

Abstract

The study on “Appropriate Personnel Development Models to Generate Acceptance of Community Justice Innovation Originated by the Department of Probation, Ministry of Justice” aims at investigating the acceptance of community justice innovation by the Department’s personnel, their opinions on personnel development models, as well as relationship between personnel qualification, organizational social system and innovation qualification and the acceptance of community justice innovation. Questionnaire is used as instrument to collect data from the Department’s personnel who have attended the training in 3 projects namely: 1) Community Justice Networking Project (161 persons), 2) The Alliance of Community Justice Networks for Drug Abuse Control Project (67 persons), and 3) Development of Community Justice Work System in 17 Pilot Provinces Project (71 persons) during January-September 2008. Analysis of data is carried out by applying Percentage, Arithmetic Mean, Standard Deviation and Chi-Square.

Conclusions of the study are as followed:

1. Personnel Qualifications-The majority of the sampling group are males with an average age of 41.5 years and an average income of 22,985.04 baht per month, finish bachelor’s degree education, married, and work as operational personnel in the Central Office (Department of Probation, Bangkok and Thonburi Office) for an average of 14.08 years and have experience on community work for an average of 4.83 years.

2. Personnel Development Models-The sampling group view that the models developed by Project No. 3 is most appropriate, followed by those of Project No. 2 and Project No. 1 respectively. They also view that all the 3 models are “highly” appropriate.

3. Organizational Social System-Collectively the sampling group of Project No.3 have the most positive opinions on organizational social system, followed by those of Project No. 2 and Project No. 1 respectively.

4. Qualification of Community Justice Innovation-the sampling group of Project No. 2 agree the most with the qualification of community justice innovation, followed by those of Project No. 3 and Project No. 1 respectively.

5. The Acceptance of Community Justice Innovation-The majority of the sampling group accept community justice innovation by experimenting but not by fully implementing them. It is found that the sampling group of Project No. 2 accept the innovation by fully applying them the most, followed by those of Project No. 3 and Project No. 1 respectively.

Hypothesis testing on the relationship between personnel qualifications and the acceptance of community justice innovation reveals that gender, age, work position, duration of service, and community work experience are related to the acceptance. Besides, opinions on organizational social system and on the qualification of community justice innovation are found to be related to the acceptance, while the models of personnel development and certain personnel qualifications such as educational level and the characteristics of present work responsibility are not related to community justice innovation.

Recommendations on the models of personnel development proposed by this study are that the Department of Probation should develop efficient models of personnel development for community justice by establishing specific curricula for those personnel who are directly responsible for community work or community justice on the basis of their personnel qualifications and their own free will, and for not more than 40 participants at a time. The methods used should be diversified, but with emphasis on community field work practice and community participation, empower visits, coaching counseling, and publishing between the organizing team and the community. Moreover, the Department of Probation should improve its work system or organizational culture to support community justice innovation or new methods of work.