

Wiyada Mikhanet 2013: An Approach to Participatory Performance Appraisal in Private Business Organizations: A Case Study of Unison Laboratories Ltd. Master of Arts (Human and Community Resource Development), Major Field: Human and Community Resource Development. Department of Human and Community Resource Development. Thesis Advisor: Associate Professor Mrs.Vanee Aungsittipoonporn, Ph.D. 157 pages.

The purposes of this research were to 1) study employees' acceptance of a performance appraisal system at Unison Laboratories Ltd., 2) propose an approach to employees' participatory performance appraisal at Unison Laboratories Ltd. Research sample were 225 employees of Unison Laboratories Ltd. selected by stratified and quota sampling techniques. Data were collected by using questionnaire and meeting minutes.

It was found from the research that most of the sample accepted a performance appraisal system at Unison Laboratories Ltd. in all five dimensions including 1) appraisal objectives and policy, 2) process, 3) methods, 4) criteria, and 5) personnel in charge. In addition, the sample agreed with an approach to employees' participatory performance appraisal at Unison Laboratories Ltd. in 3 dimensions namely 1) appraisal objectives and policy, 2) criteria, and 3) personnel in charge. An approach to employees' participatory performance appraisal was proposed that Unison Laboratories Ltd. should 1) clarify and communicate the appraisal objectives and policy to employees for mutual understanding, 2) enhance the clarity and transparency of the appraisal process, methods, procedures, and criterion, 3) open for the employees to involve in appraisal criterion identification for greater acceptance and trustworthy, and 4) provide employees with accurate knowledge and understanding about performance appraisal.

Keyword: performance appraisal, participation

Student's signature

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