

**MINISTRY OF EDUCATION AND TRAINING
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**PUBLIC SERVICE ETHICS EDUCATION FOR TRAINEES
AT PROVINCIAL POLITICAL SCHOOLS IN THE
NORTHERN MOUNTAINOUS REGION**

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LIST OF PUBLISHED WORKS RELATED TO DISSERTATION

1. Hua Thi Kieu Hoa (2012), "integrating public service ethics education content in training programs of intermediate administrative-political argument", Journal of Education, Ministry of education and training, instalment 2, October 2012, pp. 23-24.
2. Hua Thi Kieu Hoa (2012), "Constructing and using public service situations in teaching at provincial political schools at present", Journal of Science technology, Thai Nguyen University, volume 98, October 2012, pp.103-106.
3. Hua Thi Kieu Hoa (2013), "public service ethics education for trainees at provincial political schools at present", Journal of Education, Ministry of education and training, instalment 2, October 2013, pp. 27-28.
4. Hua Thi Kieu Hoa (2013), the "Innovating the teaching program content of intermediate administrative-political argumen in the direction of strengthening the public service ethics education for trainees", Journal of Science education, Ministry of education and training, volume 99, December 2013 pp. 41-44.
5. Hua Thi Kieu Hoa (2015), "orienting public service ethics education for for trainees at provincial political schools at present", Journal of State Organization, Ministry of Interior, May 2015, pp. 41-43.

PREAMBLE

1. Urgency of theme

For the official and public servants, ethics is the root and the foundation to decide all matters related to the quality of public service enforcement; Uncle Ho taught "a person who has talent without virtue is useless, but it is difficult to do everything who has virtue without talent".

Public service ethics of officials and public servants is formed and developed which is a long constant continuous process, includes the objective influence and the subjective impact of the whole society. In the social impacts affecting public service ethics education and training, there are the impacts of schools, unions, family, colleagues, group of friends, cultural and educational agencies outside schools, mass media agencies... in which the schools is important factor in public service ethics education.

The provincial political schools is the center of coordinating, leading thought and political education, is an important link in the process of education and public service ethics training for official and public servants. There for, The provincial political schools are specialized State agencies in charge of the education of the Party, under the tight direction leadership of the Party, hold the opinion and way of socialist education and have expert team specialized pedagogy.

For the above reasons, we choose "public service ethics education for trainees at provincial political schools in the northern mountainous region" as the theme of dissertation.

2. Purpose of research

Studying public service ethics, public service ethics education and practice of public service ethics education in the training process at provincial political school, basing on which to put forward public service ethics educational measures for trainees at provincial political schools, contribute to improve the quality of education and training of provincial political schools and public service ethics of officials and public servants who are studying at school.

3. Subject and object of research

3.1. Subject of research

The process of the public service ethics education for trainees in the training process at provincial political school.

3.2. Object of research

The relationship between the training process with public service ethics education for trainees of provincial political school; measures of public service ethics education for trainees at provincial political schools in the northern mountainous region

4. Scientific hypothesis

The training process at the provincial political schools is one of the important ways to influence the public service ethics of trainees who are officials and public servants, are studying at the school. If measures of public service ethics education are identified through teaching activities, practice activities, practice of solving public service situation, it will enhance the effect of public service ethics education for trainees of provincial political schools, contribute to improve the quality of local officials and public servants.

5. Task of research

Construct the basis of arguments about the public service ethics education for for trainees of provincial political schools.

Construct the system of the public service ethics qualities which need to be educated for trainees of provincial political schools.

Survey and value the actual situation of public service ethics education for for trainees at provincial political schools in the northern mountainous region.

Proposed measures for public service ethics education for trainees of provincial political schools and experiment.

6. Limitation of research scope

Research the public service ethics education through the training process at provincial political schools.

Research trainees of the intermediate political-administrative The research was done at the political schools of Thai Nguyen, Bac Giang, Yen Bai and Son La province.

Survey data is taken from 2011 to 2014.

7. Methodology and research methods

7.1. Methodology

The theme of dissertation bases on some approach methods such as: value approach and system approach.

7.2. Research methods

The dissertation uses the group of theoretical research methods; the practical research method and the method using statistical mathematics.

8. Protected points of dissertation

The public service ethics of official and public servants is formed and developed through a long process with a lot of impacts in the different stages. The training at provincial political schools is a process, a period which affects drastically public service ethics education and training of officials and public servants.

Public service ethics education for trainees at provincial political schools is the particular educational process that need to impact on cognitive factors, will and behavior through the training and diversified exchange activities of learners in order to create the foundation of awareness and show the right public service ethical behavior.

