

Status of Public Servants under the University Service Commission.

Working Group Line A, B and C

The Civil Service of Thailand first adopted the Civil Servant Act concerning position classification in 1975. In 1976, the office of State University adopted the same position classification system and divided its civil servants into three lines : Line A, Line B, and Line C.

Line A refers to those whose main duties include teaching, conducting research, and rendering community services. They are professors, associate professors, assistant professors, and instructors.

Line B includes those whose duties are essentially concerned with academic services. They are librarians, audio - visual technicians, medical doctors, nurses, researchers, as well as those in an academic line stipulated by the University Service Commission.

Line C refers to those whose duties include administrative affairs and clerical work. They are rectors, vice rectors, deans, associate deans, directors, deputy directors, department heads, division heads, section heads, as well as those positions stipulated by University Service Commission.

Also in 1976, the Office of State University introduced the academic rank classification system for those in Line A and the position classification system for those in Lines B and C. The adoption of such systems has caused some repercussions on the rights and interests as well as on the advancement in public service career of the civil servants in each line under the Office. Their status has become inferior to that prior to the introduction of the new system. Moreover, when compared to their counterparts in other ministries, they have fewer opportunities for advancement.

This paper studies the status of the civil servants under the jurisdiction of the University Service Commission in each line and proposes some suggestions for the improvements of personnel administration system of the University Service Commission. Examples of the recommendations are a one - step raise in pay - scale for those in Line A, both at the lower and upper limits, improvement in the central personnel administration, and development of the present criteria for determining positions.

Pay Increase : Effects on Public Employees and Their Performance

Swat Sukontarangsri

It is apparent that the Administration could not solve the problem of laggard organizations in Thai bureaucracy. The methods used to bolster productivity seem to be insensitive in administrative relationship and too much emphasis is given to the assumptions underlying authority and compliance among public servants in hierarchical position.

The present study attempts to draw the attention of the Administration to the significance of proper performance rating to promote work satisfaction and foster productivity among government employees. The author contends that in order to strengthen laggard organizations an objective analysis of desirable public service needs to be done before reaching any hasty conclusions.

In tracing the original concepts of performance evaluation under the Civil Service Act of 1933, the investigator found that the present system still upholds the principle of negative measures in personnel practices. Punitive discipline is overemphasized in employee ratings. No standard of performance is available for the administration of an evaluation plan and pay increases are made on the whim of superiors without any recognition of scientific operation of performance evaluation systems. The author analyzes many pitfalls and undesirable practices found in various organizations including such prominent organizations like the Office of the Civil Service Commission and the Faculty of Public Administration of NIDA.

The author points out that it will be useless to squabble about the persons or agencies responsible for the present plight of performance among civil servants. The crux of the matter is to make a systematic analysis of the problem. The American civil service system was cited as an example in her proper handling of such predicament. Once there is an agreement that there is a need to face these shortcomings it should be easy to choose a worthy plan and right methods, all explained at some length in this study, to evaluate and encourage better performance among public servants.

Fringe Benefits for Faculty Members, and Other Staff in Thai Government Universities

Pensri Vayavananda

In this article, fringe benefits, in cash, provided by the government to faculty members, administrative and clerical staff and hired workers, are listed. The differences in benefit gains between those working in ministries and universities are briefly notified. Additional benefits specifically arranged by universities which have ample resources are also mentioned. They are classified into two main categories, i.e., those for promoting academic excellence and for general welfare.

The latter purpose is appraised as successful in entailing positive effects, while the former one is still doubtful for its effectiveness. Finally, a remark is made that the direction to which universities' academic activities are geared should be clearly set. By this means, all resources can be utilized accordingly and effectively.

Some Observations on the Widespread Existence of Role Ambiguity in Faculties of Business Administration : Sources, Costs and Solutions.

Gerald D. Sentell

มหาวิทยาลัยส่วนใหญ่ไม่ได้มีการระบุวัตถุประสงค์ซึ่งเป็นที่ยอมรับโดยทั่วกัน ivo อย่างแน่ชัด เพื่อเป็นแนวทางในการปฏิบัติงานของบุคลากรในสายวิชาการ ด้วยเหตุดังกล่าว ทำให้บุคลากรในสายวิชาการเกิดความไม่แน่ใจในบทบาทและแนวทางในการปฏิบัติงานของตน ปัญหานี้เกิดขึ้นโดยเฉพาะในสาขาวิชาบริหารธุรกิจ ซึ่งบริการด้านวิชาการเป็นที่ต้องการสำหรับหน่วยงานอื่น ๆ นอกมหาวิทยาลัยเป็นอย่างมาก ความไม่แน่ใจในบทบาทของบุคลากรในสายวิชาการนี้ทำให้เกิดปัญหาต่างๆ หลายประการ ทั้งสำหรับตัวบุคคลเองและสำหรับมหาวิทยาลัยโดยส่วนรวม บทความได้กล่าวถึงสาเหตุของความไม่แน่ใจในบทบาทและปัญหาที่เกิดขึ้นในรายละเอียด ในท้ายสุดได้กล่าวถึงแนวทางในการแก้ไขความไม่แน่ใจในบทบาทของบุคลากรในสายวิชาการดังกล่าวด้วย
