

# A Study of History Politics and Government in Thailand

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**Abstract**—the objectives of this research were: 1) to study history of politics and government in Thailand including democracy Thailand had been a kingdom under absolute monarchy for over seven centuries before 1932. At the beginning of the colonial era, The politics of Thailand are currently conducted within the framework of a constitutional democratic monarchy, whereby the Prime Minister is the head of government and a hereditary monarch is head of state. The judiciary is independent of the executive and the legislative branches. Researcher need to see the best of quality people in order that they can use freedom life in the country and need to see security and prosperous of Thailand and This article focused on the parliamentary democracy in Thailand in the future also.

**Keywords**—History Politics Government Thailand

## I. Introduction

Thailand had a sophisticated legal system before Western influences led it to adopt a system of jurisprudence based on European models. The first law codes—dating from as early as the 15th century—were based on the Indian code of Manu, which arrived by way of the Mon and the Khmer. As part of the modernizing reforms of the late 19th century, a new legal system was developed, based primarily on the French (Napoleonic) model. The modernizing government of King Chulalongkorn also received legal advice from British advisers. A significant aspect of the legal reforms of the late 19th century was the creation of an independent judiciary. This ideal proved difficult to realize, however, because of interference by politicians and the continuing presence of corruption within the system. As part of a series of judicial reforms initiated at the end of the 20th century, the Supreme Court, with justices appointed by the monarch, was declared the

final court of appeal for both civil and criminal cases; a system of intermediary appeals courts was established to handle cases from courts of first instance scattered throughout the country.

## II. Thailand and Democracy After 1932

Thailand had been a kingdom under absolute monarchy for over seven centuries before 1932. At the beginning of the colonial era, western powers pressured the country to evolve along republican, parliamentary and revolutionary lines having their roots in French revolution and the fall of the Russian. Despite the efforts of several kings, Thailand had insufficient time to educate its population in preparation for western political, industrial and economic changes, albeit female vote was granted since the first general election. Since becoming a constitutional democratic monarchy in 1932, despite of the western-style democratic structure, for most of the time, the country has been ruled by military governments. Political freedom, freedom of speech and basic human rights were strongly compromised in the first three quarters of the twentieth century.

Due to the pressure from outside situation, The Vietnam War, the politics of the kingdom became even more tensed. The military government with support of the US step up its control over the country's politics whiles the intellectuals and socialist students strongly opposed the junta.

## III. Monarchy to Parliamentary Democracy

The first Thai state, the Kingdom of Sukhothai (1257-1378), adopted a paternalistic form of government. The King, while enjoying absolute power, personally paid close attention to his subjects' well-being. However, Sukhothai was a fragmented city-state and the lack of centralized government led

to its fall in the late 1300's. Its decline coincided with the rise of the increasingly powerful Ayutthaya Kingdom to the South. During the Ayutthaya period, the power of the monarch rose, as Ayutthaya inherited a Khmer system of government based upon the Hindu concept of divine kingship. Under the reign of King Borommatrailokkanat(1448-1488), Ayutthaya's political administration underwent a major reform. The sakdina, a feudal system which allowed almost everyone in the kingdom to hold land based on their rank, satisfying both nobles and commoners, and lasted until the 19th century. Moreover, the civil and military administrations were separated and the government was centralized, making Ayutthaya one of Southeast Asia's strongest and richest empires for three centuries. The capital was moved to Bangkok in 1782, marking the beginning of the Rattanakosin Period, which saw the continuation of the Ayutthaya system of government. Thus, for over three Centuries, Thailand's political administration was by and large carried out without drastic reform.

Nevertheless, by mid 1800's, the threat of imperialism became a major issue. King Chulalongkorn (1868-1910), seeing the need for political reform, decentralized the government. He carried out a major reorganization of the central and local administrations, which formed the basis of the present system. The central government was further divided into a number of departments and the local administration was led by an appointed governor of each province. His administrative reform and rapid modernization proved successful both in maintaining the country's independence through the turbulent years of colonial threat and in providing foundation for a modern system of government.

The politics of Thailand are currently conducted within the framework of a constitutional democratic monarchy, whereby the Prime Minister is the head of government and a hereditary monarch is head of state. The judiciary is independent of the executive and the legislative branches. Thai kingdoms and late Kingdom of Siam were under the absolute rule of the kings. However, after the 'democratic revolution' in 1932, the country officially became under a constitutional democratic monarchy with a prime minister as the head of government. The first written constitution was issued. Since then Thailand has had seventeen charters and constitutions, reflecting the high degree of political instability and

frequency of military coups faced by the nation. After successful coups, military regimes abrogated existing constitutions and promulgated interim ones.

#### IV. Political Process

Prior to the 1980s the political process in Thailand was usually controlled by elites whose power was derived from the military. However, the idea of parliamentary government, first enshrined in the constitutions of the 1930s, never totally disappeared. Thailand has had universal suffrage since 1932, and the minimum voting age is 18. Although no laws have prevented women from involvement in politics, few women have stood for election to the legislature. Elected parliaments began to gain influence over the political process in the 1980s, and since 1992 governmental power has been exercised through an elected National Assembly, except for a 15-month period in 2006–07, when the military took control.

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## VII. The Government

Smaller cabinet committees have been set up to help screen proposals from the various ministries before submission to the full cabinet. This process enables the government to ensure that no incompatible policies are made. The committees may also be assigned by the Prime Minister to thoroughly examine the merits of each project or policy for the cabinet so that the latter will not have to go into such details before deciding on proposals, thus streamlining its work. The Office of the Prime Minister is a central body, which in itself ranks as a ministry, whose responsibility is largely concerned with formulating national policy. Some of its primary subdivisions are the Budget Bureau, the National

Security Council, the Juridical Council, the National Economic and Social Development Board, the Board of Investment, the Civil Service Commission and several other organizations vital to the formulation of national policy.

## VI. Politics of Constitutions

All of Thailand's charters and constitutions have recognized an undivided kingdom with the constitutional monarchy, but with widely differing balances of power between the branches of government. Most of them have stipulated parliamentary systems, however, several of them also called for dictatorships, e.g., the 1957 Charter. Both unicameral and bicameral parliaments have been used, and members of parliament have been both elected and appointed. The direct powers of the monarch have also varied considerably.

Thailand's 'popular Constitution', called the "People's Constitution" was successfully promulgated in 1997 after the 1993 Bloody May. Publicly, constitutional devices have often charged as the root of political turmoil. The 1997 Constitution was considered a landmark in terms of the degree of public participation involved in its drafting as well as the democratic nature of its articles. It stipulated a bicameral legislature, both houses of which are elected. Many civil rights were explicitly acknowledged, and measures were established to increase the stability of elected governments. Political system that is run and controlled by citizens of the country. Democracies are made up of elected representatives and require that governmental measures be voted on by these elected representatives or the people. Democracies are not universal and are implemented and enforced in different manners. The first democracy traces its roots back to Ancient Greece and since that time democracies have continued to be created across the world.

Compared to dictatorships, oligarchies, monarchies and aristocracies, in which the people have little or no say in who is elected and how the government is run, a democracy is often said to be the most challenging form of government, as input from those representing citizens determines the direction of the country. The basic definition of democracy in its purest form comes from the Greek language: The term means "rule by the people." But democracy is defined in many ways — a fact that has caused much

disagreement among those leading various democracies as to how best to run one. The Greeks and Romans established the precursors to today's modern democracy. The three main branches of Athenian democracy were the Assembly of the Demos, the Council of 500 and the People's Court. Assembly and the Council were responsible for legislation, along with ad hoc boards of "lawmakers."

Democracy as we know it today was not truly defined until the Age of Enlightenment in the 17th and 18th centuries, during which time the U.S. Declaration of Independence was penned, followed by the U.S. Constitution (which borrowed heavily from the Magna Carta). The term evolved to mean a government structured with a separation of powers, provided basic civil rights, religious freedom and separation of church and state.

## VII. Types of Democracies

Parliamentary democracy, a democratic form of government in which the party, or coalition of parties, with the largest representation in the legislature (parliament), was originated in Britain. There are two styles of parliamentary government. The bicameral system consists of a "lower" house, which is elected, and an "upper" house can be elected or appointed. In a parliamentary democracy, the leader of the leading party becomes the prime minister or chancellor and leads the country. Once the leading party falls out of favor, the party that takes control installs its leader as prime minister or chancellor.

In the 1790s to 1820s, Jeffersonian democracy was one of two philosophies of governing to dominate the U.S. political scene. The term typically refers to the ideology of the Democratic - Republican Party, which Thomas Jefferson formed to oppose Alexander Hamilton's Federalist Party, which was the first American political party. The Jeffersonian outlook believed in equality of political opportunity for all male citizens, while Federalists political platform emphasized fiscal responsibility in government. Jacksonian democracy, lead by Andrew Jackson, was a political movement that emphasized the needs of the common man rather than the elite and educated favored by the Jeffersonian style of government.

This period from the mid 1830s to 1854, is also referred to the Second Party System. The

Democratic-Republican Party of the Jeffersonians became factionalized in the 1820s. Jackson's supporters formed the modern Democratic Party. Adams and Anti-Jacksonian factions soon emerged as the Whigs. This era gave rise to partisan newspapers, political rallies and fervent party loyalty. Democracies can be classified as liberal and social. Liberal democracies, also known as constitutional democracies, are built on the principles of free and fair elections, a competitive political process and universal suffrage. Liberal democracies can take on the form of constitution republics, such as France, India, Germany, Italy and the United States, or a constitutional monarchy such as Japan, Spain or the U.K.

Social democracy, which emerged in the late 19th century, advocates universal access to education, health care, workers ' compensation and other services such as child care and care for the elderly. Unlike others on the left, such as Marxists, who sought to challenge the capitalist system more fundamentally, social democrats aimed to reform capitalism with state regulation.

The U.S. political system today is primarily a two-party system, dominated by Democrats and Republicans. The country has been a two-party system for more than a century, although independents such as Ralph Nader and Ross Perot have sought to challenge the two-party system in recent years. There are three branches of government: the executive branch (president); legislative branch (Congress); and judicial branch (Supreme Court). These branches provide checks and balances to, in theory, prevent abuses of power. Control of Congress can be in the hands of one party or split, depending on which party is in the majority in the Senate and, separately, the House of Representatives.

## VIII. Defining Democracy

The word 'democracy' has its origins in the Greek language. It combines two shorter words: 'demos' meaning whole citizen living within a particular city-state and 'kratos' meaning power or rule. It is generally agreed that liberal democracies are based on four main principles:

A belief in the individual: since the individual is believed to be both moral and rational;

A belief in reason and progress: based on

the belief that growth and development is the natural condition of mankind and politics the art of compromise;

A belief in a society that is consensual: based on a desire for order and co-operation not disorder and conflict;

A belief in shared power: based on a suspicion of concentrated power (whether by individuals, groups or governments).

Democracy is a word that has come to mean very different things to different people. In origin it is, of course, Greek, a composite of *demos* and *kratos*. Since *demos* can be translated as “the people” (qua “native adult male residents of a polis”) and *kratos* as “power,” democracy has a root meaning of “the power of the people.” But power in what sense? In modernity, democracy is often construed as being concerned, in the first instance, with a voting rule for determining the will of the majority. In May 2014, following a military coup, the 2007 constitution was suspended (except provisions pertaining to the monarchy), and a council of military leaders took power. That council appointed a 200-member single-chamber interim legislature in late July. The leader of the council was named interim prime minister in late August.

The execution of laws is carried out by the civil service, whose members are known as *kharatchakan*, “servants of the king.” The bureaucracy, particularly the Ministry of Interior, has always enjoyed a significant degree of autonomy in administering the country. The number of elective offices and senior civil-service positions occupied by women is small, though increasing slowly.

## IX. Politics of Thailand

Thailand is a constitutional monarchy with the monarch as the head of state. While almost every government since 1932 has accepted constitutional authority, the country has had 17 constitutions, the most recent drafted in 2007. All of these documents have provided for a National Assembly with a prime minister as head of government. Power is exercised by the bicameral National Assembly, the Council of Ministers, and the courts in accordance with the provisions of the constitution and laws passed by the National Assembly. The constitution of 2007 (largely based on that of 1997) provides for the direct election

of members of the lower house of the Assembly, the House of Representatives, to four-year terms, five-sixths from single-member districts and the remainder based on proportional representation from the political parties. It also requires the prime minister to be a member of the House of Representatives. Members of the upper house, the Senate, are directly elected to six-year terms. Legislation originates in the House of Representatives, but it can be modified or rejected by the Senate.

Politics of Thailand were conducted within the framework of a constitutional monarchy, where by the prime minister is the head of government and a hereditary monarch is head of state. The judiciary is independent of the executive and the legislative branches. Since the coup d'état of 22 May 2014, the 2007 constitution was revoked, and Thailand has been under the rule of a military organization called National Council for Peace and Order (NCPO), which has taken control of the national administration. The chief of the NCPO abolished the national assembly and assumed the responsibilities of the legislative branch. Under the martial law was enforced throughout the kingdom, military courts have been tasked to be responsible for some cases that are normally under the civilian courts. However, the court system including the Constitutional Court still remains in existence, even without the constitution.

Thai kingdoms and the late Kingdom of Siam were under absolute rule of kings. After the "democratic revolution" in 1932, led by Westernized bureaucrats and a tradition-oriented military, the country officially became a constitutional monarchy with a prime minister as the head of government. The first written constitution was issued. Politics became the arena of fighting factions between old and new elites, bureaucrats, and generals. Coups happened from time to time, often bringing the country under the rule of yet another junta.

Today Thailand has had 20 charters and constitutions, reflecting a high degree of political instability. After successful coups, military regimes have abrogated existing constitutions and promulgated interim charters. Negotiations between politicians, men of influence, and generals has become a driving force in the restoration of temporary political stability.

