

ABSTRACT

Title of Research Paper : Research on the Early Retirement Project, the Second Batch, the 2001 Budgetary Year Case Study : Non-Commissioned Officers of Special Forces in Lopburi

Author : Major.Jirathap Wongsaroj

Degree : Master of Arts (Social Development)

Year : 2001

The research on the Early Retirement Project, the Second Batch, the 2001 budgetary year Case Study : Non-commissioned officers of Special Forces had objectives to study 1) opinions of those concerned in the Early Retirement Project 2) impacts of the project on the human resource management 3) problems and obstacles of the project.

Sampling population was 35 personnel who joined the project, ten personnel who were colleagues of those joining the project and ten superiors of the units that had their personnel join in the project. The research used questionnaires and in-depth interviews as the tools of information gathering.

The research found that

1) Most opinions of the personnel who participated in the project did not know information about the project's background. They had intention before to early retire. Most of their reasons were that they wanted to run their own business, as they were bored of working in the units and they were able to get seven times of their salary as compensation when they entered the project.

Their colleagues and superiors viewed that the joining in the project would help solve economic problems of the personnel particularly the debts and they would have plan for their future after they get the seven-month compensation. Opinions on the important contents of the project showed that the personnel who joined in the project and their colleagues viewed that

(4)

qualification of the personnel entitled to join in the project should be reviewed a little, such as to reduce age and working period, so that the personnel who had long working period could have opportunity to change their style of living. Superiors of the units that had its personnel join in the project viewed that qualification and compensation issued by the project were appropriate because they were in the time for the personnel to change their lives. High compensation would be motivation for the personnel to join the project, but the units would face problems of lacking personnel in the long term.

2) Opinions on the impacts of the project's human resource management showed that most of the personnel who joined in the project and their colleagues viewed that participation of the non-commissioned personnel had no impacts on the human resource management because their positions were not important for the units' administration. Other personnel could replace them, but the qualification would not meet those required when recruiting. The superiors of the units that had personnel participate in the project had the similar opinions but they wanted the army to allow the units to make their own replacement.

3) Opinions on the problems and obstacles of the project that conclude from the group involved showed that the public relation to make the personnel to understand the project were not comprehensive and the superiors did not support their personnel to participate made the personnel to be reluctant in joining the project. Timeframe of the project delayed, making those interested to unable to join, particularly the project opened for three times only. As the army controlled the positions of the replacement, making the units to wait for its decision, incapable them of managing their won personnel management.

Recommendations.

1) Public relation of information about benefit from the project should be made for the personnel to make the right decision.

2) The establishment of clubs or centers for the personnel involved in the project should be supported to encourage the retired subordinators.

3) Qualification of the personnel entitled to join the project and fringe benefits should be revealed to serve the virtue that one has done on his duty for a long time.