

The purposes of this research were to study and compare the process of recruitment of the district primary education officers according to the regulation and the desirable practice in Educational Region XI as perceived by the assistant district primary education officers, provincial primary education supervisors, and school administrators, in 6 aspects: specifying applicant qualifications, applying for the exam, evaluating performance and experience, establishing testing criteria, specifying the testing program, and training.

The sample for this research was 225 assistant district primary education officers, provincial primary education supervisors, and school administrators. The instrument used for collecting data was the questionnaire, and the data were then analyzed by using the Statistical Package Social Science (SPSS).

The research findings were as follows:

1. The assistant district primary education officers, provincial primary education supervisors, and school administrators perceived the process for recruitment of the district primary education officers at a high level in 5 aspects: applying for the exam, evaluating performance and experience, establishing testing criteria, specifying the testing program, and training, while the aspect of specifying applicant qualifications was at a moderate level.

2. The provincial primary education supervisors perceived the process for recruitment of the district primary education officers at a high level in 5 aspects: applying for the exam, evaluating performance and experience, establishing testing criteria, specifying

the testing program, and training, while the aspect of specifying applicant qualifications was at a moderate level.

3. The school administrators perceived the process for recruitment of the district primary education officers at a high level in 5 aspects: applying for the exam, evaluating performance and experience, establishing testing criteria, specifying the testing program, and training, while the aspect of specifying applicant qualifications was at a moderate level.

4. The assistant district primary education officers perceived the process for recruitment of the district primary education officers at a high level in 5 aspects : applying for the exam, evaluating performance and experience, establishing testing criteria, specifying the testing program, and training, while the aspect of specifying applicant qualifications was at a moderate level.

5. The assistant district primary education officers, the provincial primary education supervisors, and the School administrators provincial the process for recruitment of the district education with no statistically significant difference.