

Thesis Title: Administration of Competencies of Police Officers Affecting Performance Effectiveness of Chumphon Provincial Police Officers **Researcher:** Pol. Lt. Col. Chalad Phonnakhan **Major:** Urban and Rural Community Development and Administration **Year:** 2013 **Advisor:** Asst. Prof. Dr. Worawit Chindapol

Abstract

The objectives of this research were to : 1) study factors in administrating police officers' competencies and performance effectiveness of Chumphon provincial police officers, 2) determine factors in administrating police officers' competencies affecting provincial police officers' performance effectiveness, 3) examine the relationship between factors in administrating police officers' competencies and performance effectiveness of Chumphon provincial police officers, and 4) find the solutions of competency development influencing Chumphon provincial police officers' performance effectiveness. The mixed methodology was used in this research. The quantitative methodology was used for collecting preliminary data. The research samples were 308 Chumphon provincial police officers. Then, the quantitative data were developed into qualitative data by using structured in-depth interview form for interviewing 9 key informants, consisting of chief administrators and heads of police stations. The data were analyzed by using percentage, mean, standard deviation, multiple regression analysis, Pearson's Product Moment Correlation Coefficient, and content analysis.

The research results were as follows:

1. The factors in administrating police officers' competencies were overall at a high level. The factor with the highest mean score was achievement orientation, whereas the factor with the lowest mean score was collaboration. The performance effectiveness of Chumphon provincial police officers was overall at a high level. The aspect with the highest mean score was administration, whereas the aspect with the lowest mean score was investigation and legal affairs
2. The factors in administrating police officers' competencies affecting provincial police officers' performance effectiveness were administration, crime prevention and suppression, investigation and legal affairs, security and special tasks, and police inspection. The predictive efficiency was 38.0% with statistical significance at 0.05 level.
3. There was positive relationship at a moderate level with statistical significance at 0.05 level between factors in administrating police officers' competencies and performance effectiveness of Chumphon provincial police officers.
4. The solution of competency development influencing Chumphon provincial police officers' performance effectiveness was the improvement of mission focus to achieve performance success, to respond to government's policies, and to drive organization toward professional police for people's happiness.

The finding of this study revealed that effective administration of police officers' competencies should consist of manpower, budget, materials and equipment, and people's participation.