Thesis Title: Elements of Human Resource Evaluation for Subdistrict Administrative Organizations in Tha Sae District, Chumphon Province **Researcher:** Miss Wirin Satuchart **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) determine using the elements of human resource evaluation for subdistrict administrative organizations in Tha Sae District, Chumphon Province 2) examine relationship between using the elements of competency and elements of human resource evaluation conducted by the subdistrict administrative organizations in Tha Sae District, and 3) propose the guidelines for human resource administration in subdistrict administrative organizations in Tha Sae District. The mixed methodology was used in this research. The quantitative data were collected for preliminary study from 179 samples drawn from personnel in subdistrict administrative organizations in Tha Sae District, Chumphon Province. The quantitative data were developed for qualitative data collection by using structured in-depth interview form for interviewing 10 chief administrators as key informants. The data were analyzed for percentage, mean, standard deviation, Pearson's Product Moment Correlation Coefficient, and content analysis.

The research results were as follows:

1.   Using elements of human resource for evaluation of the organizations were overall at a moderate level, ranging from the aspect of success factor and the standard of success in human resource administration system respectively.

2.   There was a positive relationship at a high level with statistical significance at .05 level between elements of competency and elements of human resource evaluation for subdistrict administrative organizations in Tha Sae District, Chumphon Province.

3.   The guideline for human resource administration was that subdistrict administrative organizations should organize activities for sharing ideas and relation promotion, education advancement, as well as learning English language for ASEAN economic community in the near future.

The research finding revealed that various behaviors of a person should be well understood before conducting of human resource administration evaluation appropriately.