

ABSTRACT

Thesis Title : Manpower Planning : A Case Study of Succession Planning
System in Organization

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Advisor Committee

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The objective of this thesis is to study the succession planning system in organizations. Both documentary and field research methods were used. Questionnaires and interviews were also used as instruments in data collecting from a selected sample of 100 employees of Telephone Organization of Thailand.

The findings of the thesis are as follows :

1. The succession planning system is a step of the manpower planning in an organization. It aims at preparing to be appointed to higher positions or to substitute positions of retired, resigned or dead executives.
2. Most of the sample agreed with the use of succession planning system. In their view, the succession planning system would be very useful for organization administration if the application of the system is merit.