Through the process of training at provincial political schools, learners will develop awareness, will and public service ethical behaviour if there are measures which affect learners such as: impact to their awareness about the public service ethics ; organize to practise of solving public service situations; organize movements, practical experience in learning process at school.

9. New contribution of dissertation

Systematize and deepen the basis of arguments about the public service ethics education for trainees in the training process at provincial political schools. The system is the public service ethical standards which needs to educate trainees through the training process at provincial political schools.

Estimate the reality of public service ethics education for trainees in the training process, at provincial political schools in the northern mountainous region nowadays, to make the base practices for proposed measures.

Propose public service ethics educational measures for trainees in training process at provincial political schools in the northern mountainous region

10. Structure of dissertation

Excepting introduction and conclusion, the bibliography of reference document includes 3 chapters and appendices.

Chapter 1: argument basis of public service ethics education for trainees in the training process at provincial political schools.

Chapter 2: practical basis of public service ethics education for trainees at provincial political schools in the northern mountainous region.

Chapter 3: public service ethics educational measures for for trainees at provincial political schools in the northern mountainous region and experiment.

Chapter 1
ARGUMENT BASIS OF PUBLIC SERVICE ETHICS
EDUCATION FOR TRAINEES IN THE TRAINING PROCESS
AT PROVINCIAL POLITICAL SCHOOLS.

1.1. Overviewing of research problems

1.1.1. Research on ethics education

In terms of the argument as well as the practice of ethics educational research are interested, examined, valued through different ways by many scholars and has got an important contribution to this field of research such as: "Some problems of education and science education" by Pham Minh Hac, 1986; "Value-orient personal value and value education" of Nguyen Quang Uan, Nguyen Thac, Mac Van Trang, 1995; "Some problems of lifestyle, ethics, social value standards" of Huynh Thai Vinh, 2001;...

1.1.2. Research on education for officials and public servants

Research on public service ethics and ethics training of officials and public servants

There are researches such as "Impact of ethics and public service: Prospect of South Africa" of Raga, Kishore, 2005; "About morality" of Ho Chi Minh, 1993; "Ethics in public service" of To Tu Ha, Tran Anh Tuan, Nguyen Thi Kim Thao, 2002; "Constructing the ethics of Vietnamese officials and public servants in the period to promote industrialization, modernization and international integration" of Bui The Vinh, 2003; "Communication skills in the administration" of Mai Huu Khue, 1997;...

Research on training officials and public servants and public service ethics education for trainees at provincial political schools

Training activities for officials and public servants in the world is very different and diversified in each country but in order to enhance the capacity, ethical qualities of human resources, contributing to construct an explicit modern public administration. The best interest is officials and public servants training activities in China and public servants training types in some countries as France and South Korea

in the research "Teaching method at the schools of the Communist Party in China" of Vo Thi Mai, 2007; "Human resource management experience in Korea and China" of Thu Huyen, 2007; ...

In Vietnam, many researchers analyze the situation and propose solutions to improve the quality of training officials and public servants as: "Reform the training process for officials and public servants to improve the capacity of public enforcement service" of Ngo Thanh Can, 2014; "Thought about officials and public servants ethics education" by Tran Minh To, 2014.

Up to now, about the research of public service ethics education for officials and public servants through training and retraining at political provincial schools, there is no one, some relevant studies as: "Innovation in political - ideological education for officials, party members in the grassroots" of Vu Ngoc Am, 2003; "Ideology- culture of district level" of Dao Duy Quat, Hanoi 2003; "Management model of training in institutions of district level in the current period" of Dang Thi Bich Lien, 2009; "Survey, assessing the situation and effectiveness of grassroots officials who were trained at provincial politics schools in the period 1997 - 2002, which recommended raising the quality of training and retraining in the future" by Nguyen Trong Chinh, 2002; "Strengthening friendly convenient administrative communication between officials, public servants and citizens in the locality Commune People's Committee of Dong Xoai Town" by Nguyen Thanh Thuyen, 2002...

Through above researches we can realize that:

Firstly, ethics education in general; many authors and researches mentioned ethics education for officials and public servants. However, studying at provincial political schools is interested little.

Secondly, there are some researches proposed solutions to enhance public service ethics in order to perform some Public Administrative Reform contents in Vietnam, the results were often big oriented solutions.

Thirdly, there are some studies affirm that ethics education needs by many ways; provincial political schools not only provide the content of political theory but also has an important role in educating the public service ethics for officials and public servants. However, there is no study which has ever established particular systematic measures of ethics education for officials and public servants.

