

## **ABSTRACT**

<b>Title</b>	An Incentive Allocation in Thai Public Sector: A case study of Yasothorn, Nongkai and Loei provinces
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The objective of this research is to find out the best practices in allocating incentive by considering rules and methods from executive, committee and employee perspectives.

The sampling data were withdrawn from 100 questionnaire respondents and interviewed the executives and the incentive allocation committees in Yasothorn province, Nongkai province and Loei province. The descriptive statistics used were percentage, arithmetic mean and One-Way ANOVA.

### **Research findings:**

1. From the employees' perspectives in the incentive allocation divided into 5 aspects, i.e. 1) The overall achievement of the incentive allocation (the efficiency and the justice of rules and methods in the incentive allocation). 2) The transparency of rules and methods in the incentive allocation. 3) The understanding in the incentive allocation plans. 4) The understanding and awareness of incentive allocation as a motivation tool 5) The employee satisfaction and motivation after rewarding. The 4 level Likert Scale was applied. It is found that the overall achievement of incentive allocation is high (with the mean of 2.70), in which the efficiency, the justice, the transparency of rules and methods, and the understanding in plan are high (with the mean of 2.77,

2.62, 2.77, and 2.52 respectively). While the understanding and awareness of incentive allocation as a motivation tool is very high (with the mean of 3.49) the employee satisfaction and motivation after rewarding is low (with the mean of 2.48). In general, the perception of achievement in incentive allocation is high (with the mean of 2.77).

2. From the hypothesis, it is found that there are significantly different attitude among provinces. The attitude of achievement in the incentive allocation is high for Yasothorn province, which is significantly different from the lower attitude of achievement for Nongkai and Loei provinces.

3. The provincial executives and incentive allocation committees' perspectives reflect that, in the public sector, the incentive allocation is the good for promoting efficiency, enthusiasm and cooperation, but it may cause a separation and inequality in the workplace. And the existing regulations and reward funding procurement are suitable and fair, however the reward is too small to motivate people, it can only support cost of living for government officers (low ranker).

### **Recommendations:**

1. Office of the Public Sector Development Commission should improve the rule of incentive allocation in order to cover all responsibilities, including both strategic work and major/other work.

2. The criteria of the individual performance appraisal link to the incentive allocation should be clear; which it can help executives in allocating different level of reward to different performance, even though there is a consideration in good coordination and participation in working.

3. The plan should cover go and temporary employees.

4. Rules and methods of the incentive allocation should be clearly communicated, both one way communication and two way communication.