

ABSTRACT

RESEARCH PAPER : Administrative Officials' Adaptation to The New Dimension
District : A Study of New Dimension District, Sisaket Province

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The objectives of this research are to study the process of re-engineering applied to The New Dimension District Project , to study the administrative officials' adaptation to the change derived from the re-engineering and to find out problems and obstacles in the officials' adaptation and ways to solve them.

The in-depth interview technique is used for data collection by interviewing 13 administrative officials working at the new dimension districts , as key-informants ; data collected are analysed by descriptive statistics plus logical context description.

Results of the study reveal that the process of re-engineering in The New Dimension District comprises steps in improvement of working system with more distribution of power and using modern technology; in personnel development by changing the officials behavior to be more service oriented; change the attitude of work toward more achievement orientation than just for self-defense,more flexible; improve the district office and it's environment in accordance with new working technique by creating informal atmosphere with facilities, e.g., providing free drinking water, newspaper; both inside and outside the building must be clean, in good order, and beautiful with natural looking.

In the officials' adaptation to the new working system, the officials accept the policy without complaints; it is a tradition of the administrative officials to accept the superiors' order readily and begin to search for new knowledge by themselves. In addition, it was also found that the level of adaptation depended on the level of progress in official rank.

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As of problems in officials' adaptation, the lack of knowledge, understanding and skill in using information technology are major problems. Furthermore, here are problems in personnel administration, administrative leadership, motivation, etc. to be dealt with.

The researcher has come up with some recommendations to improve the situation. Among them are the participated officials should be trained sufficiently in knowledge and skill to be able to use modern information technology in their work properly. The administrators should know how to lead effectively, and in the working system improvement. Before implementation, it should be carefully studied and the existing law, orders, rules and regulations impeding the process of re-engineering and new working technique should be revised properly.