1.2. Some basic concepts of theme

1.2.1. Public service ethics

Public service ethics is the system of rules which regulates knowledge, attitude, behavior of officers and civil servants in duty and public service in order to build a modern formal Administration for the target rich people, powerful country, social justice, democracy, civilization.

1.2.2. Public service ethics education

Ethics education is the process of education organization at schools (society) aims to help learners (students) who have the right mindset, knowing standards, value systems. Formation of emotions, sentiment, moral belief, practising, having the habits, behavior consistent with the objective values of the society requires..., self - improve the quality of personality.

The public service ethics education for trainees at provincial political schools is a purposeful impact process, plan of the subject education aims to help trainees who are officials and public servants have the right mindset about rules, ethics standards in enforcement of the public service; turn the ethics standards, rules into the habits, behavior in public service activities.

1.2.3 Training officials and public servants

Training officials and public servants is the organization for officials and public servants to learn, raise the level of expertise, professional competence, tasks, public service, responses the human resource of the organization and builds a modern formal Administration.

1.3. Public service ethics basis of officials and public servants

1.3.1. Basic elements constitute public service ethics

Includes personal ethics, social ethics, professional ethics of officials and public service and the legal regulations for them when they make the service enforcement.

1.3.2. Process of establishment and development of public service ethics

The process of establishment and development of public service ethics of officials and public servants is reviewed by two approaches: Firstly, the establishment and development of public service ethics of officials and public servants is a process of cognitive development from spontaneity (personal ethics, social ethics) to institutionalizing the laws of the State and finally raises the ethical voluntary standard. Secondly, the process of establishment and development of public

service ethics of officials and public servants undergoes three processes: the training process at professional schools before being officials and public servants; the process of experience in public service practice; the process of training and upgrading of officials and public servants.

1.3.3. Factors affect public service ethics

There are many factors affecting the public service ethics of officials and public servants today, those are: the condition of social-economic development of the country; the value of traditional culture of the nation; the law and the implementation of law; the role of administrative agencies; the education and training activities of the school; the level level, cognitive ability and cultivate awareness training service ethics of officials and public servants.

1.4. Educating the public service ethics for trainees who are officials and public servants in the course of training at provincial political school

1.4.1. Characteristics of trainees of provincial political school

Trainees of provincial political schools are mainly of the most important officials of communes, towns, wards and units; are officials and public servants of facility, departments, districts, cities, towns... are adults who were trained in a professional school.

1.4.2. Training activities at provincial political schools and public service ethics practice of trainees

Through improving the level of political argument, trainees will enhance scientific thinking skills, capacity of operational public service practice.

On the basis of advanced level of political argument, trainees have the ability to conceive correctly the way as well as the political goals of the party, apply it effectively on specific conditions in public service activities of their local

1.4.3. Public service ethics educational goals for trainees

About the awareness: Help trainees realize correctly about public service ethics; about basic skills to identify, evaluate, practise public service ethics; about revolutionary tasks; attitude, responsibility for the job, with colleagues and people.

About the emotional attitude: help trainees have the proper attitude with ethical behaviour in duty; try their best for the job.

About the behavior: execute regulations of the law; rules and regulations of agency and unit in public service activities. Having behavior which is available with ethical standards, having pure healthy social relations, closing to the people.

1.4.4. Content and method of public service ethics education for trainees

The content of public service ethics education includes: educational awareness of politics, awareness of responsibility, ethical behavior, legal awareness, personal awareness about public service ethics; training the ethical culture, public service ethics emotion. The method of public service ethics education includes: method requires education, method of work, method of creating public social opinion, method of creating educational situation, the method of conversation, method of arguments, method sets the example, method of emulation, reward method, method for punishment.

1.4.5. Ways to educate the public service ethics for trainees

Public service ethics education is a division of the educational process, it is conducted with the basic ways: through the combination of forces to join the public service ethics education; through teaching activities; through organizing rich and diverse activities for trainees; through collective activities; through practical experience in local, units; self cultivation and education of trainees.

1.4.6. Requirements in public service ethics education for trainees

Ensure the consistence between the science, the education and the political orientation; the unity between the theory and the practice; the unity between the consciousness and actions of participants in education; the unity between the role of the subject education and the voluntary role, positive, independent of trainees; the education must impact on perception, emotion, behavior. Conclusion of Chapter 1.

Public service ethics of officials and public servants is formed by the requirement for personal ethics, social ethics of officials and public servants and the legal regulation of officials and public servants when making the enforcement service. The process of formation and development of public service ethics associated with the training process at professional school, the process of public

service practical experience and the process of training officials and public servants.

