

Abstract

Thesis entitled “Army Personnel’s Viewpoint toward Career Path Policy” aims to study attitude towards equality in policy process participation, the appropriateness of Career Path Policy objectives, Career Path Policy capacity in serving needs for career growth and attitude toward the effects of Career Path Policy in working morale of Army Personnel. The study is Descriptive Research. The samplings were 260 Army Personnel living in Army unit accommodation in Bangkok area. Data were collected by questionnaire and analyzed by statistical value: t-test, F-test, and Chi-Square with significance level at 0.05.

The study found that most of samplings were male, in the age of 41 – 50 years old, graduated from civil school with M.6 certificate or equivalent. Most of samplings has incomes in 2 ranges, either 10,001 – 20,000 or 30,001 up. Most of them have been serving the army for 21-30 years. For the equality in policy process participation, samplings had it in low level. They feel that there is some group of Army Personnel that enjoyed privileges in policy process more than others. For the appropriateness of policy objectives, samplings had it in medium level. They moderately agreed that to be qualified for the joint-of-staff position, the joint-of-staff school courses are required. For the policy capacity in serving needs for growth of army personnel, samplings also had it in medium level. They find that those who graduate from the Chulachomklao Royal Military Academy (CRMA) have more chance to succeed in their careers than those who hadn’t. For the policy effects on working morale, samplings had it in medium level; they have a closed-tie with the army and commit themselves to be royalty to their organization. Samplings recommended that the Army should promote fair participation in Policy process among Army personnel of diversified academic background, other than CRMA. Moreover, the policy should be able to serve the needs of growth and achievement of Army personnel of diversified academic background.

Recommendations from the study are: The out-of-date Army laws and regulations should be revised. Needs for growth and achievement of Army personnel of diversified academic background should be heard by policy maker. Equality and Human Dignity should be high lightened.