizational apparatus, build a team of cadres and party members, and change the organization. The Party's new leadership method is very consistent with the viewpoints of organizational theories and the reality of our country, thus achieving many important achievements. However, the outstanding limitation is that scientific organizational theory in organizational work in our country is generally not developed, and attention to research and application of organizational scientific achievements is not adequate, therefore, The scientific, dynamism and efficiency in organizing and building the Party are generally not high; Experience and spontaneity in organizing and building the Party still exist more or less.

## 2. RESEARCH RESULTS

The Party's leadership method is a system of forms, methods, methods, regulations, procedures, styles, working practices that the Party uses to influence organizations within the Party. political system, economic, social and people's organizations to successfully implement the Party's political platform, guidelines and resolutions, ensuring the successful construction of socialism and solid defense Socialist Fatherland. In the current period, our Party's leadership methods include:

*First*, the Party leads with the Platform for building the country, viewpoints, guidelines, and strategies for socio-economic development; the Party's policies, opinions and decisions on the organization and activities of the State and socio-political organizations.

*Second*, lead and direct the State to institutionalize the Party's platform, viewpoints, policies and guidelines and concretize them into plans and operating programs of the State for implementation throughout society.

*Third*, through the activities of party organizations, party members in state agencies and socio-political organizations, economic organizations, social organizations.

*Fourth*, by propaganda, education, and mobilization of people to implement the Party's Platform and guidelines and the State's policies and laws.

*Fifth*, training, fostering, arranging and using officials in state agencies and socio-political organizations, introducing candidate members and heads of state agencies and organizations socio-political.

*Sixth*, inspect and supervise party organizations and party members operating in state agencies, socio-political organizations, and all areas of social life; Lead and direct functional agencies of the State and socio-political organizations in inspecting, controlling and examining the activities of agencies and officers and civil servants of those organizations.

*Seventh*, encourage and mobilize people's organizations and people to participate in supervision and social criticism of the activities of party organizations, cadres and civil servants and create favorable conditions for organizations to and the people carry out this work with quality and efficiency. Modern organizational theories all draw conclusions about building organizations, improving the quality and efficiency of organizational operations, including key issues such as: organizational form, constituent elements. organization, principles of building and operating the organization, managing and maintaining the organization's operations, building members of the organization, relationships between managers and members of the organization, relationship between the organization and society, the power of the organization, building a leadership team Creation, organizational management, organizational decision making. These issues are all related to the above contents of our Party's leadership method in the current period. Therefore, it is necessary to research and apply appropriately to establish our Party's leadership method in the current period.

However, besides the advantages of each modern organizational theory that needs to be researched and applied, it is necessary to be deeply aware of the limitations and inadequacies of each theory in application. In particular, due attention should be paid to the following issues:

*About the Party's leadership through the Platform, guidelines, strategies for socio-economic development, policies, views and decisions of the Party on the organization and activities of the State and socio-political organizations festival.* The Herbert Simon Theory of choice and decision making can be applied, which falls into two broad groups: decisions about the ultimate goals of the organization are more valuable and broader considerations; Decisions are

concerned with the implementation of goals and are called practical judgments. Combinatorial decisions; the rationality of decision making, the impact of decision making. At the same time, it is necessary to apply the views of Marxism-Leninism on construction, platform, revolutionary guidelines and resolutions of the Party. Research and apply these issues to the development of the Party's guidelines and resolutions on socio-economic development, construction leadership and operations of organizations in the political system.

*It is necessary to innovate the formation of a team of officials and agencies with authority to develop, promulgate and direct the implementation of the Party's political decisions.* The General Secretary, the Politburo, the Secretariat, and the Party Central Committee are the officials and agencies with the authority to develop, promulgate, and direct the implementation of the Party's political decisions. role in determining construction quality and organizing the implementation of those decisions. This team of officials and agencies needs to continue to innovate and improve quality based on focusing on solving three main issues:

*First*, properly resolve the relationship between the requirements for standards and the requirements for conditions to become these officials. The standard requirements according to the Party's regulations need to be strictly implemented; Regarding eligibility requirements such as age, degrees, and academic degrees, they should not be stereotyped or rigid, especially regarding age, each person needs to be considered specifically. Reality shows that the stereotyping and rigidity of age has eliminated many virtuous and talented officers, replacing them with many who are not really up to the task.