The research on public service ethics, process of public service ethics education at provincial political schools has contributed to affirm that the public service ethics is an indispensable quality of officials and public servants; public service ethics education needs through many ways, includes training activities of school; provincial political schools not only offer the content of political arguments but also have an important role in the public service ethics education for officials and public servants.

The argumental basis of research results presented in Chapter 1 which is the base to survey, research and propose measures of public service ethics education for trainees at provincial political schools in the northern mountainous region nowadays.

Chapter 2

PRACTICAL BASIS OF PUBLIC SERVICE ETHICS EDUCATION FOR TRAINEES AT PROVINCIAL POLITICAL SCHOOLS IN THE NORTHERN MOUNTAINOUS REGION

2.1. Public service ethics standards of officials and public servants nowadays

2.1.1. Base to determine public service ethics standard

Ho Chi Minh thought and issues related to public service ethics. Legal documents of Vietnam expressed public service ethics. Public service ethics regulations of some countries on the world

2.1.2. Public service ethics standards of officials and public servants

- Loyalty to the fatherland.
- Practising strictly the law relating to public service
- Conscious organization, discipline, responsibility in work.
- Making good relationships with superiors, subordinates and co-workers.
- Close contact with the people.
- Using common transports by regulation of the State.

- Healthy living, honest, simple, modest, saving, upright, public spirit and selflessness.

2.2. Generalizing training activities for officials and public servants at provincial political schools in the northern mountainous region

2.2.1. Conditions of nature and society in the northern mountainous region

The northern mountainous region is a geographical location of strategic importance on politics, security, defence, and is important to economic-culture-society development of the country today.

2.2.2. Overviewing the training and upgrading at provincial political schools in the northern mountainous region

On average per year each provincial political schools in the northern mountainous region trains from 2,500 to 3,500 trainees; the quality of training is increased more and more. The number of graduated trainees rates yearly the best 20-30%, good 50-60%, average 5-10%.

2.3. Actual situation of public service ethics educational training for trainees at provincial political schools in the northern mountainous region

2.3.1. Overviewing actual situation survey

2.3.1.1. Survey purpose

Estimating content, method of public service ethics education for for trainees at provincial political schools in the northern mountainous region and determining the cause of actual situation.

2.3.1.2. Survey object

Investigating managers and trainers who work at provincial political schools with the number of surveys is 100 people. Investigating trainees who study at provincial political schools with the number of surveys is 88 people.

2.3.1.3. Content survey

The actual situation knowledge about public service ethics and the public service ethics education for trainees at provincial political schools.

The actual situation of content, methods, form of public service ethics education of trainees at provincial political schools Estimating advantages, limitations and causes of the actual situation

of public service ethics education for trainees at provincial political schools at present.

2.3.1.4. Survey methods and results treating

Using the method of investigation, observation, conversation, interview, experience summarization, mathematical methods.

2.3.2. Results of actual situation survey

2.3.2.1. Awareness actual situation about public service ethics

Basing on results of investigating trainees who are officials and public servants attending at provincial political schools in the northern mountainous region, which shows the understanding of trainees is quite specific, but is mostly based on the deduction from knowledge and practical experience, absolutely non science.

2.3.2.2. Awareness actual situation of public service ethics education for trainees at provincial political schools

The public service ethics education for trainees at provincial political schools needs to carry out in many places as: in agencies; society; at training facilities, at everywhere, which emphasizes the important role of at provincial political schools in enhancing the quality of local officials and public servants.

2.3.2.3. Actual situation of public service ethics educational content for for trainees at provincial political schools

The implementational level of the educational content of the public service ethics for trainees has been interested by provincial political schools, especially educational content of political ideology. The ethics content relates directly to the public service activities of officials and public servants which are not yet interested educating moderately by schools

2.3.2.4. Actual situation of public service ethics educational methods for trainees at provincial political schools

Method using of public service ethics education for trainees at were carried out at provincial political schools but uneven. There are methods which have high result in public service ethics education have not yet to be implemented effectively, such as:"the method of creating the public service ethical situations to be resolved by trainees", "the discussion method".

2.3.2.5. Actual situation of public service ethics educational form (way) for trainees at provincial political schools

Public service ethics educational ways for trainees of provincial political schools was carried out here but mainly "educating through subjects teaching activities in training and retraining program", "through self-discipline, self-cultivation and self-education of trainees", "educating through practical experience in local". These are essential activities and in training programs. And about educational ways which are evaluated essential in the public service ethics education for trainees, are not carried out immoderately as forms of "educating through a combination of public service ethics educational force", "educating through organizing varied activities for trainees", "educating through group activities", "educating through subject teaching about public service ethics education".

