

ABSTRACT

Thesis Title : The Performance Appraisal System of Department of
Local Administration : A Case Study of Assistant
District Chief Officer Level 3 - 5

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The purpose of this study is to find out the Department of Local Administration Officials's attitudes to the Performance Appraisal System of Department of Local Administration. The survey research methodology has been adapted for this study. A group of 480 people who serving as the Assistant District Chief Officer in the provincial administrations was randomly selected and requested for participating in the questionnaires.

In conclusion, the Study demonstrates that :

1. In relation to the four areas of the Performance Appraisal System, namely :
(1) the procedue (2) the evaluator (3) the result, and (4) the use of the results
the Assistant District Chief Officers Level 3 - 5 demonstrate an overall level of satisfaction with the System.

2. Differences in socio-economic and working status background between Assistant District Chief Officers Level 3 - 5, such as age, income, level, period of work and period of working as the Assistant District Chief Officer, do not impact on their attitude to the Performance Appraisal System of the Department of Local Administration. This is not in harmony with the established hypothesis.

3. Differences with regard to gender and education level between the Assistant District Chief Officers Level 3 - 5 result in different attitudes to the Performance Appraisal System. This is in harmony to the established hypothesis.