

Research on Factors Affecting the State Management of Social Insurance in Vietnam

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ABSTRACT

In the current state management of social insurance, there are many factors affecting both objective and subjective. Finding out the influencing factors and studying the impact of these factors on the state management of social insurance will help the social insurance system in Vietnam operate more effectively. A survey of 252 experts, managers and researchers in the field of social insurance in Vietnam, the article focuses on understanding the impact of factors on the state management of social insurance. association is applying. From there, the article points out appropriate solutions and recommendations to further improve the state management of social insurance in Vietnam

Keywords: Social insurance, State, State management, Factors, Vietnam

INTRODUCTION

State management of social insurance is one of the important activities affecting the operational efficiency of the social insurance system. The state management of social insurance affects the life of social security and employees. State management of social insurance is a multi-stage management process, complying with the provisions of law. The results of state management of social insurance are one of the important bases for the national social security system. In addition, state management of social insurance is also very important to help the state effectively operate the social insurance system.

Today, the competition of commercial insurance with social insurance will affect the level of participation of workers. When they have high income, the tendency to participate in commercial insurance increases and is willing to accept risks from this type (Helmuth, C., & Kerstin, R. (2015) ^[1]. The knowledge of the staff of social insurance has a great influence on the operation of the social insurance system, which is the force that directly administers important policies of the state to the employees. The operation of the state management apparatus in social insurance has an important contribution from the applied knowledge of these managers. (Ramona, L., Raúl, R., Pedro, G., & Josefa, M. (2014) ^[2]

In Vietnam, in the state management of social insurance, the study of factors affecting the state management of social insurance is also the basis or basis for the state management agency on social insurance. Social insurance advises the Government to make appropriate strategic decisions or policies. State management of social insurance needs to be based on many factors affecting both objective and subjective. Social insurance is a long-term policy of the state to ensure the legitimate rights and interests of participants. Therefore, the state management of social insurance is affected by many factors in the long run. Depending on socio-economic conditions in each period, the state has to adjust social insurance policies to suit reality. With the highest goal is to ensure

the rights of employees in the system when facing labor risks.

LITERATURE REVIEW

Many researchers consider state management of social insurance in a broad sense. In essence, the state management of social insurance is understood from the perspective of management of employers and employees participating in social insurance. These are the two main and most important objects in the social insurance system. However, in order for them to understand the value of social insurance, it is also necessary to educate them (Russell, S., Ingrid, N., & Xiaolei, Q. (2009) ^[3]

The inspection and examination in activities of social insurance plays a very important role in the state management of social insurance. Because this activity helps the social insurance system operate transparently and accurately. The evasion of payment for employees is prohibited in the field of social insurance (Marcelo, B., & Guillermo, C. (2014) ^[4]

How does state support affect the design of social insurance? It distinguishes between the problem of redistribution and the size of social protection. It may be appropriate to adopt a less redistributive system than another optimization, in order to ensure state support for all participants in the social insurance system (Helmuth, C., & Pierre, P. (2003) ^[5]

The success of social insurance is also one of the criteria to evaluate the effectiveness of the Government. Benefits from social insurance policies are very important to the development and stability of the country. The more the state management of social insurance helps the coverage of this policy, the more people's support for the government increases, because they realize the interest from the policy of support and patronage of the government. state Xian, H., & Qin, G. (2014) ^[6]. Many research results show that the unemployment rate explains the need for social insurance along with income. Social security policies in different countries are different. Social security policies have a lot

of influence on the interests of participants in the labor market. The results obtained are intended to contribute to an understanding of government support for social insurance and thereby provide a tool to design social security mechanisms aimed at helping cases of workers participating in social insurance. Social Security (Philippe, D., & Jean, H. (2007) ^[7]

In fact, to find a perfect state management model is very difficult. The state management of social insurance depends not only on the point of view of different countries. State management of social insurance still depends heavily on the socio-economic potential of each country, based on this factor, each country will choose a model of state management of social insurance. suitable (Anil, D. (2010))^[8]

