

Abstract

Title : Provincial Commerce Officers' Problems
and Development Orientedness

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The works of the International Studies of Values in Politics, de Guzman and Carbonnell and of Prachyapruit serve as a basis for the research hypotheses of this study : (1) that the Provincial Commerce Officers' socioeconomic characteristics are related to the problems faced by them; and (2) that the Provincial Commerce Officers' socioeconomic characteristics are related to their development orientedness, both from a macro and micro perspectives.

Socioeconomic Characteristics of the Provincial Commerce Officers cover the following variables : workplace, domicile, age, tenure, marital status, position, education, field of study, father's occupation, and salary scale. Problems faced by the Provincial Commerce Officers include the following 11 items : problem resulting from a lack of training; a lack of initiative; a lack of motivation; a lack of

leadership; a lack of teamwork; a lack of an appropriate personnel selection; a lack of an appropriate compensation; a lack of an appropriate organization goal; a lack of an appropriate organization structure, a lack of an appropriate control; and from a lack of an appropriate succession scheme. Regarding the development orientedness of the Provincial Commerce Officers, it is defined as a value commitment to the following 10 dimensions : change, participation, tolerance, equality, economic development, concern for nation, selflessness, action - propensity, commitment to work and to result orientation. In addition, the level of development - orientedness is perceived from both macro and micro perspectives. The macro development orientedness is based on a composite mean score of the above 10 dimensions whereas the micro development orientedness is based on each of the individual dimensions.

Based on an analysis of the data drawn from a total of 72 Provincial Commerce Officers via the SPSS computer program, the relationship between variables is calculated using a mean score, X^2 or tau c value (where appropriate, together with a significance of .05 and higher), it was found:

1. that the majority of the respondents have the following socioeconomic characteristics : having both external and internal workplace; having a Central - Plain domicile; being more than 46 years of age: having

a tenure of 25 years and less; having been married; assuming the post of Provincial Commerce Officers, having been graduated with a Bachelor's Degree in Social Science; coming from a non - governmental family; and having a high salary scale;

2. that the most severe problems faced by these officials can be ranked in a descending order as follows: lack of initiative, lack of training, lack of motivation, lack of leadership and problems concerning personnel selection;

3. that the level of a macro development orientedness of the Provincial Commerce Officers is satisfactorily high;

4. that the level of a micro development orientedness of these officials is rather high in almost all dimensions, except that of tolerance.

5. that the Provincial Commerce Officers who opines that the Ministry of Commerce faces the problems mentoined in item (2) above are those who possess the following socioeconomic characteristics:

- having a low salary scale in terms of a relationship to the lack - of - initiative problem;

- having a high education in terms of a relationship to the lack - of - motivation problem;

- having a low salary scale in terms of a relationship to the personnel selection problem;

- having an internal workplace, a high education, vis à vis a high salary scale in terms of a relationship to the organization - structure problem;

- having a Central - Plain domicile and a high education in terms of a relationship to the teamwork problem;

- having a high tenure, an education of below a Bachelor's Degree and specializing in Social Sciences in terms of a relationship to the compensation problem;

- assuming the post of Provincial Commerce Officers, specializing in Social Sciences and having a high salary scale in terms of a relationship to the organization goal problem;

- having an internal workplace in terms of a relationship to the succession problem; and

- having a high tenure in terms of a relationship to the control problem.

6. that the Provincial Commerce Officers' socioeconomic characteristics are found not to be related to a macro development orientedness.

7. that the Provincial Commerce Officers who have high level of a micro development orientedness (based on individual dimensions of development orientedness) seem to possess the following socioeconomic characteristics:

- having a high tenure and a high salary scale in terms of a relationship to the change dimension,

- having both internal and external workplace and coming from a non - governmental family in terms of a relationship to the participation dimension;

- having an advanced age and being graduated with an M.S. Degree in terms of a relationship to the tolerance dimension;

- having an advanced age in terms of a relationship to the equality dimension;

- coming from a non - governmental family in terms of a relationship to the economic - development dimension;

- assuming the post of Regional Commerce in terms of a relationship to the concern - for - nation dimension;

- having both internal and external workplace in terms of a relationship to the selflessness dimension;

- having both internal and external workplace and a low salary scale in terms of a relationship to the action - propensity dimension; and

- having an advanced age in terms of a relationship to the commitment - to - work dimension.

In the end, the researcher calls for a replication of this project utilizing more population/ samples because a project of this type is beneficial for

personnel policy formulation and implementation of the

Ministry of Commerce in the years to come.