

Independent Study

**Attitude of Police Officers on the Use of
the New Provincial Police Station Structure
: A Case Study of the Regional Police
Headquarter 7 Area**

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ABSTRACT

The objectives of this study are

- 1) To examine steps and methods of implementing the new provincial police station structure.
- 2) To study opinions of local police officers on the new structure.
- 3) To study the relationships between personal background of police officers and their opinions toward the implementation

of the new structure.

4) To study problems and limitation in implementing the new structure.

The methods of study include the review of texts and materials related to position classification, position assignment and personnel selection method. It also uses questionnaire survey to obtain information from 218 local policemen in Regional Police Headquarter 7 Area.

In implementing the new structure of provincial police station, each station has to follow guidelines set forth by the Police Department by trying to adjust its existing personnel to suit the new structure as much as possible. As far as the opinion on the new structure is concerned, it was found that most respondents are satisfied with the new arrangement. They believe that a clear line of responsibility would help them understand their role better and would also make monitoring task easy. By having specific responsibility officers would have more time for their own jobs as well as for the family. The new structure with a clearer line of command and position makes it possible for the policemen to know their career path and to work in suitable working environment conducive to the development of their skills. Under this new structure, career advancement would depend on one's own effort and capabilities. However, strict division of

work can hinder cooperative effort, as well as being unfair in some types of work. Also, in some situation, a clear classification would make it difficult for police officers to move to other line of works, and would give too much description to the superiors.

Police officers who disagree with the new structure, argued that the use of judgement would be greatly reduced by the new structure and a clear division of duties and responsibilities can make people unwilling help one another.

When compare and contrast the opinion toward implementing the new structure, it was found that, respondents with different education backgrounds and ranks differ significantly in the understanding of the new arrangement and in the issues of career advancement and cooperatives at .01 and .05 level respectively.

However, length of stay in the service does not produce any significant difference in the opinion on the above issues. The study found that most of the police officers would like to see better cooperation, clearer position classification, and more support in budget, materials, and personnel. They also expressed the desire to see more open communication between superiors and subordinates and proposed that information on the new structure of the police station be provided to all groups concerned.