

Journal of State Management

EDITORIAL BOARD

Assoc.Prof.Dr. Nguyen Ba Chien - Chairperson
Dr. Nguyen Quang Vinh - Permanent Member
Assoc.Prof.Dr. Trieu Van Cuong
Prof.Dr. Nguyen Dang Thanh
Prof.Dr. Ta Ngoc Tan
Prof.Dr. Tran Tho Dat
Assoc.Prof.Dr. Nguyen Van Thanh
Assoc.Prof.Dr. Nguyen Quoc Suu
Assoc.Prof.Dr. Tran Vi Dan
Assoc.Prof.Dr. Lam Minh Chau
Dr. Nguyen Dang Que
Assoc.Prof.Dr. Luong Thanh Cuong
Dr. Lai Duc Vuong
Dr. Dang Xuan Hoan
Assoc.Prof.Dr. Nguyen Thi Thu Van
Assoc.Prof.Dr. Dang Khac Anh
Assoc.Prof.Dr. Nguyen Thi Hong Hai
Assoc.Prof.Dr. Nguyen Van Hau
Assoc.Prof.Dr. Nguyen Hoang Hien
Assoc.Prof.Dr. Hoang Mai
Assoc.Prof.Dr. Tran Thi Dieu Oanh
Prof.Dr. Alex B.Brillantes, Jr - Philippines

Editor-in-Chief

Nguyen Quang Vinh

Deputy Editor-in-Chief

Ta Quang Tuan
Nguyen Toan Thang

Sub-editor

Nguyen Thi Hong Ngoc

73 Nguyen Hong Str., Dong Da Dist., Hanoi, Viet Nam
Tel: (84-24) 38359958; (84-24) 37735790; (84-24) 37735764
Email: quanlynhanuoc@napa.vn; <https://www.quanlynhanuoc.vn>

Publishing Licence No: 59/GP-BTTTT, dated 15/3/2024 by the Ministry of Information and Communications
Printed and processed by Truong Xuan Printing Co.,Ltd.
Price: 50.000 VND

CONTENTS

Cherry Vu - Rob England

Adaptive leadership and open management practices1

Nguyen Quang Vinh

Enhancing solid domestic waste management in Vietnam.....8

Hoang Anh Tuan

Gig Economy model and its impact on Vietnamese workers14

Nguyen Thi Thanh Thuy

Improving the mechanism of autonomy and self-responsibility
to promote innovation in the organization and operation of public service units.....21

Ngo Sy Trung

Competency-based training for Vietnamese civil servants.....28

Thai Quang The - Nguyen Thi Ly

Solutions to develop human resources for marine resources
and environment management in the new context.....34

Ta Van Viet - Tran Van Tien - Nguyen Thi Tam - Dinh Thi Le Huong - Luu Thi Thu Huyen

International experience in implementing
the policy of payment for forest environmental services.....43

Phuong Huu Tung

Comparing job satisfaction among lecturers in public
and non-public universities: Insights from Vietnam.....50

Nguyen Thi Yen Ngoc

Fundamental solutions to enhance the efficiency
of managing soft skills education for current pedagogical students61

Sengphaylin Chanthavisouk

Improving the quality of training and fostering public officials
in the Lao People's Democratic Republic in the new era68

Ta Thi Thanh Tam

Ho Chi Minh City implements resolution No. 98/2023/QH15
- difficulties, inadequacies and recommendations75

JOURNAL OF STATE MANAGEMENT SUBMISSION GUIDELINES

Please note that only manuscripts conforming to the guidelines and of sufficient quality will be reviewed and published.

1. Content and structure of the manuscripts

Manuscripts are academic papers, demonstrating originality, innovativeness, and expertise of the field of state management, possessing significance for theory and practice of state management.

A paper can be structured as follows: (1) Introduction; (2) Theoretical framework; (3) Methodology; (4) Findings; (5) Conclusions

Data are accurate and clearly cited. Analysis and statements have not already been published elsewhere.

The analysis of the actual situation and problems should clearly identify the strengths, weaknesses, inadequacies, and their underlying causes based on survey results and research. Projection of tendencies, development, orientation should be based on scientific, objective, and persuasive rationales. Solutions should be specific.

A paper should be written in plain English and an academic style.

2. Format of the manuscript

(1) Manuscripts sent to the Journal of State Management must not be published in any other newspapers, journals or internal magazines.

(2) Manuscript should be typed on A4 size paper, using Time New Roman font, size of 14 pt., margined at least 2.5cm (1 inch), with about 4,000 words and no more than 8,000 words.

- Numbering: Arabic numbers are required.

- Abstract and key words: A paper must have an abstract of about 100 - 150 words in bold, italic with maximum of key words and no more than 6 words per key word with JEL code.

- Tables and charts/figures/diagrams: Tables and charts/figures/diagrams (if any) are titled, numbered, clearly indicated, and placed at the end of the article (after note and reference). Tables and figures (if any) should

- Note, citation and references: Follow the rules.

3. Submission

The author is required to submit two files, specifically:

(1) The information of the author: Title of the article; the information of the author(s) (in cardinal number of 1, 2, 3...) including full name, designation, organization, contact (address, phone number, e-mail). After submission, the information of the author (s) cannot be changed.

(2) The manuscript (excluding the author's information): Title of the article; abstract, key words and JEL code; tables and charts/figures/diagrams figures (with title, description, note); citation of the tables and figures in the article must be the same with those in the provided files; summary of graphics/ mark-ups (things to be noted).

Papers shall be submitted electronically to: quanlynhanuoc@napa.vn or delivered to the address: No. 73 Nguyen Hong, Dong Da, Ha Noi, Viet Nam.

4. Review process

Papers will be double-blind peer-reviewed by a minimum of two independent reviewers. The identities of both the authors and reviewers are kept hidden. Comments and evaluations will be collected and recorded by the Editorial Board.

Guidelines for writing academic papers and submission regulations are available at: <https://www.quanlynhanuoc.vn>

