

Bounsana Keovungrad 2011: Status and Problems of Personnel Management of Foreign Direct Investment Organization in Luangnamtha Province, Lao People's Democratic Republic. Master of Economics (Business Economics), Major Field: Business Economics, Department of Economics. Thesis Advisor: Associate Professor Chuchee Piputsitee, Ph.D. 166 pages.

The objectives of this study were to study 1) general status, barriers, problems, regulations, laws and opinions of the government staffs regarding personnel management in organizations of Foreign Direct Investment (FDI). And 2) the relationship between personal factors and opinions on personnel management of the FDI organizations in Luang Namtha Province, Lao People's Democratic Republic. The study applied descriptive methodology of chi-square, frequency and percentage by using secondary data and questionnaires obtained from two groups, namely, government related staff (15) and those from enterprises (166).

The questionnaire samples were from 28 joint ventures and 5 FDIs, as a result, the opinions of government officials on efficiency in job creation and technology transfer presented the least satisfactory result. However, the moderate satisfaction was met by the opinions of enterprises on issues on personnel problems and management process of human resources. Moreover, the test by Sam Chi-Square found relationships among analytical variables. Gender and personal experience were found correlating to the structural format of the organization. There was a relation between age and experiences and the effectiveness in creating jobs. Nationalities and educational levels were matched for technology transfer. Finally, the job positioning was shown association with human resource management processes.

This study may draw some recommendations that, on the one hand, enterprises should be stricter to laws, more frequently coordinate with the government authorities, and precisely manage personnel resources. On the other hand, the agencies of government should facilitate investment promotion as stipulated in the legal documents including laws and regulations. Moreover, the coordination among public agencies should be strengthened and monitoring activities should be more often.

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Thesis Advisor's signature

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