

## ABSTRACT

Title of Dissertation : Designing Job Competency Lists of The Bangchak Petroleum  
Public Company Limited.  
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The purpose of this study was to investigate the guidelines of job competency list designing in order to apply for the designing of the whole Bangchak Petroleum Public Company. Five departments were sampled. Fifty one responded to the questionnaire and ten responded to the questionnaire and ten responded to the interviewing.

The questionnaire used for searching a draft of job competency list. The interviewing developed from the base of Critical Incident Technique (CIT) used for searching the behavioral indicators that identified the state of superior performance.

Research issues were tested by Mean and the major findings were :

1. Job Competency Lists from this study were :

- 1.1 Achievement Orientation
- 1.2 Work Management
- 1.3 Cohesiveness and Teamworking
- 1.4 Analytical Thinking
- 1.5 Communication
- 1.6 Accountability and Creditability
- 1.7 Leadership

(6)

2. Common Competency (Core Competency) from this study were :

2.1 Achievement Orientation

2.2 Work Management

Based on the results of this study the researcher suggests various guidelines to develop and apply for the designing of the whole company.