

Abstract

The study on "Teamwork Development Strategies toward Learning organization in the viewpoint of the officials in Ministry of Public Health" aims to study working characteristics, attitude and development strategies of teamwork toward Learning organization of the officials in Ministry of Public Health. The study samples were officials of Office of the Permanent Secretary working at the central level. Questionnaires were used to collect data from 223 officials in Office of Permanent Secretary and analyzed by using the Statistical Package for Social Science (SPSS) present in the percentage, mean, standard deviation, test variable relationships by F-test with significant level at 0.05.

The study results found that most of samples are aged 40-49 years, positioned at general administrative officials, level 6-7, working period over 21 years, working in Bureau of the Central Administration with team member of 5-7 persons. The working characteristics as teamwork were at high level by their own spirits in participation. Communication among each others and they are interdependent working were at high level. Attitude of teamwork toward Learning organization was at high level. Adaptation to change in management at office of the Permanent Secretary, participation in problem solving, information sharing and creating new work procedure together were at high level. For the strategies in teamwork development, the study finds that clearly specified role and function assignments and delegation of responsibility were at the highest level. Encouragement of continuing activity development, two-way communication and joint determination of goal were at highly level.

Recommendations from the study are the high level management should establish distinct policy to support human resource development at all levels and in every unit of the Organization, emphasize on team-working, build good attitudes to seek for knowledge and develop their organization to become learning organization. All units should adapt to change in management by developing information technology system, forming teamwork for personnel development, support learning organization culture such as seeking new knowledge and integrate for work improvement, disseminate and share information systematically and encourage participation of staff in problems solving and work development efficiently on continuous basis as well.