## X. Conclusion

Thailand is a constitutional monarchy, which is a form of a government in which the King is responsible for serving to the people of the country and is referred to as the Head of the State. The governance in Thailand is formed and operated on the basis of the constitution and according to it; the political system of Thailand is divided into three branches: executive, legislative and judicial. Let's look at the political hierarchy of this country in detail.

### The Executive Branch of Government

This branch of the government is headed by the Prime Minister and consists of several other ministers and ministries. The Prime Minister is elected by the House of Representatives which is a part of the Legislative branch of the government. Within the executive branch, there is a hierarchical system of governance and it consists of the following divisions.

**1. Cabinet:** Consists of the Prime minister and other ministers who are responsible for handling day to day operations of the government of Thailand.

1. Office of the Prime Minister
2. Ministry of the Interior
3. Ministry of Finance
4. Ministry of Justice
5. Ministry of foreign Affairs
6. Ministry of Commerce
7. Ministry of Defense
8. Ministry of Education
9. Ministry of Public health
10. Ministry of Commerce
11. Ministry of Agriculture and Cooperatives
12. Ministry of Transportation
13. Ministry of Science, Technology and Environment
14. Ministry of Labor and Social Welfare
15. Ministry of Industry

16. Ministry of Energy
17. Ministry of Tourism and Sport
18. Ministry of Cultural
19. Ministry of Natural Resource and Environment
20. Ministry of Commerce
20. Ministry of Digital Economy and Society

### The Legislative Branch of Government

This is the law making section of the government which is also known as The National Assembly. This branch of the Thai Government consists of two arms with a separate set of responsibilities and they are given as follows:

**1. House of Representatives-**This is the lower house of the legislative branch and consists of 500 members of the Parliament.

**2. The Senate-**This is the upper house of the legislative branch of the government and has 200 members in total. This section of this branch is responsible for enactment of all the organic laws.

### The Judicial Branch of Government

The third branch or arm of the government is the judicial branch which is responsible for making sure that all laws made by the legislative branch are properly enforced. This branch basically consists of all the courts of Thailand. The hierarchy of these courts is given as follows

**1. The constitutional Court-**This is the most important court in Thailand and holds the power to review the application of any law that was involved in any previous case. The powers that this court holds are wide and very broad.

**2. The Supreme Court-**The Supreme Court and constitutional court are different bodies in Thailand.

**3. The Appeal Courts-** This is the second most powerful type of court category in Thailand and consists of those courts which are authorized to consider the appeal from trial courts.

**4. The Trial Courts-**These are the base levels courts in Thailand which consist of many courts, list

of which is given as follows:

- o District courts
- o Provincial courts
- o Central courts-central criminal courts and central civil courts
- o Labor courts
- o Military courts
- o Juvenile courts
- o Family courts
- o International trade and intellectual property courts

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# Bureaucracy in the 3 Southern Border Provinces of Thailand Must be Reform

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**Abstract**— The objectives of this paper were: 1) to know bureaucracy in the 3 southern border provinces of Thailand. 2) to know the cause of the problem occur in 3 southern border provinces of Thailand. 3) to know how to solve the problem conflict in the 3 southern border provinces of Thailand. And 4) to study the guideline lead to solve the problem for keep harmony in the 3 southern border provinces of Thailand, this paper analyze history and administration of Thai government currently.

**Keywords**— Bureaucracy Southern Border Provinces Reform

## Introduction

Pattani (Patani), (Jala), Narathiwat (Menara) 3 from 76 provinces in the kingdom of Thailand also known as the three Southern Border Provinces (3 SBP) Many years to present have violence. A major cause of the problem, that very much discussed was bureaucratic quality. Since B.C. 1961 Thailand has adopted the National Economic and Social Development Plan as guideline for developing country. To date, 56 years. The bureaucracy has been improved to be quality. But why violence still occurs. So it is doubtful. Will the quality of bureaucracy be reform?

## Thailand bureaucracy background

United Nations concluded the kingdom of Thailand Public Administration Country Profile was

Independence, traditional founding more than 1238 years. The type of Thai government currently was Constitutional monarchy. Legal system based on civil law system, with influences of common law; has not accepted compulsory International Court of Justice jurisdiction. Administrative divisions have 76 provinces.

The Kingdom of Thailand was under the rule of absolute monarchs for 700 years. In 1238, independent city – states were weakened with the establishment of absolute monarchy under a powerful Sukhothai king. Public administration was under the rule of absolute monarchs : from the Sukhothai period to the Ayudhya period , the Thonburi period, and the early Bangkok (Ratanakosin) period. It is therefore a long tradition for the kingdom of Thailand to have “king as master.” Kings who were founders of dynasties were warrior kings who fought battles to amalgamate neighboring city – states or expel foreign attacking forces.

The practice of bureaucracy administrative in the Kingdom of Thailand is a product of a long evolutionary process dating back at least 800 years. It is a mix of five systems of bureaucracy administrative that were designed by five “master” of the Thai bureaucracy. These “masters” are kings, military elites, politicians, big businessmen, and citizens. While each new master tries to implement his own



version of public administration, the legacies of past public administrations with their own traditions, culture, and values linger on. Therefore, the present public administration in Thailand manifests characteristics of all five systems of bureaucracy administrative.

The legal authority for administration of the Thai civil service is based on three principal acts: Organization of State Administration Act, The Government Organization Act, and The Civil Service Act.

The Organization of State Administration Act sets down the bureaucratic structure and its administration. The original Act was promulgated in 1932. And nowadays was later superseded by the National Government Organization Act, BE 2534 (1991). Under the Act, Thai civil service administration is a combined system of centralized, de-concentrated and decentralized functions divided into three levels by divided into three levels: central, provincial and local.

1. Central administration (suan klang). The present structure of the Royal Thai Government has been the same since the Administrative Reorganization Act, BE 2545 (2002). The cabinet includes 19 ministries plus the Office of the Prime Minister (OPM).

The central administration consists of ministries, bureaus, and departments (krasuang tha-buang krom). Each of the ministries (krasuang) and bureaus (tha-buang) is led by a minister (ratthamontri) who is a member of the Council of Ministers (Khana Ratthamontri).<sup>[5]</sup> A bureau may be an independent agency with the same status as a ministry or may be subject to a ministry. Currently, there are no bureaus. The ministries and bureaus are divided into departments (krom), inter alia. Each

department is led by a director general (athibodi).

2. Provincial administration (suan phumipak) consists of provinces (changwat). As of 2017, there were 76 provinces. Each province is led by a governor (phu wa ratchakan changwat) and is divided into districts (amphoe).

Each district is led by a district chief (nai amphoe). Until 2007, some provinces might include minor districts (king amphoe). A minor district was established in large areas where the small number of residents did not warrant the formation of a district. Each minor district was led by a district clerk (palat amphoe). Down one level are sub - districts (tambon) and villages (mubaan).

Governors, district chiefs, and district clerks are appointed by the central government.

3. Local administration (suan Tongtin) consists of two types: ordinary and special.

Ordinary local administration, under the Municipalities Act, BE 2496 (1953), the Sub district Councils and Sub district Administrative Organizations Act, BE 2537 (1995) and the Provincial Administrative Organizations Act, BE 2540 (1997) The local administration this form is adopted in every province and consists of Provincial administrative organizations :PAO (ong kan borihan suan changwat) which are divided into 76 provincial, 2,441 municipalities (thetsaban), and 5,333 subdistrict administrative organisations : SAO (ong kan borihan suan tambon).

Special local administration is established in some significant localities. Currently, this type of local government is found in Bangkok and Pattaya

Bangkok called Bangkok Metropolitan Administration : BMA (Krung Thep Maha Nakhon) according to the Bangkok Metropolis Administrative

Organization Act, BE 2528 (1985) and called Pattaya City (Mueang Phatthaya) pursuant to the Pattaya City Administrative Organisation Act, BE 2542 (1999).

**In the 3 southern Border provinces, nowadays the Provincial** administration has 33 districts. The local administration has 3 Provincial administrative organizations 41 municipalities and 215 sub district administrative organizations.

### **Problem in the 3 Southern Border Provinces.**

Since the establishment of the modern administrative system in Thailand in the early twentieth century, public administration in the 3 SBP has always been unique compared to the rest of the country. Two primary arguments can be gleaned from the mainstream discourse on the appropriate organization design for governing the region. One argument focuses on the appropriate bureaucratic structure to balance power among key agencies. The other argument takes into consideration the distribution of power among key groups outside the bureaucracy. While a few observers have boldly suggest the establishment of completely new governing structure for the 3 SBP. This is precisely what the central government has done over the years, the stated goal being to maintain the “unitary” state of Thailand. Nowadays Bureaucracy in the 3 SBP has many problems. Since the early 2000s there has been constant flux in the bureaucratic structure, command and control lines, committees and policies of the central government towards the administration of the 3 SBP. Especially violence problems.

Violence problems in the 3 SBP is an ongoing conflict centered in southern Thailand. It originated in 1948 as an ethnic and religious separatist in the historical Malay Pattani Region, made up of the three southernmost provinces of Thailand and parts of a

fourth, but has become more complex and increasingly violent since 2001.

The former Sultanate of Pattani, which included 3 SBP as well as neighbouring parts of Songkhlan Province (Singgora), and the northeastern part of Malaysia (Kelantan), was conquered by the Kingdom of Siam in 1785. And except for Kelantan, there has been governed by Thailand ever since.

Despite the ethnic affinity of the people of the Pattani region with their Malay neighbours to the south, the old Pattani Kingdom was led by sultans who historically preferred to pay tribute to the distant Siamese kings in Bangkok. For many centuries the King of Siam restricted himself to exacting a periodic tribute in the form of Bunga mas, ritual trees with gold leaves and flowers that were a symbolic acknowledgement of Siamese suzerainty, leaving the Patani rulers largely alone.

Thai rule over the historical Patani region was confirmed by the Anglo-Siamese Treaty of 1909. Until well into the 20th century, the government in Bangkok had interfered little locally, relying on local officials for the implementation of policies within the Patani region. This included an exemption in implementing Thai Civil Law, which had allowed Muslims to continue their observance of local Islamic laws regarding issues on inheritance and family. However, by 1934 Marshall Plaek Phibunsongkhram set in motion of a process of Thai fication which had as its objective the cultural assimilation of the Patani people, among other ethnic groups in Thailand. The was enforced as a result of the Thaification process, promoting the concept of "Thai-ness" and its . By 1944, Thai civil law was enforced throughout the land including the Patani region The school curriculum was revised to be Thai-centric, with all lessons in the , to the detriment of the local . Traditional Muslim courts that formerly handled civil cases were removed

and replaced with civil courts run and approved by the central government in Bangkok. This forced assimilation process and the perceived imposition of Thai-Buddhist cultural practices upon their society were irritants to the ethnic Malay Pattani. In 1947, Haji Sulong, founder of the Patani People's Movement, launched a petition campaign, demanding autonomy, language, and cultural rights, and implementation of Islamic law. Denied recognition as a culturally separate ethnic minority, Patani leaders reacted against the Thai government policy towards them.

Inspired by ideologies such as Nasserism, in the 1950s a Pattani nationalist movement began to grow, leading to the south Thailand insurgency. By 1959, Tengku Jalal Nasir established the Patani National Liberation Front (BNPP), the first Malay rebel group.

At the time of their foundation the goal of the nationalist movements, such as the Patani United Liberation Organisation (PULO) established in 1968, was secession quality.

The last third of the 20th century saw the emergence of different insurgent groups in the south. Despite some differences in ideology they shared broadly separatist aims, but all justified the use of violence to reach their goals, setting a pattern of attacking police and military posts, as well as schools and Thai government offices. The effectiveness of these groups was marred, however, by infighting and lack of unity among them.

Resurgence in violence by Pattani guerrilla groups began after 2001. While the region's traditional separatist insurgents had flags, leaders, claimed responsibility for the attacks, and made communiques, the new groups attacked more viciously and kept silent. This new development disoriented and confused the Thai authorities, who

kept groping in the dark as the identity of the new insurgents in the conflict remained a mystery. The attacks look like they are well-organized, but we do not know what group of people is behind them. Despite of the shroud of anonymity and the absence of concrete demands, revived groups, such as the GMIP, and particularly the BRN-Coordinate and its alleged armed wing, the Runda Kumpulan Kecil (RKK), have been identified as leading the new insurgency.<sup>[21]</sup> While earlier attacks were typified by drive-by shootings in which patrolling policemen were shot by gunmen on passing motorcycles, after 2001 they have escalated to well-coordinated attacks on police establishments, with police stations and outposts ambushed by well-armed groups subsequently fleeing with stolen arms and ammunition. Other tactics used to gain publicity from shock and horror are slashing to death Buddhist monks, bombing temples, beheadings, intimidating pork vendors and their customers, as well as arson attacks on schools, killing the teachers and burning their bodies.

Attacks after 2001 concentrated on installations of the police and military. Schools and other symbols of Thai authority in the region have been subject to arson and bombing as well. Local police officers of all ranks and government officials were the primary targets of seemingly random assassinations, with 19 policemen killed and 50 incidents related to the insurgency in the three provinces of Pattani, Yala, and Narathiwat by the end of 2001.<sup>[32]</sup> Attacks after 2001 concentrated on installations of the police and military. Schools and other symbols of Thai authority in the region have been subject to arson and bombing as well. Local police officers of all ranks and government officials were the primary targets of seemingly random assassinations, with 19 policemen killed and 50

incidents related to the insurgency in the three provinces of Pattani, Yala, and Narathiwat by the end of 2001.<sup>[23]</sup> School teachers have been a prime target. The BRN-C, through its *Pejuang Kemerdekaan Patani* paramilitary wing, has been the main group behind the murder of 157 teachers in the Southern Border Provinces between 2004 and 2013.

A massive security presence in the region has failed to stem almost daily violence, usually involving drive-by shootings or small bombings. When the insurgents make a show of strength—generally at least every few months—they have eschewed large-scale attacks, preferring well-coordinated pinprick assaults at many locations while avoiding direct clashes with security forces.

