

**ABSTRACT**

**Title of Dissertation** : A Study of Human Resource Development Information Systems of Provincial Public Health Administration  
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The objectives of this study were to 1) explore the current situation and problems of implementing Human Resource Development Information System of Provincial Public Health Administration, 2) survey opinions of administrators and operating staffs toward Human Resource Development Information Systems, and 3) propose a model for Human Resource Development Information Systems.

The population of the study included 12 administrators and 12 operating staffs in information systems function. The data were collected using a structured interview. Percentage and content analysis were used to analyze the data.

The findings were:

1. The current situation of Human Resource Development Information Systems of Provincial Public Health Administration was as follow: 1) person system-mostly one single responsible person in the section, 2) work system-mostly lack of work guideline, 3) information system-mostly lack of information flow plan and information verification, 4) evaluation system-no evaluation, 5) data collection-mostly implementing the system provided by the head center, 6) data storage-stored in 3 forms, paper copies, note, and computer harddisk, under 3 kinds, training, education and development data. 7) data processing-mostly computerized and manual, and 8) information output usage-mostly reported in annual reports. The problems of implementing Human Resource Development Information Systems were as follow: 1) person system-insufficient responsible person and lack of knowledge, skills and time availability,

(4)

2) work systems-ambiguous work system and work delay, 3) information system-disorderly information flow plan and lack of direct responsible work team, 4) evaluation system-no interest from administrators, 5) data collection-staffs lack of knowledge, no cooperation and problems of implementation, 6) data storage-application difficulty, and unsystematic data storage, 7) data processing-lack of knowledge and skills, and 8) information output usage-lack of knowledge and skills in presenting information using high-tech tools.

2. The administrators' opinions toward the improvement of the information systems included: working in teams assigning responsible work groups, allocating sufficient budgets, standardizing applications, transferring information through modems, using computerized data processing, disseminating information from provincial level to all other work levels, and assigning work group on evaluation.

3. The operating staffs' opinions toward the improvement of the information systems included: standardizing applications, developing information network, storing data in computer harddisk, and developing applications responsive to users' needs.