

Abstract

This is a study on "Preparation of Personnel in Ad Hoc Organization Undergoing Change". The objective of the research was to study the reaction of personnel to change, level of personnel preparedness and factors affecting their preparedness, using a questionnaire as a tool. The population consisted of 280 workers operating in an ad hoc organization on 30 June 2005. Data was analyzed using descriptive statistics, frequency distribution, percentage, mean and standard deviation. Then, testing was conducted to assess the population difference by t-test statistics and one-way ANOVA.

The results of the study showed that the majority of workers were female, with an average age of 36-40 years old. There were more single than married women, most with a bachelor's degree, earning an income about 20,001-30,000 baht, mostly in a support line of work, working with the company for an average of three years.

Whether the company would be terminated under the royal ordinance, be privatized or continued, most workers' reaction was to accept the change and make the most of the situation, at the same time trying to catch up with the changing conditions. Very few showed any resistance. The level of workers' preparedness was medium. They were most prepared on social aspects, followed by economic and operational factors. However, if the company was to be privatized and continued to function, the workers' readiness level was also medium. They were most prepared for the management aspect, followed by operation.

The factors that affected the workers' preparedness level were gender, monthly income and workers' reaction to the form of change. In other words, if the company was terminated, male workers were more prepared in the functionality than their women counterparts. Workers with a monthly income of less than 20,001 baht were less economically prepared than were those with a higher income. In addition, workers who accepted the fact that the company was terminated under the royal ordinance was less economically prepared than those who tried to keep up with the change. Workers who

accepted the fact the company was privatized and continued its operation were less socially prepared than those who resisted the change.

In order to better prepare the workers, the researcher suggested that the workers should regularly upgrade their skills and knowledge, follow the sufficiency economy principles, and discipline themselves work-wise and financially. At the same time, the management should make a clear-cut decision whether to terminate or privatize the organization with appropriate measures or services, such as, job guidance, self-employment opportunity, transfer and personnel screening. Any worker who was unwilling to work with the organization in its new form, the company should provide options as far as it could, bearing in mind the needs of the workers. The company could introduce a voluntary early retirement scheme with compensation to be agreed between the company and worker concerned.