2.4.2.6. Public service ethics educational results for for trainees at provincial political schools

Provincial political schools is now mainly interested in political theory teaching without focuses on public service ethics practice, routine ethics deed of officials and public servants in public service activities for trainees who are officials and public servants studying at school. On the other hand, content, programs, training and retraining of provincial political schools have not any subject, any topic of public service ethics.

To evaluate the results of public service ethics education for trainees of provincial political schools, we had an interview for comments of some management officials in local; trainers and trainees at provincial political schools. We obtained the following result: The majority opinions show that the quality and efficiency of public service ethics education for trainees through training activities of provincial political schools was only at the medium level

2.3.2.7. Factors affect public service ethics education for for trainees at provincial political schools

Ethics education activities for trainees at provincial political schools are controlled by factors such as: changes on the world and current situation of country; economic- society characteristics of local; awareness of the importance of public service ethics education; content learning programs; collaboration between training

institutions and the sending unit training; forms of public service ethics education at schools; qualifications and capacity of trainers; consciousness, learning attitude of trainees; emulation bonus activity; group activities; activeness of trainees in public service ethics practice.

Of above factors, subjective factors are evaluated with the highest impact on the quality of public service ethics education for trainees at provincial political schools.

2.3.3. Estimation of actual situation

2.3.3.1. Advantages

In general trainers and trainees at provincial political schools have proper awareness about public service ethics; role and position of public service ethics education for trainees during training and retraining at school. So, schools had positively some measures of public service ethics education to enhance the educational quality for officials and public servants in the current period.

2.3.3.2. Problems should be fixed and completed

In training activities, provincial political schools is now mainly interested in political theory teaching without focuses on public service ethics practice, routine ethics deed of officials and public servants in public service activities for trainees who are officials and public servants studying at school.

Public service ethics education for trainees at political provincial schools have not conducted; public service ethics educational content, method, form are not mentioned particularly and systematically in training process at schools.

2.3.3.3. Cause of actual situation

There are many causes that affect the quality of public service ethics education for trainees at provincial political schools in the northern mountainous region, of which the most basic cause is due to the content of the learning program (now the public service ethics content does not yet become subject, independent theme in training program of school); the coordination is not yet synchronized between the training institutions and the sending unit training; the positiveness of trainees in public service ethics practice was not much; the form of

public service ethics education at schools also has certain limitations; have not found a system synchronous education measures; have not focused to exploit the peculiar strengths to education effectively public service ethics for trainees.

Conclusion of Chapter 2

Public service ethics is an important part of the personal qualities of officers and public servants. Ethics is formed by value systems, different ethics standards; the formation and development of the public service ethics were through certain stages, suffered the impact of subjective and objective various factors, including training time at provincial political schools. Learning time at provincial political schools is the stage which trainees are equipped knowledge of the theory and practice; help for each trainees to have good accomplishment and tasks of official and public servant in public service practical activities.

The actual situation of public service ethics education for trainees at provincial political schools in the northern mountainous region has now many advantages but has problems which should be fixed, completed. Majority trainees at provincial political schools are officer and public servants who have more knowledge, skills and public service ethics qualities. So, in training process of public service ethics education for trainees, provincial political schools need to improve quality in all aspects, in that focus particularly content, training program; educational forms; educational methods.

The above comprehended practical issues and analysed arguments are the basis to propose some measures of public service ethics education for trainees at provincial political schools nowadays in order to ensure reality and bring high efficiency, contribute to improve the quality of training for officials and public servants of provincial political schools in the northern mountainous region, overcome the above limit.

Chapter 3
PUBLIC SERVICE ETHICS EDUCATIONAL MEASURE
FOR TRAINEES AT PROVINCIAL POLITICAL SCHOOLS
IN THE NORTHERN MOUNTAINOUS REGION AND
EMPIRIMENT

3.1. Principles of proposed measure

3.1.1. Ensuring to response political goals of the Vietnam State

Built educational measures are suitable to the opinion of the Party and the State about ethics education for officials and public servants in the trade economic period of the Socialist orientation; focus on contents, requirements of officials and public servants Law in 2008; Decree No. 18/2010/De-PM, published 5/3/2010 of the Prime Minister"about training officials and public servants"and the Resolution of The Executive Committee's Conference of the Central Communist Party, course XI, 2014 about"build and develop the culture and people of Vietnam to response the sustainable development requirement of the country".