In a recent development two consecutive bombs were detonated at the Big C shopping mall in Mueang Pattani District on 9 May 2017 at peak hour. 56 people were wounded, including small children.

The government at first blamed the attacks on "bandits", and many outside observers believe that local clan, commercial or criminal rivalries played a role in the violence.

In 2002, Thaksin stated, "There's no separatism, no ideological terrorists, just common bandits." By 2004, however, he had reversed his position and had come to regard the insurgency as a local front in the global war on terrorism. Martial law was instituted in Pattani, Yala, and Narathiwat in January 2004. Since the 2006 military coup, the Thai government has taken a more conciliatory approach to the insurgency, avoiding the excessive use of force that typified Thaksin's time in office, and opened negotiations with known separatist groups. Violence, however, has escalated. This likely backs the assertion that there are several groups involved in the

violence, few of whom have been placated by the government's change of strategy. On 3 June 2011, Army Chief Prayut Chan-o-cha stated that the insurgency is orchestrated from abroad and funded via drug and oil smuggling.

The problems and existence are not good for the people in the area. Moreover there also have huge negative impact on political, economy and social conditions. Nowadays, There are serious incidents, cause loss and damage to life and body of the people and official, Thai Buddhist and Muslim.

The 3 Southern Border Provinces situations were causes and complex development. Unlike other problems of the country. A major cause of the problem, that very much discussed was bureaucratic quality. Government officials in The 3 Southern Border Provinces were accused of lake operation intention, ineffective, poor productivity, bad behaviors, extortion, and trouble, create injustice, increased resentment to Muslims. These accusations are condition of terrorist attacks, resulting in widespread and slanderous acts. Resulting in the situation is getting worse.

### **Why Bureaucracy administrative in the 3 SBP must be reform.**

The United Nations provides that the Rationale for Thailand administrative reform was external pressures and internal pressures. During the past decade Thailand, like other countries throughout the world, has been influenced by the impact of globalization and technological development. Social and economic considerations are becoming even more complex, as are the political processes and political development within the country and in relations with other nations. Competition for international investment and economic growth increased external pressures for bureaucratic reform, as the traditional administrative mechanisms were no

longer appropriate to the national and world situation. Supportive government policies and efficient bureaucratic services were needed to bring the country to the stage where it could compete with others.

**Internal pressures** have also had a strong influence on administrative reform, as government organizations themselves began to have to deal with various problems. Among the most important of these were the continual expansion of government organizations and extension of government activities, a rapid increase in the number of government employees, the increasingly disconcerting issue of 'brain drain', and inadequate compensation for public sector employees in general.

Bureaucratic reform first occurred in Thailand during the reign of King Rama V when the Thai civil service was divided into ministries and departments at the central and provincial levels. Since then, all governments have attempted to continuously reform the Thai bureaucracy which has significantly expanded. The size of the system and its deep-rooted problems led to a new round of bureaucratic reform in 2002 before another reform was initiated in 2014 as part of the government's national reform campaign.

Since Thailand has adopted the National Economic and Social Development Plan as guideline for developing country. To date, 56 years (B.C. 1961 – 2017) have passed. Currently under the implementation of the 12 th (B.C. 2017 – 2021) Plan. To follow the plan. The bureaucracy has been improved to be efficient and effective. Including the people are satisfied.

Especially since B.C. 2002 onwards has reformed Thai bureaucracy. There are two laws were adopted, The National Government Organization Act No. 5, B.E. 2545 (B.C. 2002) and The Reorganization

of Ministry, Sub Ministry and Department Act, B.E.2545 (B.C.2002).

Since the Office of the Public Sector Development Commission (OPDC) initiated Thai Public Sector Development Strategic Plan, the public sectors acquired the concept of New Public Management (NPM) by applying the Public Sector Management Quality Awards (PMQA) framework.

The current government, Prayut Chan-o-cha Prime Minister of Thailand, has set out to reform. Spearheaded by the Public Sector Development Commission, the bureaucratic reform of this time is aimed at urgently enhancing the efficiency of government services for the public with a focus on convenient access to the service systems. A key objective of the bureaucratic reform is to prevent corruption and government fraud in the public sector. All 20 ministries as well as state enterprises have started their reform efforts in line with the national reform of the road map so the 3 SBP must be reform.

### **What are the major administrative reforms in the 3 SBP?**

#### **1. The major administrative reforms by The United Nation the United Nation provides that the major administrative reforms were**

1.1 Controlling the size of the public service workforce.

In February, 1994, the Cabinet approved the recommendation of the Civil Service Commission (CSC) to implement a policy of downsizing throughout the Government.

#### 1.2 Compensation reform

In 1993 improved compensation levels were approved by a revising the salary schedule of civil servants. This work was done by the National Compensation Committee (NCC) in accordance with its compensation reform mission of.

#### 1.3 Performance monitoring

In 1995, with support from the UNDP, the Office of the Civil Service Commission (OCSC) conducted several pilot projects concerned with Performance Monitoring, assisted by a team from the Urban Institute, Washington DC. The project objective was to develop models to improve the performance of these agencies, and by extension, other government agencies.

#### 1.4 Management reform

The May, 1995, Cabinet approval of the CSC proposal to improve public service performance made it one of the major policies of the Government, and earmarked budgeted funds for the project.

#### 1.5 Reengineering government agencies

The Department of Local Administration in the Ministry of Interior initiated a project to improve the performance of district offices by selecting a number of such offices as prototypes in a pilot trial. The trials proved successful and the implementing strategies and prototype district offices are being used as models for improving other districts. The project aim to improve the public service process to increase efficiency in line with people's expectations. The Department of Local Administration in the Ministry of Interior initiated a project to improve the performance of district offices by selecting a number of such offices as prototypes in a pilot trial. The trials proved successful and the implementing strategies and prototype district offices are being used as models for improving other districts. The project aim to improve the public service process to increase efficiency in line with people's expectations.

#### 1.6 Current innovations in public personnel administration

Public administration reform is proceeding according to plan, with the OCSC leading and supporting the activities for the relevant units in the

government bureaucracy.

These 6 issues are the need for reform in the 3 SBP.

Moreover, The United Nation provides Future directions that The OCSC is conducting a number of projects to enhance efficiency and effectiveness within organizations. These include projects related to public service performance improvement, competency enhancement, and re-engineering. Each project has a common focus, analyzing the present functions of organizations to retain core functions and discard obsolete ones.

## **2. Thailand bureaucratic reform by the Prime Minister's Office**

The need to reform the Thai bureaucracy has been reinforced by the Thailand Future Foundation who proposed an urgent reform after it found that the government's personnel budget increased by almost three folds while the efficiency of the public sector was worsening as well as the problem of corruption. The foundation also sound that the Thai bureaucracy lagged behind in many ways and needed to keep up with the world.

The foundation therefore suggested that bureaucratic reform should be considered as one of the most important issues of the government. It stressed that bureaucratic reform should take place urgently since bureaucracy was an important drive to make reform in other fields successful. The foundation further suggested that now was a good opportunity to reform the Thai bureaucracy since as high as 40% of civil servants will retire in the next 15 years.

Apart from the Thailand Future Foundation, a World Bank survey found that the Thai public sector's rank in terms of efficiency dropped from 65th ten years ago to 74th among 196 countries. Another survey by the World Economic Forum conducted

with businessmen from 2008-2013 showed that inefficiency of the public sector was one of the five factors obstructing their businesses in Thailand.

Spearheaded by the Prime Minister's Office, the 2014 bureaucratic reform seeks to provide better service for the people and close loopholes that can lead to corruption. What sets this bureaucratic reform apart from its predecessors is that all 20 ministries work together side by side and integrate their reform-related projects.

2.1. Ensuring quality services for the public.

2.2. Developing their organizations so that all civil servants work with professionalism and responsibility for the society.

2.3. Increasing the efficiency of their human resources management.

2.4. Using a management system that integrates central, provincial and local departments.

2.5. Strengthening relations between the government and private sectors with a focus on the public participation.

2.6. Increasing transparency based on the principle of good governance.

2.7. Furthering the “Under the Royal Graciousness” project.

2.8. Preparing Thai civil servants for the ASEAN Economic Community. The bureaucratic reform by the Prayut Chan-o-cha administration is expected to show some progress from October 2014 onwards.

### **3. Development bureaucracy quality.**

Recent development of national quality of Thailand bureaucracy awards such as the Malcolm Baldrige National Quality Award (MBNQA) and the Thailand Quality Award (TQA) serve as Total Quality Management (TQM) frameworks for self-assessment or benchmarking. TQM is being regarded as a

strategy or holistic philosophy to achieve and maintain excellent organizational performance). It is an integrated management philosophy and set of practices that emphasize continuous improvement, long-range planning, meeting customer requirements, process redesign, increased employee involvement and teamwork.). First, the OPDC introduced TQM to public sectors by using the quality circle which derives from the concept of PDCA (Plan, Do, Check, Act), so government agencies focused on effecting a seamless integration of planning, implementation, measurement, and extension. To encourage continuous TQM implementation in the public sector Recent development of national quality awards such as the Malcolm Baldrige National Quality Award (MBNQA) and the Thailand Quality Award (TQA) serve as Total Quality Management (TQM) frameworks for self-assessment or benchmarking. TQM is being regarded as a strategy or holistic philosophy to achieve and maintain excellent organizational performance (Hunt, 1993). It is an integrated management philosophy and set of practices that emphasize continuous improvement, long-range planning, meeting customer requirements, process redesign, increased employee involvement and teamwork. First, the OPDC introduced TQM to public sectors by using the quality circle which derives from the concept of PDCA (Plan, Do, Check, Act), so government agencies focused on effecting a seamless integration of planning, implementation, measurement, and extension. To encourage continuous TQM implementation in the public sector

The PMQA was launched by the OPDC in 2005 to ensure that the public sector has criteria for organizational quality assessment and improvement.

Proceedings of the 4th International Conference on Engineering, Project, and Production

Management (EPPM 2013) 1139 The Cabinet of Thailand approved that every public sector should implement the PMQA criteria in June 2005 as guidelines and criteria that can be used by organizations to evaluate their own quality improvement efforts.

The OPDC has applied the ideas and criteria from the Malcolm Baldrige National Quality Award (MBNQA) and the Thailand Quality Award (TQA) into the PMQA criteria which are a public sector management approach in accordance with the Royal Decree of Principles and Guidelines on Good Governance

The PMQA Criteria can be used as a tool for self-assessment, and are widely accepted as an integrated framework for organization development. During the implementation, various quality approaches have been adopted in public sector across the country and quality management has become an important organizational trend in the context of change management. The PMQA is the main target of public sector development that aimed at lifting the working level of all aspects to the High Performance Organization (HPO). The quality movement by the PMQA initiative is examined in the context of public management.

The PMQA criteria are built upon a set of core values and concepts visionary leadership, client-centered excellence, organizational and personal learning, valuing staff and stakeholder, agility, focus on the future, managing for innovation, management by facts, social responsibility, focus on results and creating value, and systems perspective (OPDC, 2009). If they were used properly, the criteria and guidelines would help organizations to assess their current levels of quality performance (Pun et al., 1999). The merit of self-assessment is that it involves people in a regular and systematic review of their

inputs (leadership, strategic planning, and client and stakeholder focus), processes (human resource focus and process management), and outputs (performance results)

The OPDC in developing the Thai public sector, Thailand's public service reform strategies as well as milestones of the Thai public administration development. At the end of the lecture, the advisor informed the participants of the OPDC's operational direction based on the Country Strategy, Joint Key Performance Indicators, Service Level Agreement as well as the new public administration development strategic plan. This strategic plan is used as the framework or guidelines for the development of the Thai public sector from 2013 - 2018.

The OPDC's work to reduce the process and time for efficient public services for the people. Other topics they learned included a new paradigm in public administration, culture and values suitable for public administration reform, the Public Sector Management Quality Award and e-learning for government employees. The Thai public administration reform had produced concrete results and been recognized in the international level. One example of its international recognition is the "Ease of Doing Business" report by the World Bank which has ranked Thailand in the top 20 countries every year since 2005. In 2015, Thailand ranked 26th, two places higher than the previous year. Bureaucracy in the 3 SBP must follow the quality development guidelines.

## **Conclusion**

The southern conflict touches on sensitive issues of both national identity and territorial control, and the Thai Government closely monitors donor and other international involvement in the Deep South. In this environment, external and non-governmental actors aiming to promote peace are likely to have the



greatest impact if they take a long-term and pragmatic perspective. They can support small steps to help organizations that are interested in promoting peace, changing national and regional-level policies, offering opportunities for constructive debate on possible reforms, and/or finding other ways to 'nudge' the conflict towards peace. Restoring confidence. For transitions to advance there will be a need to restore confidence among key actors and conflict-affected communities. In subnational conflict areas, restoring confidence relates to the expectation that the conflict situation (and political dynamics that influence the conflict) can be overcome, and that a credible transition to peace will occur. Governments and international actors can restore confidence by undertaking concrete steps or changes that are likely to result in increased confidence among key groups. As transitions advance, confidence will need to be shored up. A particular focus of confidence-building work should be on those who participated in the conflict (including insurgents, the state, and local elites) who must decide whether or not to continue using violence. If conflict actors believe that a credible transition is unfolding that will lead to greater personal security and attainment of some political objectives and personal benefits, then they are less likely to continue using violence.

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# Pattern and Performance of Local Governance in Thailand A Case study of Nakhon Si Thammarat Province

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**Abstract-**This article is aimed 1) to study the history of local governance in Thailand. 2) To study the pattern of local governance in Nakhon Si Thammarat province, 3)To study the level of satisfaction and dissatisfaction with the participation of people in Nakhon Si Thammarat province. 4) To know the profile of respondents, this is confined to personal information regarding age, sex, occupation, income, family structure and background etc., 5) to find out the problems coming in the way of local government in Nakhon Si Thammarat province, 6) To observe performance of local governance in Thai political system and 7)to understand problems which they face in their performance, For analysis of the data frequency counts will be done on computer. The data will also be presented through charts, diagrams etc., whenever it is necessary. Analysis of data is the most important part of the research work. The processed data is to be used to arrive at the definite conclusions. The research cannot be completed without analysis of the data. Only by analyzing the data one can know the views of the respondents towards certain problems. At the first stage of analysis the sample is classified on the basis of identification data such age, occupation, education, income, family structure etc. At the second stage the data will be presented in the univariate as well as bivariate table which present cross tabulation of frequency counts, whenever necessary Chi-Square Technique is used and some of the data are presented in the forms of diagrams and charts. Area of study in Nakhon Si Thammarat province.

