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KEY WORD:

: CONFLICT OVER APPOINTMENT AUTHORITY BETWEEN POLITICIAN AND
CIVIL SERVANT

The objective of this thesis is to study the conflict between politicians and civil servants. The scope is focused on the appointment authority of the high ranked civil servants (rank 9 up). The method used in the study is literature review by gathering and analyzing data from various official documents, articles as well as interview documents of the related stakeholders.

The findings from the study provide insights into : 1) The power struggle of the politicians regarding the intervention over the non-policy related personnel administration. Albeit a well-designed organizational structure and well-defined scope of authority, accountability and responsibility, evidence has shown that many politicians try consistently to change the regulations, particularly ones related to appointment authority of the high ranking civil servants.; 2) The factors underlying the conflict between the politicians and civil servants. The finding of this study indicates three major related factors. First is the differences in their social background involved. Second is the difference in realizing the objectives, goals and means of management and administration. And third is the lack of mutual respect and trust. All three factors leads to interpersonal conflict as well as the attempt to intervene with each other which, in turn, adversely affect the entire bureaucratic processes and systems on one hand and the public image on the other.

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