3.1.2. Ensuring to be consistent with training requirement at provincial political schools

Built educational measures are based on the training requirements of the provincial political schools. From which, ensuring the target of building and development modern officials and public servants, guarantee argument and practice in the training and upgrading of the provincial political school; create the consistency between the training process at schools, the social education and the self-educational process of trainees; make trainees from the proper awareness about the role of the public service ethics education to coordinate actively the subject education in practising, improving ethics in the public service enforcement and life.

3.1.3. Ensuring to be consistent with the learning characteristics and conditions of trainees

The construction and implementation of measures ensure that the process of public service ethics education at provincial political schools is suitable for trainees who are adults. Therefore, should the choice of approach and method of education tailored to overcome the weak points and promote the strengths of the students; the choice of

educational content related to experiences and the problems that students have and will meet in the practices in local public service unit.

The construction and implementation of measures must ensure that the process of moral education at schools of politics of the fit student audience is adults, adults. Therefore, should choose suitable approach and educational methods to overcome the weak points and promote the strengths of trainees; choose educational content related to experiences and the problems that trainees faced and will face in practical public service activities in local.

3.1.4. Ensuring to be suitable for the content of public service ethics standards

The public service ethics standard is the value measure of each officials and public servants, is the basis on which managers determine activities, adjust the awareness, attitudes and ethics behavior of officials and public servants to suit the purpose and tasks of the public service activity. Therefore, measures of public service ethics education for trainees of provincial political schools must to be suitable for the content of public service ethics standards.

3.1.5. Ensuring the logic system

The proposed measures must be an organic parts of the education and training process in general and the process of public service ethics education in particular; must express the comprehensive, specific, historic, sync system. These measures must be sync together and have the same objective aimed at the public service ethics education, must originate and implement the measures directed on all sides, every stitching, the training process at schools but must conform to the practical requirements of local and needs of each object in each of different stages.

3.2. Measures of public service ethics education for trainees at political provincial schools in the northern mountainous region

3.2.1. Integrating content of public service ethics education in teaching process

Public service ethics education through subjects of the administrative-political argument makes the target of ethics education for officials and public servants. In which, knowledge of lesson is before, available and fixed; public service ethics knowledge is chosen to put on and it is later, that can change. Depending on specific goals,

teachers can use many forms of integrating different in lessons, units, in order to help trainees always have the considerations, lessons for themselves about ethics requirements when take the public service enforcement

Integrating content of public service ethics education in teaching process should be carried out according to following steps:

-Step 1: Analyse the academic program to determine the integrating content for the mainstream school.

-Step 2: Determine the goal of lecture

-Step 3: Collect and treat documents

-Step 4: Design the lecture

To make integrating public service ethics education content in teaching process, it should be ensured following requirements:

- Officers and trainers of schools have consensus, unanimous and determine to make the showed resolution of the Party Committee and Managing Board.

- Lecturer of all subjects select and integrate the content of public service ethics education in their subjects.

- Reinforce funding, equipment and essential materials to serve the learning and teaching subjects in program.

3.2.2. Constructing and using the public service situation in teaching

The public service situation is objective real events that take place extraordinarily and related to the responsible management of the State's administrative agencies, forces these agencies which must have suitable solutions. Giving the way of building the public service situation which is consistent with the practical content of lesson in training programs of intermediate administrative-political argument, and organizing trainees solve the public service situation that will enhance applying theory into practice, thereby improve the awareness, adjust the public service ethics behavior and attitude for trainees.

Building and using the public service situation in teaching should be carried out according to following steps:

-Step 1: Study basic characteristics of public service situation

-Step 2: Determine the content of public service situation

-Step 3: Construct public service situation in political theory teaching

-Step 4: Organize solve public service situations

To make building and using public service situations in teaching, it should be ensured following requirements:

-Establish collections, draft the public service situations for learning, public service ethics education for trainees at provincial political schools in the northern mountainous region

- Trainers reinforce train the skills of analysing, synthetizing and resolving situations to help trainees adapt to the teaching which associates between argument and practical tasks of officials and public servants in local.

3.2.3. Organizing extracurricular activities of academic part, seminar according to the theme of public service ethics education content

By organizing extracurricular activities of academic part of in programs of intermediate administrative-political argument will contribute to expande and deepen the content of subjects; add the problem has not yet been put out in mainstream programs; promote the positiveness, activeness in public service ethics education at provincial political schools.

Seminars creat the frank conversations between members of collective about the news happening in practice of public service enforcement in local; help trainees to exchange together, discuss, answers urgent matters, public service awkward situations, specific events, through which, it will create a good public opinion to adjust public service ethics awareness of each individual.