**Keywords:** Pattern and Performance, local governance, Nakhon Si Thammarat Province I. Introduction

Local government comprised both regular territorial administrative units and self-governing bodies. Local autonomy was limited, however, by the high degree of centralization of power. The Ministry of Interior controlled the policy, personnel, and finances of the local units at the provincial and district levels. Field officials from the ministry as well as other central ministries constituted the majority of administrators at local levels.

The province was under a governor, who was assisted by one or more deputy governors, an assistant governor, and officials from various central ministries, which, except for the Ministry of Foreign Affairs, maintained field staffs in the provinces and districts. The governor supervised the overall administration of the province, maintained law and order, and coordinated the work of ministerial field staffs. These field officials carried out the policies and programs of their respective ministries as line administrators and also served as technical advisers to the governor. Although these officials were responsible to the governor in theory, in practice they reported to their own ministries in Bangkok and maintained communication with other province-level and district-level field staffs.

The governor also was responsible for district and municipal administration, presiding over a provincial council composed of senior officials from the central

ministries. The council, which served in an advisory capacity, met once a month to transmit central government directives to the district administrators. Apart from the council, an elected provincial assembly exercised limited legislative oversight over provincial affairs.

Provincial administration is a part of the country's administrative machines, allowing local communities a certain level of autonomy. The local powers are under the state powers; the local administrations are not independent bodies; they are under the national laws, set up for the benefit and well-being of the members of the community. Election Commission has explained why the local administration is important decentralization is, amongst others, the fundamental principle of the local government to empower people of self-government according to their will. They will elect their representatives (members of the local assemblies or local administrators) to administer the local affairs instead of them with expectation of their better lives as well as protecting local interests and the country's as a whole. Therefore, all the local governmental organizations shall enjoy autonomy in laying down policies for their governance, administration, finance, and shall have powers and duties particularly on their own part. Members of the local assemblies or local administrators shall hold office for the period of four years. There are currently 5 kinds of Thailand's local (provincial) administration.

1) Provincial Administration Organization is the largest body of Thailand's provincial administration; each province has one, except Bangkok. The PAO covers the area of the whole province, set up with an aim to manage and provide public services within its province, helping the works of municipalities and the sub-district administrations; it does so by collaborating with other administrations within the same province to avoid power redundancy and appropriate budget allocation.

Provincial Administrative organization (PAO)

consists of two administrations. The first is the administrative body led by the chair of the provincial administrative organization; he or she is responsible for all the administrative affairs of the province. The second is the legislative body where members of the provincial administrative organization issues rules and regulations as well as monitor the management of the provincial organization.

There is only one chair of each provincial administration organization; he or she is elected by the people in the province. The main duty is to monitor and manage the provincial administration organization led by the permanent secretary of the organization who functions as the top executive of the organization. The chair appoints his or her assistants who are not members of the provincial administration council to help him or her running the administrative affairs of the organization. The assistantship serves for four years. Their duties include managing and monitoring of the provincial administrative affairs, making sure that the administration is done in accordance with the provincial acts and regulations and the provincial development plan. Other duties include planning for the development of the province, setting up the annual budget to be submitted to the provincial administrative council, and reporting the performance and expenditures to the provincial administrative council.

Members of the PAO are directly elected by the people; they are elected to a four-year term. Their duties and responsibilities include enacting rules and regulations to be used

2) **Municipalities** refer to provincial political units, such as a city or town. It has three categories: (1) sub-district (Tambon) municipality, district (Muang) municipality, and (33) city (Nakorn) municipality, depending on the number of population and the civility and development of that particular area.

Municipalities are set up to manage and provide

basic infrastructures for people in local areas; they permeate the daily life of people from birth to death. In theory, a municipality has its autonomous administration. Municipal staff and the permanent secretary function as local government servants, carrying out their duties under the supervision of the municipal council directly elected by the people.

A municipality entails two bodies: legislative and administrative bodies. The legislative body's main duty is to enact within a particular province or district such as regulations on petrol and tobacco taxes, monitoring of the administration of the PAO, and monitoring and evaluation of projects' expenditures. Their roles and responsibilities also include their roles in approving the provincial development plan which is a collection of plans and projects submitted from municipalities and sub-district administration organizations. The plan may entail road construction or other infrastructures. They also take part in approving the province's annual budget, which is the management of the public money, managing the collected taxes levied from the public; the taxes include property tax and indirect taxes such as trade and business taxes. These collected taxes, in principle, would return for the development of the province or city. Local regulations and monitor the administration of the municipal council; the administrative body manages the affairs of the municipality via the executive power of the mayor and the members of the municipal council.

The mayor is directly elected from the eligible people with a particular constituent, serving for the term of 4 years; each municipality entails 2 council members from each sub-district, 3 council members from each district, and 4 council members from the province.

Members of the municipal council are directly elected from the eligible voters, serving the term of 4 years. The number of the council members depends on the type of the municipality. The number is 12 for the sub-district

municipal council, 18 for the district municipal council and 24 for the city municipal council.

3) **The Special Administration of Bangkok.** The Bangkok Metropolitan Administration divides its administration into districts and sub-districts. The Bangkok Administration Council functions as the legislative body; the governor of Bangkok is the head of the administrative body. The governor and members of the Bangkok Administration Council are elected from the voters. The term for the members of the council is 4 years.

4) **The Special Administration of Pattaya.** This administration entails the city council as the legislative branch entailing the 24 elected members. The mayor of Pattaya is elected by the people, serving as the head of the executive branch.

5) **The Sub-District Administration Organization** is a local administrative organization under the Councils and Sub-district Administration Organization Act BE 2537, functioning as a local administrative organization at the sub-district level; it is, thus, very close to the people of the community. A Sub-district Administration Organization has developed from a Tambon Council with income up to a certain level. It is established to manage public services at the local level, villages and sub-districts, as it is impractical for the government to administer all of the villages in the country, the number of which is over 70000.

A sub-district administration organization entails two branches: the legislative branch and the executive branch. The legislative branch entails members of the organization; their main duties are to pass the local laws and monitor the administrative affairs of the sub-district. The executive branch is led by the president of the organization who chairs the sub-district administration organization. The chair of a sub-district administration organization is elected by the people functioning as the head of the administrative branch, and the term is 4 years.

Members of the sub-district administration organization are directly elected by the people of the community; their administrative term lasts for four years. The number of the members of for each sub-district varies, depending on the number of villages within a particular sub-district. The sub-district organization of only one village can only have 5 members. If the number of villages is two, each village is allowed to vote for three representatives. The organization with more than two villages is allowed to have two representatives for each village.

## II. History of Nakhon Si Thammarat Province

Nakhon Si Thammarat is an ancient city in Southern Thailand with evidences of civilization in religion, arts and culture. Archaeological objects include stone weapons, indigenous grotto wall painting and one-faced bronze drum confirm the belief that human settlements in this land date back in thousands of years.

According to Indian history Nakhon Si Thammarat was once called Tarporn ling, Tamalingkharm or Tarpornlingaesnan whereas in Ceylonese legend it was called Chawaka, Siritharm Nakhon or Sitharmarat. Ancient Chinese used to name this town Tangmaling, Holing or Tanmaling connoting its location which used to be a famous seaport where foreign traders came for bartering and trading their products. Through intermarriage with indigenous dwellers, Indian people had settled there a long time ago and brought with them progress in literature, religion and ceremonial practices which still linger till today.

The influences of Bhramin religion was brought into this area along the coastland and extended inland to Amphoe Tungsong following the settlement of Indians around B.E. 8th. During B.E. 14th - 16th, the power of Sriwichai Empire had extended to cover this area with the inception of the Mahayana Buddhism at Muang Chiya then expanded to Tarpornling and further to the edge of the Malayan peninsular. Around B.E. 17th - 18th

Tarpornling became more powerful and its leader Phra Chao Sridharmasokaraj was crowned King and graciously established Pathumwong or Patamawong Dynasty with its empire covered all southern towns up to Malayan peninsular. At that time Nakhon Si Thammarat had a close relationship with Lanka or Ceylon and the Lankawong Sect of Buddhism was brought in to the extent that it bore great influence upon the local dwellers. Buddhism was so flourished right there that at one time there were as many as 12,000 Buddhist monks.

The monks from Nakhon Si Thammarat were invited to preach sermons in many other cities including the Sukhothai Empire. Hence Nakhon Si Thammarat was known as "Muang Phra" or "City of Monks". Phra Baromatat Chedi or Pagoda of Sacred Relics has been highly revered by the citizens of Nakhon Si Thammarat and nearby provinces. The Pagoda itself is the symbol of religious glory and the faith of local people which never dies down till today. Based on historical account, Phra Baromatat Chedi was erected in B.E. 854th but archaeologists held that it was built around B.E. 18th and had been restored many times since then.

## III. Political Development

It is the policy of the Government to promote the country's political development towards participatory democracy in order to give the people the opportunity for greater self-government and protection of their own rights. In addition, the Government is committed to improving efficiency, creating greater transparency and eliminating corruption in public administration and services, with a view to enhancing social justice and national development at present and in the future. Towards this end, the Government will undertake the following measures:

### IV. Decentralization Policy

1. Place an emphasis on local revenue collection and decentralization of fiscal power to local authorities in order to achieve budget management that is more independent, taking into consideration the needs and

appropriateness for development of the localities.

2. Encourage clear, appropriate and step-by-step decentralization of power from the central government to the local authorities. At the same time, the potential of local civil service administrations and local governmental organizations must be strengthened and further developed in line with the activities of each locality. There must be greater independence with regard to local budget management and allocation, income acquisition and management of local properties.

3. Encourage the local people, civil society and private organizations to participate in local administration, thereby providing for inspection, monitoring, and evaluation of the local administration. Such participation ranges from the decision-making process, policy formulation, and procurement to the appointment and removal of the local authorities for the sake of transparency and efficiency as well as in response to the needs of the local people. Promote better understanding with regard to the roles and responsibilities of all the organizations concerned so that the local decentralization process can proceed in an effective manner.

#### V. Gravity of Problem

Local government reform encompasses a wide range of issues such as changes in the internal structure of local governments, the scope of their tasks, the amount and sources of their income, the size of the geographical area for which an authority is responsible (including the problems of choosing the appropriate level for territorial units and of consolidation of urban areas), the introduction of elements of direct democracy as part of efforts to increase citizen participation, the reform of electoral procedures, and changes in the way service provision is managed (the previous interest in planning seems to have been overtaken by the push to replace bureaucratic input steering with business-like output steering). More recent concerns aim at reforming local authorities' policy-making

process (under the heading of "governance")

Local governance in Thailand is performed by The Constitution of the Kingdom of Thailand of 1997 that states to implement decentralization policy by law that stipulated the division of powers and duties of public service between state and local government as well as among local governments themselves. Therefore, there must be a committee in charge of dividing powers and responsibilities, and tax allocation. The committee must be composed of an equal number of representatives from relevant government agencies, local government organization and qualified academics or specialists, named that The National Decentralization Committee (NDC), to have responsibilities for formulating to plan, implement and monitor decentralization process. Office of the National Economic and Social Development Board (NESDB) is member of the Committee as relevant government agencies that have advised correlation strategies in the five-year National Economic and Social Development Plan with the Determining Plan and Process of Decentralization Act of 1999 and the Decentralization Plan. In addition to the Decentralization Plan have implemented to the Decentralization Strategic Plan in year 2002 (1st edition) and year 2008 (2nd edition) and have been on process of the 3rd edition. In each edition, representative's NESDB has been a member of the sub-committee to draft the Strategic plan to contribute strategies in the National Plan both short and long term strategies in the economic and social sector. The challenged of NESDB is how to accomplish national development strategies in the Decentralization Strategic Plan, in which much more political power to draft the decentralization plan. With respect to Thai local governance, roles of key actors are academics or technocrats, bureaucrats, politicians; in which national and locally, and the people. The critical factor to Thai local governance is national political power try to control the NDC which is composed key actors that mention earlier,

except the people. It is seem like that the power is quite to succeed. Bureaucratic forces has dominated the NDC by setting some difficulties as minimum standard in services for transferring functions to local government, also local personnel regulations. Moreover, national politicians have controlled over local government revenue distribution. Local politicians has been weak to collective their own revenue and lack of managerial system in local administrations. Lastly, a little public interest is on decentralization process, even the constitution entitled the public with the right to initiate local ordinances. As a result, local governance in Thailand has been not much progress comparing with goals of Determining Plan and Process of Decentralization Act of 1999. Decentralization has been one of the reform efforts to improve community development programs in rural areas to better serve the needs and concerns of the local people. A number of studies and pilot tests have been conducted, but none persuaded top policy makers to truly decentralize their power. Following the promulgation of the Tambon Council and Tambon Administrative Act of 1994 and the new Constitution of 1997, decentralization and the creation of self-governing authorities again received national and international attention. To decentralize and transform the rigid, traditionally strong bureaucratic system of power that ruled and controlled the country for many decades is not easy but Thailand is now going down this thorny road. This research discusses the decentralization process in Thai society, which demonstrates the lessons and experiences of the country fighting against difficulties to create good local governance - a more transparent and people oriented system. In addition, it reports an example of a practical approach to mobilize local communities to monitor and combat corruption and to pave the way to gain access to public services. Through people's participation and involvement in planning and decision-making processes, a local authority with good local governance can be

produced.

