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EUPIN TANVISUTH : SUPERVISOR'S ROLE IN ENFORCING THE DISCIPLINARY CODE CONTAINED IN THE CIVIL SERVICE ACT : A CASE STUDY OF THE OFFICE OF THE PERMANENT SECRETARY, MINISTRY OF PUBLIC HEALTH. THESIS ADVISORS : KAMONTIP KHATIKARN, Ph.D., PUTSATEE MONZÓN, M.O.H., ACHARAPAN JARUSWAT, M.A 124P. ISBN 974-589-848-1

The purpose of this research is to study the role of supervisors in the Office of Permanent Secretary, Ministry of Public Health in enforcing the disciplinary code contained in the Civil Service Act. It is designed to examine the roles performed by supervisors to control the misbehavior of their subordinates, the factors affecting those roles, and the relationship between performed roles and the misconduct of government officers. The recommendation for supervisors to alleviate their subordinates' misbehavior is also presented.

The subjects of this study were 104 supervisors in the Office of Permanent Secretary, Ministry of Public Health who reported their subordinates' misbehavior during the year 1996 and 52 legal officers of Provincial Health Offices. The data were collected by means of questionnaires. To verify the result derived from the quantitative study, the researcher also conducted a focus group discussion with 18 government officers who were the subjects of filed misbehavior reports. Four provinces having many misbehavioral subordinates in 1996 were selected from the region of Central, North Eastern, Northern, and Southern.

The finding shows that only education background, attitude towards bureaucratic system, expected roles, and motivation of the supervisors towards performing government official duty have an impact on the performed roles with statistical significance at 0.05 level. The different performed roles of supervisors do not cause difference in subordinates' misbehavior. Finally, the focus group discussion indicates that supervisors' role is one factor affecting their subordinates' misbehavior. In order to alleviate the subordinates' misbehavior, the supervisors should perform administrative role in this manner : fairness, unbiased, liberalness, and helpfulness.