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NOPPADOL WATTANAKUL : MINISTERIAL AUTHORITY IN APPOINTING
PROCESS OF CIVIL SERVANTS. THESIS ADVISOR : ASSOC. PROF. DR.
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This research aims to search for the balance of hierarchy authority between political faction and the protection of the rights of civil servants by pursuing the method of researching the documents relating to the law and civil servants regulations and comparing with the appointing process of some foreign countries.

The outcome of the research shows that the minister has to be responsible for the operation of his ministry therefore, the minister is authorized to supervise the conduction of his civil servants by being vested with the authority to appoint some positions of high-level civil servants which should simultaneously considered with the system to protect his rights of civil servants the merit system is applied to the appointing process of civil servants. However, the combination of hierarchy power, Merit system and protection of the rights of civil servants available under thai law is not sufficient to create the balance. The past appointments indicated the problem of the imbalance between the hierarchy authority and the protection of the rights of civil servants. The researched several methods of appointing process of high-level civil servants in foreign countries should be applied to the civil servants in Thailand.

The research has proved that the role of the minister on the appointing process of civil servants in high-level is not appropriate enough to create the balance. Therefore, the minister with the clear supporting grounds should be empowered to appoint the civil servants up to level 10. There should be the preparation of a seniority list of civil servants and stipulation of the qualification of high-level civil servants.