## VI. Development of Local Government in Thailand

Thailand changed from an absolute monarchy to a democratic government in 1932 as the revolutionists believed and stated that the Thai administration needed to be modernized and governed by the people's representatives. Indeed, a more modern, democratic system would allow the government to recruit professional and educated people to work for the country.

The Administrative Law of 1933 primarily established three layers in the Thai administrative structure-the central or national administration, the provincial administration, and local administration. These structures of the centralized administration have become a dominant feature of Thai administrative culture that is difficult to change. Under supervision and direction of the Cabinet, the central ministries and departments played major roles in policy formulation and implementation. Implementation and administration at the provincial level were in hands of the regional offices of ministries and departments. To facilitate and coordinate public programs of various government agencies, a governor, who was a permanent civil servant under the Ministry of Interior, was appointed. Local administration consisted of local officials directly or indirectly elected by the people. The local bodies were municipalities including the Bangkok Municipality. With this administrative pattern, Thailand, with a long history as a unitary kingdom, evolved into a centralized administration with a strong national government until today. The development of local governance has been as slow as the development of the Thai democratic system. In 1952, sanitary administration was added as another form of local body for rural communities. In 1955 and 1956, the Provincial Council and the Tambon Council were created at the provincial and levels respectively. Members of these organizations were

partly appointed and partly elected to oversee development activities at the local level. This set up aimed to promote and prepare local communities for a self-governing system.

### Objectives of the Study

The following objectives are set at the outset so as to make this research study more precise.

1. To study the history of local governance in Thailand.
2. To study the pattern of local governance in Nakhon Si Thammarat province.
3. To study the level of satisfaction and dissatisfaction with the participation of people in Nakhon Si Thammarat province.
4. To know the profile of respondents, this is confined to personal information regarding age, sex, occupation, income, family structure and background etc.
5. To find out the problems coming in the way of local government in Nakhon Si Thammarat province.
6. To observe performance of local governance in Thai political system.
7. To understand problems which they face in their performance.

### Methodology

1. **Area of the study:** Nakhon Si Thammarat province.

2. **Study Design:** The study is of an evaluative in nature. To some extent it is fact finding also, and hence it goes to the problems on one part and by the local government on the other part. Therefore, it can be called an exploratory study also. This is an individual project and the study which has been done on the basis of data collected from the respondents who are actually the members of Nakhon Si Thammarat province in the areas and the responding local administrators who were directly in a process of implementation of the Department of Local

Administration.

### Sampling Design

It is neither possible nor necessary to cover the whole of the population from the study because it is too large in number. A study of a portion of it is conducted. Therefore, sampling procedure is adopted. So as to make it convenient to understand the role of participation of local Administrative Organizations in the arrangement of the model local government in Nakhon Si Thammarat province two sampling techniques are adopted namely:

1. An area sampling method is adopted to select 30 sub-district Administrative Organizations and other local organization.

2. A random sampling technique with some restrictions is used for selecting the effective sample of 200 members of Sub-district Administrative Organizations or municipal government and 100 administrators of local Organization sub total of 300 respondents have been studied for the purpose of the present study.

### Analysis of Data

For analysis of the data frequency counts will be done on computer. The data will also be presented through charts, diagrams etc., whenever it is necessary. Analysis of data is the most important part of the research work. The processed data is to be used to arrive at the definite conclusions. The research cannot be completed without analysis of the data. Only by analyzing the data one can know the views of the respondents towards certain problems. At the first stage of analysis the sample is classified on the basis of identification data such as age, occupation, education, income, family structure etc. At the second stage the data will be presented in the univariate as well as bivariate table which present cross tabulation of frequency counts, whenever necessary Chi-Square Technique is used and some of the data are presented in the forms of diagrams and charts.



## VII. Conclusion

Local government consists of two types: ordinary and special. Ordinary local government is of two forms.

1. Old form under the Local Government Act, Buddhist Era 2457 (1914) under this form, the subdistricts are established in the districts and minor districts. Each subdistrict is led by a subdistrict chief and is divided into villages. Each village is led by a village chief

2. New form under the Municipalities Act, BE 2496 (1953) the Subdistrict Councils and Subdistrict Administrative Organizations Act, BE 2537 (1995) and the Provincial Administrative Organizations Act, BE 2540 (1997). The local government under this form is adopted in every province and consists of: 2,440 municipalities which are divided into 30 city municipalities, 178 town municipalities and 2,232 subdistrict municipalities administrative organizations which are divided into 77 provincial administrative organizations - PAO and 5,335 subdistrict administrative organisations - SAO, these are for the local communities, which are not connected to a thetsaban. Village chiefs are elected by local citizens. The chiefs of the villages in a subdistrict elect one of their number to also serve as the chief of the subdistrict. According to the Municipalities Act, B.E. 2496 (1953), when the new form of local government is adopted in any locality, the Minister of Interior may revoke the old form for that locality. A city municipality is established in an area where there are at least 50,000 citizens, a town municipality, in an area where there are at least 10,000 citizens, and a subdistrict municipality, in any other area. The government of each municipality is divided into two branches: the executive branch led by a mayor and the legislative branch led by a municipal council. The mayors and the municipal councillors are directly elected by the local citizens.

As for an administrative organization, the government is also divided into two branches: the executive branch led by an administrative organization chief and the

legislative branch led by an administrative organization council. The administrative organisation chiefs and councillors are directly elected by the local citizens.

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# The Economic and Legal Problems of Migrant Workers in Thailand

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**Abstract-** The objectives of this research were:

1) To study the concept, evolution history and theory of migrant foreign worker, the foreign workers who come to work in both lawful and unlawful means in Thailand.

2) To study the migration and international legal protection and control of foreign workers from Myanmar, Laos and Cambodia in Thailand.3) To study legal measures to protect the rights of migrant workers who come to work in Thailand illegally adjusted to labor law and4) To propose solutions. and improvement measure on the protection of illegal workers who come to work in Thailand for adopting the labor law . This dissertation aims at analyzing papers and research articles, textbooks, internet law, public documents. the newspaper column. The entire collection of documents from the public and private sectors involved in the labor movement from Asian . Methodology of the Research.The source data will be the research journal both in India and abroad as well as information from research papers, research thesis, legislation related including newspaper columns public and private documents related to foreign workers who come to work illegally. There be proving citizenship of foreign workers to analyze, and update to fix the law field research by interviewing a group that provides both public and private. all workers and entrepreneurs to analyze and compare the data.

**Keywords:** Economic Legal Problems Migrant Workers

## I. Introduction

The integration of the countries in southeast

Asia with the aim to promote political cooperation, economic, social, peace, and stability of the region has joined together to establish the “Association of southeast Asian Nation ” incurred by the Asian Declaration (The Bangkok Declaration) on August 1967 by five member countries: Indonesia, Malaysia, Philippines ,Singapore and Thailand, thereafter increased by five more countries including Brunei Darus Salam, Vietnam, Laos, Myanmar, and Cambodia. This integration has 10 member countries with policy and implementation of the ASEAN. by a result of the meeting of the Head of government, Ministerial senior officials of ASEAN, ASEAN Summit. Such integration in meeting throughout the goals and policies of ASEAN would come out in the form of documents, such as the action plan, joint declaration, declaration agreement, or convention. ASEAN SUMMIT Conference has taken place in Indonesia on October 7, 2003. The meeting was led by the nine member countries. ASEAN agreed to establish the ASEAN by ASEAN leaders at the ASEAN Declaration fill up a form in the year 2015 and declared the three pillars of the ASEAN.

(1) Political - security community pillar, the ASEAN aims countries in the region to live together in peace and no conflict, A framework for cooperation is to cope with the threat security, both traditional and new forms to public safety as well as a stable casing

(2) AEC pillar (ASEAN economic community pillar) aims to unite the economic power and the case of trade which would bring together regional prosperity and stability. It would compete

with other regions for the well-being of the people in the country members.

(3) socio-cultural community art center pillar aims to provide the country together under a compassionate social welfare and social security. Three social publishing pillars that are related to each other believe which is intended primarily for ASEAN trade market share throughout the production together under the same criteria. ASEAN has agreed not to move freely in the five branches; 1 service, 2 trade, 3 investment, 4 financial, 5 skilled worker. In the future ASEAN plus three will be added to China, South Korea, and Japan. It will also continue to have Asian plus six will join more with Australia, New Zealand, and India.

The results of announced intention of the three pillar of the blueprint in section A 5 is on free movement of skilled labor and under negotiation. The movement of natural persons and professional personnel will be subject to mutual agreement. Featuring a license without compromising the rights of the parties, and agreement of the professional in the year 2015 would have free movement of workers including doctors, dentists, nurses, architects, engineers, seven branch accounts, and survey in trying to gradually further in the future.

The announcement of the free movement of labor in the AEC would have evacuated workers into the country legally to labor in Thailand that is shortage of labor in sectors; fishing, industry, construction, service which are the sectors having demand for labor in Thailand. In ASEAN countries labour especially from Myanmar, Laos, Cambodia are smuggled illegally into Thailand. A number of foreign workers have confidence in their wages, which have higher wages than in their own country three to five times. The cost of living in the country is not too high.

The foreign workers who came to work in illegal and unlawful jobs as many do, that migrants are working illegally from Myanmar, Laos, and Cambodia. Thailand government wants to resolve the

shortage of workers in the fisheries sector, business acquisitions, and construction, the labor shortage in the work seems greatly. Thailand government has been lenient. Some migrant workers in Thailand have repatriation to their own country especially migrant workers who come to work in Thailand illegally for some work. Government of Thailand has organized the free movement of workers according to the spirit of the ASEAN declaration on labor mobility. The government of Thailand has made an agreement (MOU) with the three neighboring countries of Myanmar, Laos, and Cambodia. The objective is to open channels of cooperation to check the names and nationalities of the migrants who come to work in the country and prevent illegal trafficking as well as the protection of the basic right of workers and the safety of life and property throughout the rules which are for immigrant workers who come to work by the rules and working illegally.

The policy of Thailand wants to give foreign works legally, by the resolution of the cabinet. Both is the 2009 Immigration Act and Immigration Act 2008 allow foreign workers from three countries where Immigrant work temporarily in Thailand to await the return of the country. Thailand is not successful self-government on the issue of migrant workers who come to work illegally remaining in a large amount, is not reduced at all. The three labor importing countries Thailand have an agreement (MOU) with the same procedure to import work very tricky to carry up to four phases.

(1) The operator or employer must file a notification, or request the Alien (Quotas) on the operator or employer is allowed to employ aliens at Department of Employment to issue quotas to employers hiring workers or entrepreneurs.

(2) The operator or employer must file a petition to bring aliens into Thailand. When foreign companies with source and supply of labor have made the roster and the countries of origin. call certified before delivery to the operator or employer in Thailand to country.

(3) The operator or employer must apply for a work permit to foreigners. When it is given a list of countries of origin, the books and the list of employers is holder at a Thailand border and be submitted to the Department of Employ to notify the employ or consulate of the country of origin and Thailand Immigration office know and carry out visa and residence permit in the country.

(4)The operator or employer must apply for work permit for foreigners. The company's of country of origin to bring the aliens to apply for a visa to enter the country. Thailand's consulate or embassy in the country of origin continues a visa (Non-Immigrant. Visa-L-A) when the alien is obtained a visa to come in Thailand it will be allowed to remain sealed in two year and the employer operator must lead on be alien to check health within three days and submit the application within the prescribed license for Bringing into force by law from January-December 2015 Foreign Office (Office of Foreign Works Administration) has shown that the number of aliens under section 9 under the Immigration Act 2079 imported under MOU ( Myanmar , Laos, Cambodia ) remaining in Thailand of 279,311 persons. The separation is a naturalized citizen Myanmar 136,314 persons Laos 28 561 persons Cambodian 114 436 persons.

Alien is the latest work from January - December 2015 Foreign Office (OFFICE OF FOREIGN WORKS ADMINISTRATION) has shown that under section 9 of the Aliens Act 1997, the Immigration prove original nationality (Myanmar, Laos, Cambodia) remaining in Thailand of 989,374 people, divided into 854,756 Myanmar nationals, They are naturalized citizen of Laos and Cambodia ,and 39 361 95 357 people.

The opening of the free economic zones for ASEAN workers in the three countries to work more makes an impact on the economy. Unemployed workers from Thailand are lack of income, as well as the cost of living all careers of Thailand do not allow

foreigners to make a career at the 39 reserved career t. The work is done by the unlawful occupation of Thailand, such as weaving, professional animal occupation, laborer, carpenter, brickwork, and so on.

Thailand government allows foreign workers from three countries to work legally possible. These workers fall under the exploitation of foreign workers who come to work. The aliens have to work more than the legal minimum of 8 hours a day without overtime pay or are forced to work as virtual slaves. An action that is sufficient members trafficking and Exploitation of non-pay labor costs. Wages are below the legal limit and working in hazardous locations without adequate protection at the workplace .It is workers are not allowed to leave the workplace. The operator has the license holder of these workers, similar to the protection of the rights of workers at work. Labour Protection Act 1971, operators do not allow sick workers. Leave and leave without pay to work all welfare workers. Aliens had not been the law requires equal basic rights as compared to workers in Thailand. The law does not define the race.

The effects of the Thailand government allows foreigners to work in Thailand legally may impact the problem and hurdle in enforcing labor laws of the country, whether the legal protection of migrant workers who come to work in Thailand came lawfully. Legal working and how to register foreign workers to prove citizenship are problems as well as The legitimacy of analysis and enforcement of labor law to work the identification of migrants, Permission for hiring foreign workers lawfully , including welfare and protection of the rights of workers to achieve a justice equal protection under the law as well as labor .

## II. The purpose of the study

)1) To study the concept, evolution history and theory of migrant foreign worker, the foreign

workers who come to work in both lawful and unlawful means in Thailand.

)2) To study the migration and international legal protection and control of foreign workers from Myanmar, Laos and Cambodia in Thailand.

)3) To study legal measures to protect the rights of migrant workers who come to work in Thailand illegally adjusted to labor law.