Finally, there is the problem of designing a social insurance policy, which considers the optimal social insurance policy, giving formulas for the optimal levels of insurance benefits under the conditions of the individual. reliable actual parameters. In which, the state's management role in social insurance is placed at the center, which is the most important factor. At the same time, it is necessary to point out the main remaining challenges in the optimal design of social insurance policies through legal tools (Raj, C., & Amy, F. (2013) ^[9]

MATERIALS & METHODS

This scale has been used in the study of (Hoang Trong & Chu Nguyen Mong Ngoc,(2005) ^[10]. Through preliminary survey of Experts, managers as well as conducting qualitative surveys, the authors have added the indicator "Conditions on physical and financial facilities to ensure the implementation of state management of social insurance" and using the 5-point Likert scale to collect information to measure and evaluate the effectiveness of the faculty's work. The survey was distributed to 252 managers and experts in the field of social insurance who are currently working at various institutions. State management agencies, social

insurance research institutes in Vietnam The sample structure of the survey is shown in the table below:

Table 1. Structure of the survey sample by sex

Numerical order	Units	Quantity (Person)			Percentage(%)		
		Male	Female	Total	Male	Female	Total
1	Department of Social Insurance	9	2	11	81.8	18.2	100.0
2	Vietnam Social Insurance	47	44	91	51.6	48.4	100.0
3	Hanoi Department of Labor	11	14	25	44.0	56.0	100.0
4	Hanoi Social Insurance	27	23	50	54.0	46.0	100.0
5	Other units	37	38	75	49.3	50.7	100.0
6	Total	131	121	252	52.0	48.0	100.0

RESULT

Collected data is used to analyze and evaluate the impact of each factor on the state's legal work on social insurance. The analysis results show that the Cronbach's alpha coefficient of the variable "State management of social insurance" is greater than 0.7. Variable correlation coefficient – the sum of the components is greater than

0.3. The Cronbach's alpha coefficients of these components are all large 0.6. Therefore, the component variables of all have high reliability, so they will be used for analysis in the next steps. With a survey sample of 252 managers and experts, comments on the assessment of the state management of social insurance are shown in the table below.

Table 2. Evaluation of factors affecting the current state management of social insurance

Variable	Obs	Mean	Std. Dev.	Min	Max
Qualifications and capacity of the staff and civil servants	252	3.37	0.66	1.6	5
Level of administrative reform in state management of social insurance	252	3.81	0.68	1.3	5
Facilities for the state management of social insurance	252	3.05	0.73	1.0	5
Developing a system of social security policies	252	3.50	0.65	1.6	5
Development of commercial insurance policies	252	3.58	0.69	1.3	5
People's needs and perceptions about social insurance	252	3.42	0.70	1.2	5

According to the assessment results, the factor of facilities serving the state management of social insurance has the lowest average score of 3.05 points, which is a good score. These policies include those on responsiveness in terms of headquarters, area, and workspace; the responsiveness of equipment and means for operation; the level of application of information technology in state management of social insurance; responsiveness to operating costs. The minimum score given is 1 point, which is below average. It can be seen that these policies are not suitable at present and

need to be improved in the future if they want to improve the quality of social insurance management. Next, the group of factors on qualifications and capacity of cadres and civil servants only reached an average of 3.37 points. The weak qualifications and capacity of cadres and civil servants is also a factor that makes the state management of social insurance less effective.

The most appreciated factor is the level of administrative reform in the state management of social insurance with the average score of 3.81 points.

