

สารวิทยานิพนธ์

THESIS ABSTRACTS

Examination in the Thai Civil Service

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During a country's period of development the ability of its civil service is most important. Though there be enough money, materials, and other factors, if the men who carry out the work of the government are not well trained and motivated development cannot succeed. Special attention must be paid to the methods of recruitment, selection, and the problems of personnel administration as a whole. Public personnel administration is the first priority of development.

During the early period of its growth the civil service was restricted to people of high rank, noble men and wealthy, persons. A patronage system governed the recruitment, placement, promotion, and pay of civil servants. As the size of the civil service grew, however, and as the work of the government became more complex it became obvious that a patronage system was not sufficient. As a result a merit system was put into effect. Today in Thailand competitive examinations are used to select civil servants. Such examinations are also used in the promotion process.

The present use of examinations has been subjected to substantial criticism. Its critics argue that sometimes the examination are not conducted fairly and that those who pass the examination may not have practical ability. Problems also arise concerning the probation system and its relation to the examination system. The promotional examinations have been brought into question and it has been said that because of the examinations some officials become interested in books and studying and lack an interest in their daily work. These persons might pass the examination and thus be eligible for promotion while many of those who are devoted to their work might not be able to pass a promotion examination.

Clearly there are many questions concerning the civil service examination system. This thesis analyzes the questions and discusses the advantages and disadvantages of recruiting and promoting on the basis of competitive examination within the Thai culture.

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