)4) To propose solutions. and improvement measure on the protection of illegal workers who come to work in Thailand for adopting the labor law .

### III. The Hypothesis

Thailand government tackles the issue of protection of foreign workers who come to work lawfully with equality and respect, as well as whether it is time to work a minimum of eight hours per day overtime. The right to use sick leave with wages and benefits of workers throughout the security stemming from the work and it may cause effects on the economy and politics of the country. When this happens, it is necessary to amend and adopt the legal dispute and the related proposed legislation. Only the protection of migrant workers who come to work without lawful to adjust to the labor law. It is useful in the protection of workers as compared to the same and. equal work in Thailand.

)1) The migration of workers from ASEAN is legal as per Thailand and International laws.

(2) There are legal measures to protect the rights of migrant workers who come to work in Thailand illegally.

### IV. Scope of Research

This dissertation aims at analyzing papers and research articles, textbooks, internet law, public documents. the newspaper column. The entire collection of documents from the public and private sectors involved in the labor movement from Asian .

The exodus of foreign workers who come to work lawfully and adjustment migrant workers would be lawful. The Immigration Act 1979, the Working of Aliens Act 2008, Labour Protection Act 1998, the

Social Security Act 2010 and the Anti-Trafficking in Persons Act 2008 would bring . change improve, and control over foreign workers who come to work in Thailand by unlawful as lawful workers Including legal procedures related to the protection of labor law , such as the UN Convention on the protection of workers , the ILO Convention . The measures would protect foreign workers who enter. working illegally and would fined for illegal workers . according to international law , Malaysia Singapore

### V. Methodology of the Research

The source data will be the research journal both in India and abroad as well as information from research papers, research thesis, legislation related including newspaper columns public and private documents related to foreign workers who come to work illegally. There be proving citizenship of foreign workers to analyze, and update to fix the law field research by interviewing a group that provides both public and private. all workers and entrepreneurs to analyze and compare the data.

### VI. Research Benefits

)1) To make aware the concept, evolution, history and theory involved of the foreign workers who come to work in both lawful and unlawful means.

)2) To make aware of immigrant labor standards, international legal protection, and control of foreign workers in Thailand.

)3) To determine the legal protection of the right to work of foreign workers who come to work in the country in unlawful and adjust to labor law.

)4) In order to know the solutions and. improves legal measures on the protection of illegal workers who come to work in order to adapt to the labor law.

### VII. Migration and development in Thailand

Economic development has shaped migration trends in Thailand and both internal and international migration have, in turn, contributed to the country's rapid and sustained development. Since the government enacted the Decree Concerning the Management of Foreign Workers' Employment and unregistered migrant workers from Cambodia,

Burma, Laos, and Vietnam have fled Thailand, fearing arrest and harsh punishment. The new law imposes disproportionate criminal penalties on migrants who work without a permit. The decree, which the government announced with little notice, puts migrant workers and employers in limbo and has prompted thousands of migrant workers and their families to flee Thailand. Employers face hefty fines of 400,000 to 800,000 baht (\$11,740 to \$23,480) for each undocumented migrant worker they hire, which has led some to encourage their migrant workers to depart. Even if their workers have authorization, the employers could still be fined 400,000 baht (\$11,740) per worker and the worker 100,000-baht (\$ 2,935) if the job is not the same as registered at the Department of Employment. Thailand has been attracting low-wage workers from neighbouring countries as well from countries further away since at least the early 1990s. It initiated a policy to register workers from Myanmar in ten provinces along the border in 1992. That policy has steadily expanded in scope to include workers in low-skilled occupations from Cambodia, the Lao People's Democratic Republic and Myanmar in every province in Thailand. In 2010, there were one million workers from those three countries at some stage of registration and approximately 1.4 million dependents and others who were not registered.

The new law addresses only one of the major problems identified by Human Rights Watch: that of systematic confiscation of workers' identification documents by employers seeking to prevent them from changing employers or leaving. The new law criminalizes the seizure of “worker permits and other important documents” of migrant workers and imposes punishments of up to 6 months in prison and fines up to 100,000 baht (\$2,935).

Migrant workers remain barred from changing jobs and employers without authorization, and an unreasonably short period of 15 days is provided to change employers where authorization is

provided. Changing employers without permission exposes workers to arrest, detention, fines, and deportation. Restricting workers' ability to change employers makes them more vulnerable to labor rights' violations. Another provision of the law sets out that the interior minister may officially designate areas where migrant workers would be allowed to live, threatening the right to freedom of movement.

The new law also fails to address Thailand's violation of migrant workers' right to freedom of association, including the right to organize and lead a labor union. The 1975 Labor Relations Act prohibits migrants from officially registering a union with Thai authorities (which is necessary for legal status) or serving as a union committee member, which choose union leaders. To end the flight of migrant workers from Thailand, It is also increasingly being recognized that migration can play a key role in stimulating and facilitating social, economic and human development, a theme that has been high on the United Nations and government agendas in recent years. Migration is having a significant impact on the growth, development and stability of Thailand, and will continue to do so in the future. It is with these challenges and opportunities in mind that “Migration for development” has been chosen as the central theme of the Thailand Migration Report 2011 with an objective to explore how Thailand can most effectively harness the developmental potential offered by its flows of international and internal migrants. The nature of economic development in a more globalized world has strengthened the role of international migration in the economy of Thailand. Income disparities among countries have generally widened so that there is a stronger incentive to migrate. A number of features of economic development in Thailand have stimulated international migration. Much of the manufacturing sector is financed by foreign direct investment, and those companies employ both highly skilled and low-skilled migrant workers. As both outbound and

inbound international migration has increased, private recruitment and placement agencies have been established that promote and facilitate migration. The Government of Thailand has promoted the country as a destination for international tourism, medical care, secondary and tertiary education, and retirement, each of which leads to an increase in international migration.



## VII. Migrant Workers Thailand

### 4.0

Thailand 4.0 is an economic model that aims to unlock the country from several economic challenges resulting from past economic development models which place emphasis on agriculture (Thailand 1.0), light industry (Thailand 2.0), and advanced industry (Thailand 3.0). These challenges include “a middle income trap”, “an inequality trap”, and “an imbalanced trap”.

1. **Economic Prosperity:** to create a value-based economy that is driven by innovation, technology and creativity. The model aims to increase Research and Development (“R&D”) expenditure to 4% of GDP, increase economic growth rate to full capacity rate of 5-6% within 5 years, and increase national income per capita from 5,470 USD in 2014 to 15,000 USD by 2032.

2. **Social Well-being:** to create a society that moves forward without leaving anyone behind (inclusive society) through realization of the full potential of all members of society. The goals are to reduce social disparity from 0.465 in 2013 to 0.36 in

2032, completely transform to social welfare system within 20 years and develop at least 20,000 households into “Smart Farmers” within 5 years.

3. **Raising Human Values:** to transform Thais into “Competent human beings in the 21st Century” and “Thais 4.0 in the first world. Measures under Thailand 4.0 will raise Thailand HDI from 0.722 to 0.8 or the top 50 countries within 10 years, ensure that at least 5 Thai universities are ranked amongst the world's top 100 higher education institution within 20 years.

4. **Environmental Protection:** to become a livable society that possesses an economic system capable of adjusting to climate change and low carbon society. The targets are to develop at least 10 cities into the world's most livable cities, reduce terrorism risk, and increase the proportion

## IX. Conclusion

As Thailand has developed rapidly over the past 20 years, it has attracted laborers (both authorized and unauthorized) from the neighboring countries of Myanmar, People's Democratic Republic of Lao (Lao PDR), and Cambodia. Given that agriculture has been Thailand's most important industry; its continued growth has been dependent on migrant workers. Both crop agriculture and animal-production agriculture have employed migrant labor. Migrants have been hired to plant, weed, fertilize, spray pesticides, and harvest crops such as rice, corn, sugar cane, and cassava. They have worked at rubber and coffee plantations, as well as in the production of ornamental crops. Also, migrants have labored on pig, beef, and duck farms. There have been numerous documented health problems among migrant workers, including acute diarrhea, malaria, and fever of unknown causes. Occupational illness and injury have been a significant concern, and there has been limited health and safety training. This article reviewed the demographic changes in Thailand, studied the agricultural crops and animal production

that are dependent on migrant labor, discussed the health status and safety challenges pertaining to migrant workers in agriculture, and described several. Of Thailand's approximately three million migrant workers, an estimated two-thirds are undocumented. The majority come from Myanmar, where a long-running conflict between ethnic minority groups and the military continues to produce refugees. In the border town of Mae Sod, there are nearly 100,000 migrant workers from Myanmar. They are spread across hundreds of factories, working in labour-intensive industries like garment manufacturing.

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# Perspectives Human Resource Management and Information Technology (IT) Industries in Thailand

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**Abstract-** This paper attempts to explain of the developing city like Bangkok in forging new employment relationships through HRM practices, as firm level restructuring took place in response to economic liberalization programs initiated at the national level. It is believed that given the nascent stage of development of HRM practices in Thailand, a detailed analysis of the practices adopted by information technology (IT).

The government must also play an important role in providing a conducive environment for IT industries to operate. Appropriate rules and regulations must be introduced to protect both industries and worker as employees, industry faces limited investment opportunities. One of the measures can be taken by government to overcome cooperation in assisting Thailand to develop a more comprehensive IT system.

**Keywords:** perspectives human resource management industries

## I.Introduction

The role of the Human Resource Manager is evolving with the change in competitive market environment and the realization that human resource management must play a more strategic role in the success of an organization. Organizations that do not put their emphasis on attracting and retaining talents may find themselves in dire consequences, as their competitors may be outplaying them in the strategic employment of their human resources. With the

increase in competition, locally or globally, organizations must become more adaptable, resilient, agile, and customer-focused to succeed. And within this change in environment, the HR professional has to evolve to become a strategic partner, an employee sponsor or advocate, and a change mentor within the organization. In order to succeed, HR must be a business driven function with a thorough understanding of the organization's big picture and be able to influence key decisions and policies. In general, the focus of today's HR Manager is on strategic personnel retention and talents development. HR professionals will be coaches, counselors, mentors, and succession planners to help motivate organization's members and their loyalty. The HR manager will also promote and fight for values, ethics, beliefs, and spirituality within their organizations, especially in the management of workplace diversity.

Thailand faces a pronounced shortage of skilled labor, with too few skilled candidates for the many existing job openings. Suitable candidates are difficult to acquire, making each skilled employee a valuable asset. With the competition for qualified candidates so high in Thailand, companies are utilizing a variety of measures to recruit employees. Large firms typically promote from within when management vacancies appear. However, this option is not always available to small businesses. Other options include using university alumni associations that sponsor job

placement programs, poaching from other firms, hiring Western-educated Thais, or employing expatriates. To find candidates, companies advertise in both local and campus newspapers, and hire local headhunters or overseas agents based in college towns. While smaller companies tend to search for employees independently, there is a growing trend in hiring executive-search companies; the shortage of managerial talent renders it difficult for a small company to find a qualified match independently. Attendance at job fairs is another method of recruitment, where representatives from various international and Thai companies set up booths to provide information about their company and conduct on-site interviews with attendees.

In order to find a staff that is both qualified and trained, most businesses will look to similar firms within the industry. In order to lure employees away from their current employers, the new company will need to offer higher pay and greater benefits. Unlike Japanese employees who have a reputation for loyalty to their companies, Thai loyalties have traditionally been directed toward the person who hired them. Even personal loyalty does not always ensure a positive outcome in today's market, as workers can be persuaded by the most attractive offer.

Private enterprises can afford to offer higher wages and attractive benefits, and therefore have the ability to attract employees away from the public sector. To alleviate depletion of its talent, the government requests the private sector to cooperate on measures such as moderating salary levels for highly specialized personnel. Allowing private sector employees to perform temporary projects for the government and vice versa has served as another technique for retaining key talent. Moreover, despite the monetary gains of private enterprise employment, workers who value long-term stability and a better

health care plan may prefer to stay in the public sector.

## II. Human Resource Group

The attitude, knowledge and skills of workers are a major ingredient in service quality. At the same time, management systems designed to achieve higher productivity and customer satisfaction are also necessary. These include quality improvement practices; good human resource management practices; performance management systems providing for clear customer oriented performance standards in work; and technology management which involves the use of modern technology to improve customer service and to make work easier and more rewarding to employees.

Many managers and analysts believe that human resource management can substantially improve corporate performance. But, despite case studies and theoretical analyses of the optimal ways to organize workplaces and manage labor there is little systematic evidence on the actual impact of these practices on performance. Productivity studies on the service sector are particularly rare, partly because of the problems in measuring output in this sector.

Empirical research on the relationship between human resource management practices and establishment performance has focused on most employees work in white collar occupations and service sector industries. This paper extends the analysis of this relationship to the service sector by examining the retail branch operations of large banks of Bangkok. A unique dataset will be collected through site visits and used to estimate the determinants of branch-level performance and specifically to consider if the human resource management environment at a branch is one of those determinants. The studies of branch performance will largely focused on the role played by scale in determining the efficiency of a bank branch despite the fact that most of the variance in measured efficiency

remained unexplained in those studies.

### III. Importance of Human Resource and its Management

Human Resource Management (HRM) is the function within an organization that focuses on recruitment of, management of, and providing direction for the people who work in the organization. Human Resource Management can also be performed by line managers.

Human Resource Management is the organizational function that deals with issues related to people such as compensation, hiring, performance management, organization development, safety, wellness, benefits, employee motivation, communication, administration, and training.

Human Resource Management is also a strategic and comprehensive approach to managing people and the workplace culture and environment. Effective HRM enables employees to contribute effectively and productively to the overall company direction and the accomplishment of the organization's goals and objectives.

Human Resource Management is moving away from traditional personnel, administration, and transactional roles, which are increasingly outsourced. HRM is now expected to add value to the strategic utilization of employees and that employee programs impact the business in measurable ways. The new role of HRM involves strategic direction and HRM metrics and measurements to demonstrate value.