Table 3. Standardized regression results of factors affecting the current state management of social insurance

Factor	Policymakers	Building a legal system	Building a financial mechanism	State Support	Inspection, testing	State management of general social insurance
Qualifications and capacity of the staff and civil servants	.450	.447	.426	.502	.278	.520
Level of administrative reform in state management of social insurance	.190	.230	.148	.302	.160	.257
Facilities for the state management of social	.362	.424	.356	.338	.170	.404

insurance						
Developing a system of social security policies	.182	.115	.301	.237	.038	.212
Development of commercial insurance policies	.122	.097	.130	.062	.133	.137
People's needs and perceptions about social insurance	.155	.263	.059	.096	.353	.241

The order of influence of groups of factors on the current state management of social insurance is as follows:

The group of factors (qualifications and capacity of the contingent of cadres and civil servants performing the state management of social insurance) accounts for 29.36%. The group of factors (The extent of administrative reform in social insurance affects the state management of social insurance) contributes up to 22.80%. The group of factors (The development of the social security policy system affects the state management of social insurance) contributes up to 14.53%. The group of factors No. 6 (Needs and awareness of people about social insurance affecting the state management of social insurance) contributed 13.59%. The group of factors number 4 (The development of policy on health insurance affects the state management of social insurance) contributes 11.99%. The group of factors number 5 (the unit's facilities affect the state management of social insurance) contributed 7.73%.

DISCUSSION

First of all, it is necessary to review, amend and supplement functions and tasks of units in the industry and working regulations to meet the requirements in the new period; do well in planning, training, and building a contingent of cadres, civil servants and public employees with solid political courage, pure moral qualities, in-depth knowledge of professional expertise and expertise. service style. Building a system of standard titles and employment positions; renew the method of assessment and appointment of managers to ensure transparency and objectivity; periodically or irregularly inspect the performance of duties of officials and employees at the grassroots level to promptly correct professional errors

and strictly handle cases of violations of internal regulations and regulations of the industry.

Paying attention to the management of the settlement of social insurance benefits, ensuring the rights of employees, and at the same time preventing abuses of funds. In which, focus on professional guidance for staff working in policy work at employers' units; actively coordinate with local authorities to well manage beneficiaries of social insurance, especially beneficiaries with a fixed term; coordinate with medical facilities to strictly control the issuance of certificates of leave to enjoy social insurance; coordinate with functional agencies in inspecting and examining the implementation of regimes and policies at employers' units to promptly correct errors; strictly handle cases of fraud, forgery, making false records to profit from funds.

It is necessary to have an appropriate strategy for integration in the labor and social fields. Social insurance, attach importance to scientific research, practical summaries, exchange of learning experiences with foreign countries; well perform the forecasting of the regional and world situation in service of integration activities. Reform administrative procedures, build databases, apply information technology in management, administration and supervision of integration activities in the field of labor and society.

Strengthening the work of information, propaganda, and raising the understanding of cadres, civil servants, public employees and the people about administrative reform work and the implementation of the OSS mechanism, the OSS mechanism in the field of public administration. handle administrative procedures at state agencies at all levels, because the ultimate goal of

administrative reform is to improve the ability of state administrative agencies to serve the people. But for this work to be effective, the role of the people is very important. Therefore, it is necessary to step up the work of information and propaganda to improve the people's understanding, strengthen the inspection and supervision work and mobilize the comments from the people.

The state management of social insurance is affected by many objective factors both inside and outside. State management of social insurance is one of the important tasks of the socio-economy, because this issue has a great impact on the lives of workers and the Social Security system. Therefore, providing solutions to improve state management is an issue that needs special attention to achieve high results in the process of social insurance management.

CONCLUSION

In the state management of social insurance, finding out the factors affecting management activities is very important for all activities, goals and development strategies of the social insurance system. A well-managed social insurance system must have a team of staff with full professional capacity and professional qualities, who always complete their jobs and assigned tasks, which will make a great contribution to the management. State management of social insurance. In addition, the state also needs to take many measures such as reforming administrative procedures, supporting the system, and spreading propaganda to expand social insurance coverage. Therefore, the assessment of the impact of a number of important factors on the state management of social insurance is especially important for the long-term development plan and orientation of the system. social insurance. Through conducting research, surveying 252 managers and experts on social insurance working at management agencies and research institutes, the article also raised the status of management work. state on social

insurance. From there, the author also gives recommendations and solutions to overcome the limitations in the state management of social insurance in Vietnam.

Declaration by Authors

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