Organizing extracurricular activities of academic part, seminar according to the theme of public service ethics education content should be carried out according to following steps:

Organizing extracurricular activities of academic part

-Step 1: Defining extracurricular activities of academic part based on its content

Step 2: Organizing extracurricular activities of academic part Seminar according to the theme of public service ethics education content

-Step 1: Choosing content to organize seminar

-Step 2: Organizing seminar

Organizing extracurricular activities of academic part, seminar according to the theme of public service ethics education content should be ensured following requirements:

-Training in order to trainers of schools have skills of organizing extracurricular activities and organizing seminar according to the theme of public service ethics education content.

-Mobilizing resources to organize extracurricular activities and organized seminar according to the theme of public service ethics education content.

3.2.4. Constructing the subject of "public service ethics" to teach in training programs at provincial political school

Constructing the subject of "public service ethics" to teach in training programs of intermediate administrative-political argument is necessary and feasible in training at provincial political school; stimulates the interest, positiveness, activeness and self education of trainees, combines practice and theory.

Constructing the subject of "public service ethics" to teach in training programs at provincial political schools should be carried out according to following steps:

- Step 1: Define basic characteristics of the subject
- Step 2: Identify principle of subject construction
- Step 3: Write the subject
- Step 4: Contribute subject content
- Step 5: Organize subject teaching
- Step 6: Recapitulate opinions and complete the subject

Constructing the subject of "public service ethics" to teach in training programs at provincial political schools should be ensured following requirements:

-The managing board of schools establishes Team responsible for compiling serves for learning, educating public service ethics for trainees at provincial political school.

-The building should have the consistency of the managing board of schools and expertise faculties. Subject content in teaching should be through the school's Science Council and receive the unanimity, support of superior agency

3.2.5. Educating training needs of the public service ethics through the emulation movement and actual experience activities

Organizing the emulation movement, actual experience activities help trainees to build the motive, the study purpose, proper exercise; on the basis promoted highly ability of self-studying, self-training to improve in the public service ethics.

Educating training needs of public service ethics for trainees of provincial political schools through movement, activities of actual experience, create the consistency between the training process of schools and the activity of self-improving of each individual. Helping students search for the truth and remove the personal motives which is not suitable for the standard of officials and public servants; firm, control confidently and adjust its behavior, consciousness in practical activities to develop the public service ethics of individual.

Organizing movement and actual experience activities needs to perform following contents:

Organizing emulation movements

-Step 1: define the movement based on forms, goals, training content

-Step 2: organize emulation movements

Organizing practical experience activities

-Step 1: Prepare activities

-Step 2: Carry out activities

-Step 3: Estimate activities

The Organization of the movement, the actual experience of activities should be ensured the following requirements:

- Leadership of schools needs to master local resources to know how to exploit and organize the emulation movement, experience activities which are practical and effective. At the same time mastering financial rules, reasonable budget balance to set aside a section for public service ethics education for trainees at provincial political schools

-Promote self-reliance, self-control; exploit the ready potential of school's trainees. Built up the reputation of school, create the confidence for the institutions, departments, unions and local people.

3.3. Relationship between measures and surveying the necessary, the feasibility of measures

3.3.1. Relationship of all measures

Each measure has a certain role, functions in the support, complement together and are aimed at the public service ethics education for for trainees at provincial political schools.

3.3.2. Surveying the necessary, the feasibility of measures

The survey results confirmed that proposed measures have the basis to apply into practice and have absolutely necessary and

feasibility in condition of provincial political schools in the northern mountainous region.

3.4. Pedagogical experiment

3.4.1. General issues of pedagogical experiment

3.4.1.1. Purpose of experiment

In order to test the correctness of scientific assumptions and the feasibility of proposed measures. Focusing experiment two key breakthrough measures, those are: integrating measures of public service ethics education content in the teaching process of sections; organize extra curricular activities in school, seminar according to the theme of public service ethics education content.

3.4.1.2. Object of experiment

The experiment was conducted at two provincial political schools of Son La and Bac Giang from October, 2012 to August 2013. The experimental subject is trainees of intermediate administrative-political argument.

3.4.1.3. Content of experiment

Choosing the content through teaching activities, education in the process of training to raise awareness about the ethics standards of officials and public servants and practise activeness of cultivating public service ethics for for trainees at provincial political schools to carry out experiments.

3.4.1.4. Process of experiment

The experiment is carry out in 3 basic steps.

Step 1: Prepare the experiment

Step 2: Conduct the experimental impact

Step 3: Finish the experiment

3.4.1.5. Criteria and evaluating scale

Criteria 1: level of awareness of trainees about public service ethics

Criteria 2: emotion, attitude, excitement of trainees about public service ethics

Criteria 3: Positiveness of practising public service ethics of trainees.