Impact of public administration is its employees. Since the regaining of independence, human resources of public administration – the people employed in public administration – have been grouped in several “categories” according to labor relations, functions, institutions, salary systems, etc. However, at the same time there has never been a clearly developed and comprehensive conceptual solution that would apply to

all persons employed in the public sector.

Neither have been developed unified principles of personnel management – how and what staff to select, how to assess their work and calculate salaries, how to stimulate them in other ways to maintain good quality of work. There are some personnel management principles (for instance, annual performance evaluations) concerning public servants, which are only a part of all persons employed in the public sector.

Strategic human resource management suggests that human resource management practices are most effective when matched with strategic goals of organizations. This paper applies the strategic perspective to interviews and surveys of retail bankers, and considers the possibility that commitment-based practice characteristic of the "High-Performance Workplace" might be adopted in the industry. The data suggest that practices associated with High-Performance Workplaces have not generally found their way into banking. Such practices may become more common, however, if they can be shown to create capabilities that banks value.

At the moment the government is working in the following directions in the field of personnel policy and development of human resources:

- Creation of a unified development policy of employees of the public sector, promotion of common values and organizational culture, improvement of the overall image of public administration;

- Development of a competitive, fair, motivating, input- and qualification-related unified salary and social guarantees system in the public sector (in cooperation with the Ministry of Finance) close to labor market average;

- Promotion of the quality of education and professional development of people working in the public sector, by developing cooperation with

universities, planning of coordinated training that corresponds to the needs of the state;

-Introduction of the system of competencies in the personnel management system of public administration, in order to select, train, motivate, reward and assess public administration staff on the basis of clear understanding of the basic competencies necessary for a particular position – knowledge, skills, qualities, capabilities; possibility to compare labor conditions of employees in similar positions working with different institutions;

-Introduction of the newest information technologies in the management of processes of public administration, by developing and implementing a unified IT system of management of public administration institutions, personnel and salaries.

The government started developing a new model for performance evaluation in public administration and Human Resource development. It is based on a system of competencies – tasks performed in public administration are grouped in certain categories (families) of associated jobs (positions) (for instance, action policy planning or administrative management); each category is assigned specific competencies and knowledge, and qualification requirements for the position. This job classification system can be used as a methodology basis for further elaboration of the Human Resource development policy by stipulating specific skills and knowledge needed for certain jobs and groups of associated jobs and including them within a performance evaluation system, and designing plans for training needs.

#### IV.Strategic Human Resource Management

The framework of strategic human resource management (HRM) provides guidance into both descriptive and prescriptive lines of questioning. The literatures in strategic management and organization

theory have long argued that the fit between business strategies and organizational characteristics is a key determinant of organizational performance. While there have been problems in defining exactly what constitutes “fit”, the general proposition that fit is important has some empirical support and has motivated the emergence of what has become known as strategic HRM. Strategic HRM holds that the sets of policies and practices used to manage.

Strategic HRM also requires that personnel policies and practices be considered as systems. Individual practices have effects on organizational outcomes only in the context of their relationship to a broader set of practices. The systems or configurationally approach has long been applied to industrial relations questions and has gained currency among organization theorists. Its application to strategic HRM has also begun to attract interest both conceptually and empirically. A popular textbook in “Strategic Human Resource Management” specifies three types of corporate level strategies. Corporations may pursue growth, they may seek stability, or they may defend a shrinking market. They may also engage in some combination of these. Each strategy has two to five possible sub-strategies, and some of the growth sub-strategies have further sub-sub-strategies. Bringing the level of analysis down to the line of business, they describe four generic business level strategies. Businesses may seek strategic advantage through cost leadership, product or service differentiation, market segment focus, or preemptive strategies. And even this extensive framework is incomplete.

As already mentioned in the Introduction, HRD involves a very wide range of issues all of which may be influenced by human resource management. But it also includes such areas as the interdependency between individuals and an institution's policies and structures,

which may be related to issues such as information, awareness, ethics, motivation and behavior and the strategic capacity for developing and linking these issues. The following paragraphs outline the concepts of these elements in the public service and examine the way in which they interact. Subsequent sections of the report will provide more insight into the form they assume in the public service in specific situations of structural adjustment and transition.

Any reform implies an aspect of behavioural change which may, once it has been identified, be channelled and integrated into the whole process by means of training. Indeed, training programmes make it possible, in the long run, for the staff concerned to identify with the reforms.

Three various form of training for the public service can usually be identified:

1.Secondary and tertiary education.

Determining factors for the overall quality of the pool of potential public sector employees are, of course, the school and university systems in the countries under consideration. Although these are largely outside the immediate control of public sector training proper, it has proved beneficial to lend political support to the inclusion of administrative (public sector) issues in high-school curricula as well as to help in establishing relevant university faculties and courses/seminars.

2. Pre-service training. Prior to recruitment and placement, all candidates for public service employment need to be provided with initial or pre-service training, preparing them for a competitive entry examination which may take the form of a general aptitude test. Investing in specialized training at the pre-service stage may lead to qualification differentials which, in turn, are likely to reduce mobility at a later stage. Pre-service training should therefore be aimed at testable skills for which common standards can be

applied. These include oral and written communication, organizational and teamwork performance, languages, computer literacy and social behavior -- elements which are arguably at least as important for a successful public service as familiarity with specific legislation.

3. In-service training. The continuous training of public servants serves two distinct purposes. First, the progress of individual employees has to be ensured and assessed before decisions on promotion are to be taken. Second, and of equal importance, is public servants remaining in the same post need to update constantly their knowledge and skills in view of the modernization of and changes in public administration. Given the variety of specific knowledge to be imparted to trainees of both categories, no single training format should be favored. A whole range of activities may usefully be pursued, including long-term and short-term courses, information days, workshops, study tours, visits, on-the-job training, funded educational leave, individual programmes, exchange programmes, internships and consultancies coupled with training. An instrument of training for promotion may also be secondment -- which at present is scarcely used. Care should, however, be taken in selecting the format best suited to achieving the objectives of each training measure.

V.Government and Human Resource Management

Governments are gradually changing the importance attributed to HRM in public sector management. Governments are realizing that managing staff in the public sector is one of the most powerful yet least appreciated ways to achieve their political and strategic objectives. Some are also becoming more cognizant of their special responsibility to act as a “model employer” in society. Governments are generally the largest employer in the labour market, which adds to their responsibility of being a conscientious employer and to “raising the bar” when it

comes to HRM, for example, by promoting measures such as the following :

- Optimizing conditions for staff to develop;

- Preserving the dignity of employees, particularly their right to participate in decisions that affect them; and

- Ensuring that the talents of all the groups from which the public workforce is drawn, both women and men, members of various ethnic groups and so on, are effectively harnessed.

However, it should not be forgotten in this context that governments, even in poor countries, regularly spend substantial resources on the development of their staff through centrally funded institutes of public administration as well as other capacity-building programmes. Nevertheless, the same governments often fail to obtain adequate return on investments in training and capacity development since the skills that staff has acquired at public expense are not used to the fullest extent in many instances. At the same time, managers are some- times frustrated that staffs do not contribute fully to the work of their agencies. These diver gent views highlight the need to strengthen dialogue between management and staff on both performance expectations and capacity development strategies in the public sector. A major problem drawn that the current human resource development is inadequate to move the Thai economy toward a sustainable development in the near future. Key obstacles responsible for this include the weak IT-related labor market, poor science and technology education development, a low level of research and development in science and technology and insufficient ICT manpower with desirable qualities. Moreover, the human resource development is even weaker in other regions compared to the Bangkok metropolitan area. Despite a leading role played by the Thai Government in solving these problems, assistance from external

technical cooperation and other international agencies is of importance in accelerating the Thai economy to attain success as anticipated.

Interviews with managers and employees will be used to guide the specification of the branch level production function and the empirical definition of the branch's human resource management environment. The econometric analysis will show, controlling for the characteristics of the market in which the branch is located and the characteristics of the branch employees, as well as unobserved branch-specific and manager-specific characteristics, the human resource management environment at the branch, as measured by the quality of the performance feedback system and the quality of communications between the manager and the staff, had significant effects on the branch's performance.

## VI. Conclusion

Thailand is in the midst of an economic boom that will continue well into the 21st century. Although it has faced political upheaval in the recent past, its economy has not faltered. The government has continually been future-oriented in helping to advance the economy and simultaneously improve its human resources. The Thai government and Board of Investment have welcomed foreign investment and promoted the private sector by offering such incentives as multiple tax breaks and import duty exemptions. The overall quality of human resources is improving and the conditions that govern them are becoming more sophisticated. This paper is analysis of the relationship between the human management environment and establishment performance to IT industries. The aim is to understand the major problems, aspects and how and why the human resource management environment is likely to affect the IT performance.

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# The Education System in Thailand

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**Abstract**— The objectives of this research were: 1) The quality and effectiveness of education, and especially system education, in Thailand is a source of national concern. Thai students frequently rank low in international educational comparisons, despite Thailand devoting a high proportion of its national budget to education and having progressive national laws concerning education. Each report of a low ranking for the country stimulates a round of soul-searching and generates numerous proposals for improvement. These proposals, however, usually result in little change, perhaps because they do not often account for highly influential context factors such as national-level tests quality and standard assurance. Since the authority is allocated to the education region office and to the school, there will be both internal and external evaluation of the standard of the school periodically.

**Keywords**— Education System Thailand

## Introduction

Thailand, formerly known as Siam, has a long history of more than 700 years. The country, located in Southeast Asia, is rich in culture and natural resources. The Kingdom was established around 1220. Thai, the national language, was invented by King Ramkhamhaeng, the greatest King in Sukhothai Period. Ayutthaya and Thonburi became subsequent capitals of Thailand. Bangkok became the fourth and current capital. Currently, His Majesty Maha Vajiralongkorn, King of Thailand, the beloved monarch and the central conscience of the Thai citizens, is the ninth king in the Chakri dynasty.

In most countries, government organizations are known to not be particularly

Name of the	The Kingdom of
Main	Buddhism:95%
Ethnic groups:	Thai:(including mixer of Thai-Chinese, Thai-Lao, and Thai-others which are assimilated into Thai culture) 95%
Currency:	Muslim Malays, hill Baht (as of May 2001:
Years of compulsory	6 years (From 2004 will be 9 years)
Pre-primary	90.78%
Primary	90.66%
Lower Secondary school	72.54%
Upper Secondary school	46.78%
Tertiary education	19.34% (excluding open universities)
Adult literacy	95%



effective. The Ministry of Education in Thailand though, is the worst government organization I have ever dealt with. When I was teaching at my last school, I was approached for help in English grammar one day by the Thai computer teacher who was very upset because he'd just been chastised by a representative from the Ministry of Education. The Ministry representative had seen some work he had been doing with the kids and had told him very rudely that he should make sure the English wording on the kids' Mother's Day greeting cards was correct. This coming from a representative of an organization that routinely sends forms in English to Western teachers that don't have even one grammatically correct English sentence on them. Some of them were so unintelligible my boss would just chuck them in the nearest garbage can.

Thailand is now facing a crisis in education. Thai students are not taught to think for themselves so have no critical thinking skills. At government schools, more than 50 students in a class is the norm. Half the kids just sleep through class, as the teacher doesn't notice if they're listening or

not. Books are limited, science equipment doesn't exist in a lot of schools, and Western teachers in government schools are often the dregs of society. But as the schools can't afford to pay more than \$750 a month, they get what they pay for. (Many of these 'teachers' are old men without college degrees who simply came to Thailand because of the Thai women, then ended up teaching as it's one of the few jobs Westerners are allowed to do).

In order to try to solve the problem of unqualified Western teachers, Thailand is now clamping down on tourist visas. These unqualified teachers cannot get work permits so they live here on tourist visas, leaving the country and renewing them every 3 months. Now it's going to be more difficult to do this. However, the only thing this new tourist visa restriction will do is to penalize the true tourist to Thailand. The guys who are getting them illegally, will just choose to stay in Thailand illegally, so

nothing will change.

Meanwhile, education in countries such as Vietnam, Malaysia, Korea and China is improving in leaps and bounds. Thailand is set to fall to the bottom of the pile of southeastern Asian countries both educationally and economically, yet the government and the Education Ministry wastes their time on ridiculous new rules, instead of a more common sense way of dealing with things.

## **Education in Thailand**

Most of the schools in Thailand are operated by the government, private and local administrative council, and a portion of them are operated by the private and local administrative council. The current education system of Thailand is based on the 6:3:3 model, comprising 6 years of compulsory education, 3 years of lower secondary education and 3 years of upper secondary education. Based on the 1999 Education Act, by 2004 the compulsory education will be extended to 9 years. Pre-primary education, organized for children aged 3-5 years old, ranges from one to three years. Currently, pre-primary education is available in most villages. The 6-year compulsory primary education can be provided in all primary schools. Some primary schools, however, provide up to lower secondary education. Lower secondary and upper secondary education last 3 years each. There are two main channels of education at upper secondary level: the academic stream which prepares students for universities, and the vocational stream which prepares students for the skilled labour market. According to the 1999 Education Act, the State will have to provide free education up to grade 12 for all Thai citizens.

Education in Thailand is provided mainly by the Thai government through the Ministry of Education from pre-school to senior high school. A

free basic education of twelve years is guaranteed by the constitution, and a minimum of nine years' school attendance is mandatory. In 2009 the Ministry of Education announced the extension of a free, mandatory education to fifteen years. Formal education consists of at least twelve years of basic education, and higher education. Basic education is divided into six years of elementary education and six years of secondary education, the latter being further divided into three years of lower- and upper-secondary levels. Kindergarten levels of pre-elementary education, also part of the basic education level, span 2–3 years depending on the locale, and are variably provided. Non-formal education is also supported by the state. Independent schools contribute significantly to the general education infrastructure. Administration and control of public and private universities are carried out by the Office of Higher Education Commission, a department of the Ministry of Education.