*Second*, innovate the formation of staff of these agencies. Systematic planning and training of this staff must be carried out. Based on the prescribed standards, these officials must be selected in a truly democratic way: democratic in introduction, giving more importance to gathering opinions and suggestions from the Congress of centrally-run party committees on many candidates, not only introducing a candidate from that party; democracy in discussion creates high consensus in the National Party Congress on candidates; The election of the Central Executive Committee, members of the Politburo, and the Secretariat must definitely have a large enough balance. Candidates for the Politburo and Secretariat must have a specific action plan to run for election.

*Third*, based on the pilot congress to directly elect members of the Standing Committee, party secretaries of provinces and centrally-run cities, there should be a plan to organize direct election of members of the Politburo and Committee. Secretary and General Secretary at the next National Party Congress. The remaining problems with the Party Charter when implementing this need to have a preparatory plan and orientation for the Congress to decide; At the same time, prepare for the Congress to decide to amend and supplement those points in the Party Charter.

*Building and implementing a mechanism to decide the Party's political policies based on a deep awareness of the principle of democratic centralism.* The Party's political policies are formulated and finally decided by competent agencies and organizations including the Central Executive Committee, Politburo, and Secretariat and are implemented on the basis of the principle of popular centralism owner. It is necessary to deeply understand the nature of this principle for its application to the formulation and implementation of the Party's political policies to be effective. The nature of this principle is a smooth combination of centralism and democracy, forming the principle of democratic centralism. It requires very high scientificity and openness when implementing the principle. Currently, there are still many people who have an incorrect understanding, saying that increasing centralization will limit democracy; When democracy

expands, centralization is limited; It is quite common that the scientific and public nature of this principle is not given due importance. Therefore, it is necessary to build and improve the mechanism for deciding the Party's political policies. The mechanism for deciding the Party's political decisions must be built to ensure public and transparent information about the contents of the decisions to be issued to members with the right to discuss and vote; discussed one by one democracy to create consensus, centralized direction and management in construction, discussion and decisions. Currently, there are regulations on the right to reserve minority opinions, but there is no implementation mechanism. It is necessary to attach importance to building a mechanism to protect the rights of those with minority opinions when discussing and deciding. determine the Party's political policies. Build a mechanism on this issue, paying attention to the main contents of criticism and objectively and scientifically testing the opinions of the minority to determine the possibility of correctness. This not only increases the scientificity and openness in implementing the principle of democratic centralism in the process of building and deciding on the Party's political policies, but also promotes the timely consideration and resolution of opinions. minority opinion. It is necessary to promote decentralization and decentralization of power to all levels, to leaders and key managers; To the extent that assigning tasks and powers is done well, personal responsibilities are determined; All contents in implementing the Party's political policies in localities, agencies and units must have someone in charge and take personal responsibility; Urgently build and implement a social supervision and criticism mechanism of the Fatherland Front and people's organizations at all levels on the implementation of the Party's political policies.

