

## Abstract

The objective of the study "Attitudes of Civil Servants of Department of Disaster Prevention and Mitigation toward the Application of Individual Performance Evaluation to the Organization" is to study the attitudes of the civil servants of the Department of Disaster Prevention and Mitigation towards the application of the individual performance evaluation system to their organization. The sample population consists of 60 civil servants of the said department. Data are collected using the questionnaire and analyzed using the SPSS program. The statistical tools used are percentage and arithmetic mean, while relationship between variables is tested using the difference of average of 0.15 and higher.

The study shows that most officials are female, aged between 25 and 35 years, single, with a bachelor's degree education, working in operational positions, serving less than five years, and earning a monthly income between 10,000 and 15,000 bath.

The majority of the civil servants express their views on personal performance evaluation in 7 categories: achievement and capability, good service, promotion of occupational expertise, morality, cooperation, problems and obstacles, and expectations. The level of their view on the whole is high with an average score of  $\bar{X} = 2.43$ . In the expectation category, they expect the system to give them opportunity and promote their working skills. This is followed by the cooperation category in which the civil servants in the organization show their readiness to take part in the activities of the organization.

The study reveals the differences between personal factors and their attitude toward individual performance evaluation, including gender, age, marital status, education, positions, years of service, and income. It is found that those civil servants aged less than 35 years show the most marked difference in their attitude toward the individual performance evaluation system when it comes to the category of problems and obstacles of the system. It is also found that the civil servants with an income less

than 10,000 baht have the most different attitudes toward the individual performance evaluation system in the good service category.

The study recommends that the principles of personal performance evaluation be applied to the organization to bring to light strengths and weaknesses of each individual so that development, improvement, training, salary adjustment, promotion and transfer can be made to effectively suit the individuals accordingly. In addition, in order for the system to be really implemented, the organization should carefully study the methods used in the evaluation, the evaluators, and the evaluated persons. The evaluation criteria must be based on dharma principles, fairness and equity. Details of the criteria must be explained to and accepted by all people concerned in the organization.