International Journal for Social Studies
Available at https://edupediapublications.org/journals

ISSN: 2455-3220
Volume 02 Issue 04
April 2016

Joseph Stalin's Thought on Organization

Dr. Daljeet Singh

(Lecturer in History Deptt).

Govt. Sr. Sec. School Jind (Haryana).

Victory never comes by itself--it usualy has to be attained. Good resolutions and declarations in favour of the general line of the Party are only a beginning; they merely express the desire for victory, but not the victory itself. After the correct line has been laid down, after a correct solution of the problem has been found, success depends on how the work is organised; on the organisation of the struggle for the application of the Party line; on the proper selection of personnel; on the way a check is kept on the fulfilment of the decisions of the leading bodies. Otherwise the correct line of the Party and the correct solutions are in danger of being seriously prejudiced by overcoming the difficulties.

They are difficulties attending our organisational work, difficulties attending our organisational leadership. They are lodged in ourselves, in our leading people, in our organisations, in the apparatus of our Party, state, economic, trade union, Young Communist League, and all other organisations. . . .

In order to overcome these difficulties and achieve success it was necessary to organise the struggle to eliminate diffuculties.

We had to organise :-

1. Eztensive self-criticism and exposure of the defects in our work;

2. The mobilisation of the Party, state, economic, trade nion, and Young Communist

League organisations for the struggle against difficulties;

3. The mobilisation of the masses of the workers and peasants to fight for the application

of the slogans and decisions of the Party and of the Government;

4. The extension of emulation and shock work among the working people;

5. A wide network of Political Departments of machine and tractor stations and state farms and the bringing of the Party and Soviet Leadership closer to the villages;

6. The division of the People's Commissariats, head offices, and trusts, and the establishment of closer contact between the business leadership and the enterprises;

7. The elimination of lack of personal responsiblity in work and the elimination of wage equalisation;

8. The abolition of the "functional" system; the extension of individual

responsibility, and a policy directed towards doing away with collegium management;

9. The exercise of greater control over the fulfilment of decisions, while taking the line towards reorganising the Central Control Commission and the Workers' and Peasants" Inspection with a wiew to the further enhancement of the work of checking up on the fulfilment of decisions;

10. The transfer of qualified workers from offices to posts that will bring them into closer contact with production;

11. The exposure and expulsion from the administrative apparatus of incorrigible bureaucrats and red-tapists;

12. The removal from their posts of people who violate the decisions of the Party and the Goverbnment, of "window-dressers" and windbage, and promotion to their place of new people--business-like people, capable of concretely directing the work entrusted to them and of tightening Party and state discipline;

13. The purging of state and economic organisations and the reduction of their staffs;

14. The purging of the Party of unreliable and demoralised persons. These are the measures which the Party has had to adopt in order to overcome difficulties, to raise our organisational work to the level of political leadership, and in this way to ensure the application of the Party line.

The proper decisions are decisive importance in the fight against bureaucracy and office routine.

But for the work of checking up on fulfilment to achieve uts purpose, two conditions at least are required: first, that fulfilment be checked up systematically and not spasmodically; second, that the work of checking up on fulfilment in all the links of the Party, state, and economic organisations be entrusted not to second-rate people, but to people with sufficient, the leaders of the organisations concerned.

Our tasks in the sphere of organisational work are following :-

1. To continue to adapt our organisational work to the requirements ot the political line of the Party;

2. To raise organisational leadership to that level of political leadership;

3. To See to it that organisational leadership is fully equal to the task of ensuring the realistion of the political slogans and decisions of the Party.[1]

CADRES RECIDE EVERYTHING

The old slogan, 'Technique decides everything', which is a reflection of a period already passed, a period in which we suffered from a dearth in technique, must now be replaced by a new slogan, the slogan "Cadres decide everything." That is the main thing now.

It is time to realise that of all the valuable capital the world possesses, the most valuable and most decisive is people, cadres. It

must be realised that, under our present conditions, "Cadres decide everything." If you have good and mumerous cadres in industry, agriculture, transport and the army, our country will be invincible. If we do not have such cadres, we shall be lame in both legs.

In concluding my speech, permit me to offer a toast to the health and success of our graduates from the Red Army Academies. I wish them success in the work organising and directing the defence of our country.[2]

The proper selection of cadres

1). Valuing cadres as the gold reserve of the Party and the State, treasuring them, respecting them.

2). Knowing cadres, carefully studying their individul merits and shortcomings, knowing in what post the capacities of a given worker are most likely to develop.

3). Carefully fostering cadres, helping every promising worker to advance, not grudging time on patiently "bothering" with such workers and accelerating their development.

4). Boldly promoting new and young cadres in time, so as not to allow them to stagnate in their old posts and grow stale.

5). Allocating workers to posts in such a way that each feels he is in the right place, that each may contribute to our common cause the maximum his personal capacities enable him to contribute, and that the general trend of the work of allocating cadres may fully answer to the demands of the political line for the carrying out of which this allocation of cadres is designed. Particularly important in this respect is the bold and timely.

