

**ABSTRACT**

**Title of Research Paper** : Evaluation of Performance of Mineral Resources  
Department  
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The study on Evaluation of Performance of Mineral Resources Department had purposes 1) to evaluate efficiency of the performance of Mineral Resources Department after the organization's restructuring and improvement of roles and work's characteristics 2) to evaluate effectiveness the performance of Mineral Resources Department after the organization's restructuring and improvement of roles and work's characteristics 3) consistency and appropriation of the policy implementation and interpretation of Mineral Resources Department. Sampling population of the study was the department's personnel which were categorized in to levels; interview was used to gather information from 4 highland medium executives while questionnaire was for 72 primary level personnel and operators. The information obtained was processed and analyzed and there were two types of the evaluation ; qualitative evaluation and content evaluation which included Balanced Scorecard Technique.

**The study found as follows;**

1. Efficiency of the performance of Mineral Resources Department that considered the achievement of goals of the department's performance during the budget year of 1995-2000 was at high level. Achievement of goals of the operators was at medium level. In conclusion, efficiency of the performance of Mineral Resources Department in overall was at rather high level.

2. Effectiveness of the performance of Mineral Resources Department as viewed by the operators under Industrial Restructuring Plan, Industry Ministry's Restructuring Plan, Master Plan of Industry was at rather low level and had little

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consistency with activities and plans. But effectiveness of personnel administration was rather high. In conclusion, effectiveness of the performance of Mineral Resources Department was at rather high level.

3. Policy Interpretation of the performance of Mineral Resources Department was consistent and appropriate at rather low level. On level of consistency and appropriation of the plans toward the operators' operation and provision of importance to Industry Ministry's Restructuring Plan, Master Plan of Industry, Industrial Restructuring Plan and characteristics of planning of the operation was at rather low level, but the interpretation of the policy into practice was appropriate and consistent.

**Recommendations were as follows;**

**Policy recommendations**

1. There should have guidelines for development of the mineral resources to expedite surveys on mineral resources to know information of potentiality of the mineral resources in terms of areas, quantity and quality. These would assist effective planning of each industrial development plans.

2. Master Plan of Information Technology should cover the whole system of the information technology of the mineral resources such as mineral, petroleum, geology and ground water as well as other economic data concerned.

3. There should be organization of Mineral Resources Department to be more flexible to cover changing roles and missions and for quick and effective implementation.

4. There should have training for personnel and to promote the personnel to have knowledge and abilities in information technology, sophisticated management and administration, to have continuous learning and skill practice to increase their effectiveness. These should help performance of Mineral Resources to be more effective and efficient.

5. There should have guidelines on coordination with other agencies concerned both in the government and private sectors to reduce conflicts in management, administration and development of the mineral resources.

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6. There should have review of rules and regulations so that they were consistent with the vision, roles, missions and policies and supported the operation's flexibility. These would create confidence of the private sector in investing, facilitating and supporting the department in form of "Partnering."

**Practical Recommendations :**

1. Agencies that proposed the projects to survey the mineral resources should understand objectives of the urgent policy and the Action Plan should be quickly issued in response to that strategy.

2. There should be projects to issue five-year Master Plan of Information Technology with an objective to set up the development plan of the information technology on the mineral resources.

3. The department's organization should be set to be appropriate for the changing roles and missions so that the future performance of Mineral Resources can achieve the goals.

4. There should have personnel development plans for executives and operators to be inconsistent with changing roles and missions and to be sophisticated in both short and long term systematically and continuously. The plans should be updated to stay abreast with the progress and changing of the world. The training plan should in consistent with the target and objectives with an aim to achieve in practice.

5. The roles of Mineral Resources should be adjusted; they should be issued as policies and plans to coordinate among agencies concerned and local authorities including villages.

6. Strategic plans should be set to improve and review rules and regulations that were not consistent with the new missions and roles.