

The purposes of this study are to study the state of the personnel development in Provincial Educational Offices and to study the problems and obstacles of the personnel development of Provincial Educational Offices. The population were 72 Provincial Educational Officers, 124 Assistant Provincial Educational Officers, 432 Heads of Section of Provincial Educational Offices. The instruments used in this study were questionnaires which were constructed by the researcher and were collected by mail. The 528 questionnaires (84.08%) were sent back to the researcher.

The findings were as follows:

1. Most of Provincial Educational Offices assessed the needs of personnel development, made the personnel plans, organized the personnel development activities, and followed-up and evaluated the personnel development program.

In organizing the personnel development program, the eleven activities were organized, the most activity to be organized was informing meeting session, and the least activity to be organized was field-study.

2. The problems and obstacles of personnel development according to the need assessment of personnel development, Personnel development planning, and the operation of personnel development; it was found that they were lack of budgets and materials and were limited in instruments for follow-up and evaluation.