

## Abstract

The Study on “Viewing towards Self-Development Program for personnel of the Department of Disaster Prevention and Mitigation (Headquarter Office)” Aiming to study the characteristic of Self-Development Program stress on personnel development process and the needs in Self-Development. It is a descriptive study by collecting information from 163 government servants in Headquarter Office ranging from operational level to experienced level and from the line of technician ranging from practitioner level to the senior professional level. Using Questionnaire, Percentile, Means and Standard Deviation analysis and testing correlation among variables with value of (t) and (F) by mean of statistic at 0.05. The result of the study is concluded as followings.

The sample population are mainly female ranging from 40-49 years. bachelor degree education and they are in professional level with 5-9 years working experience. Most of them has viewed toward Self-Development Program that their inner intention is the main need in attendance, joining in activity and seeking for opportunity are the next. Viewing toward the whole picture of personnel development process is moderate in every aspect such as surveying, searching for needs , planning, activity, evaluation and follow-up. Needs for self-development are found very high in every aspect. The result of self-development comparative study found that male has more drive in increasing knowledge rather than female. Age, level of education and different in position have different desire in self-development.

This study recommended that department should promote positive thinking to their personnel and make them realize that their duty is very important to society which related to its core function. All staff should be enthusiastic, ambitious and devoted both time and energy and be responsible for the loss of lives and property that caused by disaster. The department should support in developing their personnel in using technology, computer, training in english and create study tour in leading authority for their further experiences.