*Regarding leadership through the activities of party organizations, party members in state agencies and socio-political organizations, economic organizations, social organizations.* One can research and apply 14 management principles of H.Fayol's theory: (1) Appropriate and clear division of labor, creating connection. (2) Determine clear and appropriate powers and responsibilities. (3) Maintain good discipline within the team, ensuring orderliness and service spirit. (4) Ensure unity of command and execution of orders from one center. (5) Consistent direction (following one plan, one focal point). (6) Harmonious handling of interests, ensuring the highest common benefit. (7) Adequate, fair, and equitable remuneration. (8) Concentration of power in the management organization system. (9) Clearly define and stabilize the hierarchy with clear responsibilities. (10) Ensure order in the system with a defined position. (11) Implement fairness in treatment relationships. (12) Stable staffing and timely additions. (13) Encourage everyone's creativity and initiative. (14) Build an atmosphere of collective consensus and internal solidarity. It is possible to apply the socio-psychological management method of Elton Mayo's theory: The organization must create an atmosphere so that employees feel comfortable and friendly when working. Create opportunities for employees to realize their own value in the organization. Create team spirit in groups. Employees need to be cared for and respected. Mayo suggests that managers should change their perception of employees through observation and treatment to achieve and maintain long-term performance.

*Regarding leadership through propaganda, education, and mobilizing people to implement the Party's Platform and guidelines and the State's policies and laws.* One can research and apply Elton Mayo's theory of organization: People can be motivated not only by material factors, but also by psychological and social factors. Informal groups and organizations in factories have a great impact on workers' attitudes and work results. An administrator's leadership is not simply based on the official title in the organizational apparatus, but also relies heavily on psychological and social factors. Mental satisfaction is closely related to productivity and labor results. Workers

have psychological and social needs that need to be satisfied. Management talent requires both technical and social factors.

*Regarding leadership by inspection and supervision of party organizations and party members operating in state agencies and socio-political organizations.* It is necessary to research and apply Henry Fayol's theory on inspection and supervision: inspection is the final function. Testing is about studying weaknesses and failures so that they will not happen again. It is to monitor the implementation of the plan and provide this information to the highest level of management. For inspection work to be effective, it is necessary to receive a lot of information on a regular basis and work (inspection) must be done quickly and effectively. Avoid being too eager to check and causing damage to production. It is necessary to study and apply Plato Mikhailovich Kergenets' theory on control, including: (a) *Statistics*: Accounting and control can only be carried out properly if in an organization, the assignment and responsibilities of each department in the organization and of each department are clear. It is necessary to clearly define who does what and is responsible for what? Who will be disciplined for this or that mistake. Therefore, each person at the agency has a personal record; (b) *Inspection*: Inspection of work must follow the following directions: it is necessary to monitor so that the organization's activities are in accordance with the tasks and according to the diagram. organization, it is necessary to observe that every part of the work is in accordance with actual conditions. It is necessary to check how much the completed work has saved, whether there was a waste of energy and Is there any duplication of money, is the accounting of money and materials correct? Auditing within an organization should be conducted regularly. The basis of inspection is a special combination of two certain factors in an organization or two certain factors in a job. This elementary inspection method is called comrade-to-comrade inspection. Then the work will be checked by superiors. Transferring employees from one job to another is also a control measure. Sometimes the audits are of an inspection nature, meaning short and often unexpected inspections of the entire organization.

### 3. CONCLUSION

Organization theory is a system of rules for studying organizational structure and design. Organization theory describes how to design organizations and provides directions for building systems of rules to improve organizational effectiveness. Organization theory is the result of scientific research on organizations. On the other hand, organizational theories create the appearance of organizational science - the science that studies the structure, rules, and operating principles of organizations; Necessary and sufficient conditions for an organization to operate effectively and efficiently. The formation and development of organizational theory is the result of the process of researching and understanding organizations and their activities, allowing people to voluntarily apply this theory to effectively manage organizations. signal. Modern organizational theories have made an important contribution to promoting the development of the fields of economics, politics, culture, science, especially organizational science in the modern world. From the perspective of organizational science, looking back at the work of organizing and building the Party shows that there have been many viewpoints, policies, and solutions to build and strengthen the organizational apparatus, build a team of cadres and party members, and change the organization. The Party's new leadership method is very consistent with the viewpoints of organizational theories and the reality of our country, thus achieving many important achievements. However, the outstanding limitation is that scientific organizational theory in

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