3.4.2. Analyse experimental results

The experimental results are analysed specifically both of qualitative and quantitative aspects, reach the necessary

reliability; allow to confirm that proposed measures are right. Through experiments, it showed that if we have actively, boldly pedagogical implications as conducting experiments, it will raise awareness about public service ethics standards and promote positive practising public service ethics of trainees at provincial political schools currently; contribute to train lecturers, public servants who are "diligent" and "very good", response the requirements for improving the quality of education and training at provincial political schools in the new situation. It can confirm that protect points of fake dissertation have been determined to be right.

Conclusion of chapter 3.

Public service ethics education is the long, difficult, complicated process; requires perseverance, effort, high positiveness of all forces. That process should be regularly impacted on awareness, feelings, and behaviors of trainees; need to base on the logic of the educational process and characteristics of object to have suitable educational impacts

On the basis of theory and practice, we proposed five measures of public service ethics education for trainees at provincial political schools in the northern mountainous region. Proposed educational measures have dialectical relationships, impact, support each other to create a consistent perfect whole in order to practise and develop firmly public service ethics for trainees.

The experimental results are analysed specifically both of qualitative and quantitative aspects, reach the necessary reliability; allow to confirm that proposed measures are right. Through experiments, it showed that if we have actively, boldly pedagogical implications as conducting experiments, it will raise awareness about public service ethics standards and promote positive practising public service ethics of trainees at provincial political schools currently; contribute to train lecturers, public servants who are "diligent" and "very good", response the requirements for improving the quality of education and training at provincial political schools in the new situation. It can confirm that protect points of fake dissertation have been determined to be right.

CONCLUSIONS AND RECOMMENDATIONS

1. Conclusion

Public service ethics of official and public servants have a very important role, contribute to decide the quality, effect of each country. The formation and development of public service ethics is a long process with many different impacts and attach to the training process at professional schools, the experience process of public service practice and the process of training officials and public servants.

Most of trainees at provincial political schools are officials and public servants; the main activity of trainees at schools includes awareness, experience and practice activities in local. This is an advantage of provincial political schools in through training activities and diversified exchange activities of learners to improve awareness, willing and public service ethics behaviour in the public service for trainees.

Nowadays, public service ethics education for trainees at provincial political schools has restrictions, not yet responded requirements of the practical situation. The schools has not the specific content of public service ethics standard to educate trainees; the pedagogical activity is much about political theory, does not highten public service ethics education for trainees in the training and upgrading process; content, form, methods of education are not yet suitable for objects of each class, of each locality; the coordination between the subject education (schools, management units of trainees), nonsynchronous and form.

To educate public service ethics for trainees at provincial political schools which has effectiveness, develops awareness, willing, and ethics behaviour in public service for learners in training process, educators need to have impact on awareness of learners about public service ethics ; organize to practise solve public service situations; organize emulation movements, practical experience in learning process at school.

On the basis of theoretical and practical reaserch of public service ethics education for trainees at provincial political schools in the northern mountainous region nowadays, to systematize proposed measures, the author of dissertation conducted experiment, used some pedagogical impacts to raise awareness and promote

positiveness in practising public service ethics for trainees in training process at provincial political schools. The empirical results obtained firstly allow to judge that proposed measures in dissertation are correct, realistic and feasible.

2. Recommendations

2.1. Central agency

The Interior Ministry constructs the model of quality and capacity of officials and public servants in public service activities towards standardization of academic, professional, professional competence in accordance with the national standard; proposes, promulgates the law of public service ethics.

The Ho Chi Minh Political National Academy continues to research and develop educational theory in general, public service ethics education for for trainees at provincial political schools in particular; compiles documents of public service ethics standards and determines the content of educational measures which are consistent with the object training of provincial political schools.

2.2. The Propaganda instruction Board of Committee of province and city

Consult the Standing Committee of province and city to approve the annual training plan of provincial political schools in the direction of strengthening the public service ethics education for learners.

Check regularly politics, thought and practice in teaching of provincial political schools

2.3. Provincial political schools

Innovate frequently the content, methods, form of public service ethics education for learners in the direction of improving capacity, professional practice skills and enhance public service ethics for trainees. Constructe the quality evaluation criterion of public service ethics education at school, that it is a criterion to control teaching education quality at provincial political schools today.

Interest, invest infrastructure, learning equipments. Train quality and pedagogical capacity for lecturers, those who work as educational management at provincial political schools through annual trainings, conferences, seminars, dissemination of experience in education, self-education and management of trainees.