There are never enough old cadres, there are far less than required, and they are already partly going out of commission owing to the operation of the laws of nature. Part of the old cadres are sometimes inclined to keep a too persistent eye on the past, to cling to the past, to stay in the old rut and fail to observe the new in life. This is called losing the sense of the new. It is a very serious and dangerous shortcoming.

As to the young cadres, they, of course, have not the experience, the schooling, the knowledge of affairs and the capacity of orientation of the old cadres. The young cadres constitute the vast majority. They are young, and as yet are not subject to the danger of going out of commission.They possess in abundance the sense of the new, which is a valuable quality in every Bolshevik worker; and fourthly, they develop and acquire knowledge so rapidly, they press upward so eagerly, that the time is not far-off when they will overtake the old fellows, take their stand side by side with them, and become worthy of replacing them. Consequently, the thing is not whether to rely on the old cadres or on the new cadres, but to steer for a combination, a union of the old and the young cadres in one common symphony of leadership of the Party and the State.

That is why we must boldly and in good time promote young cadres to leading posts. One of the important achievements of the Party during the period under review, in the matter of strengthening the Party leadership is that when selecting cadres, it has successfully pursued

from top to bottom, just this course of combining ild and young workers.

Data in the possession of the Central Committee of the Party show that during the period under review the Party succeeded in promoting to leading State and Party posts over five hundred thousand young Bolsheviks, members of the Party and people standing close to the Party, over per cent of whom were women.[3]

How workers should be selected

It is necessary to turn the attention of our workers towards Party-political questions, so that economic success will be combined with and accompany successes in Party-political work. You must not separate politics from economics. They exist together and act together.

Workers are selected not according to objective criteria, but according to fortuitous, subjective, narrow and parochial criteria. Most frequently, so-called acquaintances are chosen, personal friends, fellow-townsmen, people who have shown personal devorion, masters of eulogy to their patrons, irrespective of whether they are suitable from a political and a business-like standpoint.

How the work of comrades is checked

To check up on workers means to, test them, not on their promises and declarations but on the results of their work. To test the fulfilment of tasks means to test them not only in the office and not only according to formal reports, but first and foremost at the place of work according to the actual results of fulfilment.

Lenin taught that one of the surest means of correctly training and educating Party cadres, of correctly training and educating the working-class and the masses of the working people, is conscientiously to disclose the mistakes of the Party, to study the causes that have given rise to these mistakes, and to indicate the paths necessary for overcoming these mistakes. Lenin said:

"The attitude of a political party to its mistakes is one of the most important and surest criteria of the seriousness of the Party and of its fulfilment in practice of its obligations to its class and the masses of working people. Openly to admit error, to reveal its causes, to analyse the situation that gave rise to it, attentively to discuss the means of correcting the error-this is the sign of a serious Party this is the fulfilment by it of its obligations, this is training and educating the class, and then the masses."[4]

This means that the Bolsheviks are duty bound not to gloss over their mistakes, not to dodge the question of their mistakes, as often happens with us, but honestly and openly to admit their mistakes, honestly and openly to indicate the way of correcting these mistakes, honestly and openly to correct their mistakes. I would not say that many of our comrades undertake this business with satisfaction.

Teaching the masses and learning from them Lenin taught us not only to teach the masses, but also to learn from them.

It means, firstly, that we leaders must not become conceited, and we must understand that if we are members of the Central Committee or are People's Commissars this does not mean that we possess all the knowledge necessary for giving correct leadership. An official position by itself does not provide knowledge and experience.

This means, secondly, that our experience alone, the experience of leaders, is insufficient to give correct leadership, that consequently it is necessary that one's experience, the experience of leaders be supplemented by the experience of the masses, by the experience of the rank-and-file Party members, by the experience of the working-class, by the experience of the people.

This means, thirdly, that we must not for one moment weaken, still less break our connections, with the masses. This means, fourthly, that we must pay careful attention to the voice of the masses, to the voice of the rank-and-file members of the Party, to the voice of the so-called "small men," to the voice of the people.

What does it mean-to lead correctly?

Account is taken of the experience of the masses who test the results of our leadership on their own backs. To organise the operation of the correct solution, which, however, cannot be done without direct aid from the masses. To organise a check on the fulfilment of this decision which again con not be done without the dirct aid of the masses.

This is what it means--not only to teach the masses, but also to learn from them. It is possible only if the leaders are closely connected with the masses, if they are bound up with the Party masses, with the working-class, with the peasantry, with the working intellectuals.This is the key to the invincibility of Bolshevik leadership.

Reference

1. 'Report to the 17th Congress of the CPSU (B)', 1934.

2. Address to Graduates from Red Army Academies, 1935.

3. Report to the 18th congress of the CPSU (B)', 1939.

4. Stalin's concluding speech ot the Plenum of the Central Committee

of the CPSU (B), 1937.