

THESIS TITLE : AN EVALUATION OF HUMAN RESOURCE  
DEVELOPMENT: A CASE STUDY OF LAND TITLING  
PROJECT (LTP), DEPARTMENT OF LANDS, MINISTRY  
OF INTERIOR

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This research primarily focuses on evaluating human resource development of the Land Titling Project (LTP), Department of Land (DOL), Ministry of Interior. Major objectives of the study are to investigate whether and to what extent LTP needs human resource development, to evaluate how well the Department of Land can respond to such needs, and to suggest what DOL should consider in improving and resolving its human resource development programs in order to support the LTP objectives. The research design of this study basically involves assessments of the key components as follows:

- 1) relevance of the HRD policies and programs/projects,
- 2) relevance of the HRD program implementation,
- 3) relevance of the HRD administrative support activities.

It is hypothesized that these factors will effect

- 4) the HRD achievement of LTP

Based upon the stated research design, the study is apparently a mixture of survey and documentary researches. With specific respect to the survey research, questionnaires were distributed to approximately 954 field staff who work with the operational divisions within the LTP boundaries. Simultaneously, about 20 divisional heads were interviewed to provide their opinions related to the HRD performance in DOL. In addition, the statistical methods used in this study include some fundamental statistics such means ( $\bar{x}$ ), percentage, standard deviation (S.D.), and Chi-Square.

On the one hand, the research's findings are somewhat obvious that LTP really has HRD needs; DOL has considerable achievement in its HRD programs; and current HRD policies and programs implementation, and administrative support activities in DOL are relevant and conducive to HRD program achievement. On the other, the Department of Land is also faced with some difficulties and deficiencies in its HRD programs. Based upon the findings, this study therefore recommends that DOL

- 1) seek more support and institutional collaboration from outside agencies in HRD areas,
- 2) define clear HRD directions and policies that cover systematically all levels and on a continuous basis,
- 3) Formulate a 3-year manpower plan that can correspond to long-term HRD needs and on the basis of strategic planning,
- 4) integrate and coordinate works of the operational divisions more efficiently and in clearly unified objectives,
- 5) place more emphasis on middle-management development and endorse a principle of management succession plan,
- 6) improve its committee-based management to provide effective support and mutual learning among divisions,
- 7) improve and develop criteria for work promotion, shift of lines of work and work rotation that are appropriate to specific work requirements, including also DOL should establish clear principles and criteria for planned work experiences among high-ranking and strategic positions that have immense impact on the project,
- 8) introduce computerization to its personnel administration and management, and finally
- 9) integrate principles and plans for individual development, career development, and organizational development in a cohesive and mutually supportive manner that can facilitate HRD in the future