### **School System Overview**

The school structure is divided into four key stages:

The first three years in elementary school, 1–3, is for age groups 7–9;

The second level, Prathom 4 through 6 is for age groups 10–12;

The third level, Matthayom 1–3, is for age groups 13–15.

The upper secondary level of schooling consists of Matthayom 4–6 for age groups 16–18 and is divided into academic and vocational streams. There are academic upper secondary schools, vocational upper secondary schools and comprehensive schools offering academic and vocational tracks. Students who choose the academic stream usually intend to enter a university. Vocational schools offer programs that prepare students for

employment or further studies.

Tertiary education at the baccalaureate level normally requires four years of study. Some programmes, however, require five years of study. A master's programme normally requires two years of study beyond a bachelor degree, whereas a doctoral study requires approximately three to four years of study and research after the master's degree program. Some universities, both public and private, also offer international programmes conducted in English at both undergraduate and graduate levels. There are also two public open universities accommodating more than half a million students. Admission to an upper secondary school is through an entrance exam. On the completion of each level, students need to pass the NET (National Educational Test) to graduate. Children are required to attend six years of elementary school and at least the first three years of high school. Those who graduate from the sixth year of high school are candidates for two decisive tests: O-NET (Ordinary National Educational Test) and A-NET (Advanced National Educational Test).

Public schools are administered by the government. The private sector comprises schools run for profit and fee-paying non-profit schools which are often run by charitable organisations — especially by Catholic diocesan and religious orders that operate over 300 large elementary/secondary schools throughout the country. Village and sub-district schools usually provide pre-school kindergarten and elementary classes, while in the district towns, schools will serve their areas with comprehensive schools with all the classes from kindergarten to age 15 and separate secondary schools for ages 13 through 18.

Due to budgetary limitations, rural schools are generally less well equipped than the schools in the cities. The standard of instruction, particularly for the English language, is much lower, and many high school students will commute 60–80 kilometres to schools in the nearest city.

## History

Formal education has its early origins in the temple schools, when it was available to boys only. From the mid-sixteenth century Thailand opened up to significant French Catholic influence until the mid-seventeenth century when it was heavily curtailed, and the country returned to a strengthening of its own cultural ideology. Unlike other parts of South and Southeast Asia, particularly the Indian subcontinent, Myanmar (Burma), Laos, Vietnam, Cambodia, the Malay Peninsula, Indonesia and the Philippines which had all benefited from the influence of countries with centuries of educational tradition, Thailand has never been colonised by a Western power. As a result, structured education on the lines of that in developed countries was slow to evolve until it gained new impetus with the reemergence of diplomacy in the late nineteenth century.

## Early education

It is possible that one of the earliest forms of education began when King Ram Khamhaeng the Great invented the Thai alphabet in 1283 basing it on Mon, Khmer, and Southern Indian scripts. Stone inscriptions from 1292 in the new script depict moral, intellectual and cultural aspects.<sup>[7]</sup> During the Sukhothai period (1238–1378), education was dispensed by the Royal Institution of Instruction (*Rajabundit*) to members of the royal family and the nobility, while commoners were taught by Buddhist monks.

In the period of the Ayutthaya kingdom from 1350 to 1767 during the reign of King Narai the Great (1656–1688), the *Chindamani*, generally accepted as the first textbook of the Thai language, collating the grammar. The prosody of Thai language and official forms of correspondence was written by a monk, Pra

Horatibodi, in order to stem the foreign educational influence of the French Jesuit schools It remained in use up to King Chulalongkorn's reign (1868–1910). Narai himself was a poet, and his court became the center where poets congregated to compose verses and poems. Although through his influence interest in Thai literature was significantly increased, Catholic missions had been present with education in Ayutthaya as early as 1567 under Portuguese Dominicans and French Jesuits were given permission to settle in Ayutthaya in 1662. His reign therefore saw major developments in diplomatic missions to and from Western powers.

On Narai's death, fearing further foreign interference in Thai education and culture, and conversion to Catholicism, xenophobic sentiments at court increased and diplomatic activities were severely reduced and ties with the West and any forms of Western education were practically severed. They did not recover their former levels until the reign of King Mongkut in the mid-nineteenth century.

## Development

Through his reforms of the Buddhist Sangha, King Rama I (1782–1809), accelerated the development of public education and during the reign of King Rama IV (1851–1865) the printing press arrived in Thailand making books available in the Thai language for the first time; English had become the *lingua franca* of the Far East, and the education provided by the monks was proving inadequate for government officials. Rama IV decreed that measures be taken to modernise education and insisted that English would be included in the curriculum.

King Rama V (1868–1910) continued to influence the development of education and in 1871 the first relatively modern concept of a school with purpose constructed building, lay teachers and a timetable was opened in the palace to teach male members of the royal family and the sons of the nobility. The Command Declaration on Schooling was proclaimed,

English was being taught in the palace for royalty and nobles, and schools were set up outside the palace for the education of commoners' children. With the aid of foreign - mainly English - advisers a Department of Education was established by the king in 1887 by which time 34 schools, with over 80 teachers and almost 2,000 students, were in operation and as part of the king's programme to establish ministries, in 1892 the department became the Ministry of Education. Recognizing that the private sector had come to share the tasks of providing education, the government introduced controls for private schools.

In 1897 on the initiative of Queen Sribajarindra, girls were admitted into the educational system. In 1898, a two-part education plan for Bangkok and for the provinces was launched with programmes for pre-school, elementary, secondary, technical, and higher education. In 1901, the first government school for girls, the Bamrung Wijasatri, was set up in Bangkok, and in 1913, the first teacher training school for women was set up at the Benchama Rajalai School for girls. Further developments took place when in 1902 the plan was remodeled by National System of Education in Siam into the two categories of general education, and professional/ technical education, imposing at the same time age limits for admission to encourage graduation within predetermined time scales.

The first university is named after King Chulalongkorn (Rama V), and was established by his son and successor King Vajiravudh (Rama VI) in 1917 by combining the Royal Pages School and the College of Medicine.<sup>[8]</sup> In 1921, the Compulsory Elementary Education Act was proclaimed.

### **Modernization**

The bloodless revolution in 1932 that transferred absolute power from the king to

democratic government encouraged further development and expansion of schools and tertiary institutions. The first National Education Scheme was introduced formally granting access to education regardless of ability, gender, and social background.

In 1960, compulsory education was extended to seven years, and for the first time special provisions were made for disabled children, who were originally exempted from compulsory education. In 1961, the government began a series of five-year plans, and many of the extant purpose-built school buildings, particularly the wooden village elementary schools, and the early concrete secondary schools date from around this time. In 1977, the key stages of elementary and secondary education were changed from a 4-3-3-2 year structure to the 6-3-3 year system that is in use today.

### **Twelve values**

Prayut Chan-o-cha, Thailand's prime minister and junta leader says school reform is urgently needed.<sup>[9]</sup> Following the military takeover of May 2014, Prayut, in a televised broadcast in July, ordered schools to display a list of 12 "Thai" values he composed.<sup>[10]</sup> They are:

1. Loyalty to the Nation, the Religion, and the Monarchy.
2. Honesty, sacrifice, endurance, and noble ideology for the greater good.
3. Gratitude for parents, guardians, and teachers.
4. Diligence in acquiring knowledge, via school studies and other methods.
5. Preserving the Thai customs and tradition.
6. Morality and good will for others
7. Correct understanding of democracy with

the King as Head of State.

8. Discipline, respect for law, and obedience to the older citizens.

9. Constant consciousness to practice good deeds all the time, as taught by His Majesty the King.

10. Practice of Self-Sufficient Economy in accordance with the teaching of His Majesty the King.

11. Physical and mental strength. Refusal to surrender to religious sins.

12. Uphold the interest of the nation over oneself.

Authorities instructed public schools and state agencies to hang a banner listing Gen Prayut's teachings on their premises. State agencies have also produced a poem, song, and 12-part film based on the teachings. In late-December 2014, the Ministry of Information, Communication, and Telecommunications (MICT) released a set of "stickers" depicting each of the Twelve Values for users of the chat application LINE. Because of the massive expansion of schools in 1960s and 1970s, the education system in Thailand has been able to accommodate most school-age children. Besides the regular school system, nonformal education has also played a crucial role in providing educational opportunity for the disadvantaged. By and large, most Thais have access to either formal or nonformal education up to the secondary level. The gross enrolment rate at all levels has increased gradually at all levels, namely 90.78% for pre-primary education, 90.66% for primary education, 72.54% and 46.78% for lower and upper secondary education respectively, and 19.34% for the tertiary level (excluding open universities). In all, there are about

13.82 million students, or approximately 65% of the 21.26 million school-age population (3-24 years old) in the school system. The school year is divided into two semesters, each lasts about 18 weeks. Summer session and evening classes are generally available in higher education institutes. The school examination system is relatively decentralized. Examination papers are developed and administered by each school. However, an entrance examination is required in order to get into some renowned schools at grades 7 and 10. In 1994, the school began to admit about 60% of children who live in the school area to study without an examination. Currently, all schools, except for a few famous ones, admit 100% of the new students from those who live nearby. The university entrance examination is administered by the Ministry of University Affairs as a means to select the most qualified students to study in public universities. Similarly, some private universities also require an entrance examination. From 1999, the average GPA of students in grades 10-12 account for 10% of the total scores for admission to university, together with the entrance examination. The trend for university admission in the next few years is that each university will develop its own criteria for student admission based on school performance rather than on the entrance examination. The language of communication and instruction in all schools in Thailand is Thai, the mother tongue and national language. With an exception of some minority people, all Thais can understand the national language. English is taught as a foreign language in all primary and secondary schools, starting from grade 1 upwards. Also, English is used as a medium of instruction in international schools, and in international programmes at the tertiary level.

The current Constitution and the Education Act are

the two essential driving forces for the reform of education. Based on the 1999 Education Act, several areas of education reform have been undertaken. The key areas of the reform and the significant move towards the reform are as follows.

## **The Education Reform**

1. The unity in educational policy and decentralization of the educational management. From 20<sup>th</sup> August onwards, the Ministry of Education, Ministry of University Affairs and the Office of National Education Commission will be merged to be one Ministry under the name of "the Ministry of Education, Religion and Culture". Currently, the administrative lines from the Central office sometimes have to go to the regional office to the provincial and district offices before reaching the school. According the Education Act, from 20<sup>th</sup> August 2002 onwards, there will be only the Central Office, the Local Area Education Office (will be established) and the school. This will cut down the red-tape along the line. The reform will result in downsizing of the central office staff, whereas the regional and provincial offices will be abolished.

2. The second area of reform relates to the reform of learning, which is considered to be most important if actual reform is to be taken place. The reform of learning involves the teaching and learning approaches, the construction of the new 12-year basic curriculum, the teachers' training, and the support system for lifelong learning. The learners'centered approach of teaching is the central emphasis for all kinds of learning activities.

3. Quality and standard assurance. Since the authority is allocated to the Education Region Office and to the school, there will be both internal and external evaluation of the standard of the school periodically.

4. Placing emphasis on the teaching profession. There will be a revision and extension of the curriculum for teacher training to be 5 years in university and an addition year apprenticeship in an educational institute. The progress of the teachers will be based on the evaluation of their performance.

5. The use of technology in education. Multimedia and information technology will be used to support learning in regular schools, nonformal education and informal learning. A center for national educational technology will be established to develop appropriate learning materials and media for the learners both in-school and out-of-school learning.

## **Conclusion**

### **Primary Education**

Education in Thailand is largely a government responsibility provided through the ministry of education. Two to three years of kindergarten begins this process, followed by 6 years of primary school. The Thai school year is from may to march for primary and middle school, while secondary schools begin one month later. Uniforms are also compulsory during tertiary education.

### **Middle Education**

Three years of middle school follow, where students continue with core subjects including Thai language, arts and music, maths, physical and social science, technology and foreign languages. From here though, vocational students follow a different path.

### **Secondary Education**

At high school, students who wish to continue academic education move on to elective courses. Of these, the science and maths / english programs are most popular – other choices include foreign languages and social science. In this way, they are

already preparing for tertiary education that may follow.

## Vocational Education

Thai vocational education system is grounded in high school where students may choose to adopt this more practical form of education. Here they may aspire to two levels of qualification too. These are a certificate in vocational education, and a higher diploma that opens to the door to a university degree. After reaching school-leaving age, a Thai may also enroll for a technical diploma.

The development of primary and secondary school curricula is chiefly under the responsibility of the Ministry of Education, whereas the higher education is approved by the Ministry of University Affairs. Formal education is broken down into pre-primary education, primary education, secondary education and higher education. Pre-primary education is categorized into three types: child development center, kindergarten, and pre-school education. This level of education is to prepare children's readiness for primary education. Learning activities and experience are organized for physical, emotional, social, and intellectual development of children through everyday activities. The primary education is largely organized by the Office of National Primary Education Commission, Ministry of Education. The curriculum is to provide children with basic knowledge and skills in general. The 6-year primary school curriculum comprises five learning areas, namely:

-*Basic Skills*, comprising Thai language and mathematics.

-*Life Experiences*, focusing on the process of solving social and daily-life problems. Social studies and science are the main components of this

subject area.

-*Character Development*, dealing with learning activities designed to develop desirable attitudes, values, behavior, and habits which form a child's character.

-*Work-Oriented Experience*, dealing with practical skills and experiences for career preparation.

-*Special Experience*, dealing with learning areas of special interest to children. Most schools, however, offer English as a special experience subject.

The lower-secondary and upper-secondary education curricula comprise four main components: core subjects, prescribed elective subjects, free elective subjects, and activities. Based on the 1999 Education Act, the primary and secondary education will be merged to be one level under the term "basic education" comprising 12 years of education. The new basic education curriculum, which is currently under the development process along the line with the Education Act, will comprise eight subject areas, namely:

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# The Model of Local Government in Thailand

## A case study of Nakhon Si Thammarat Province

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**Abstract-** This article focus on model of local government in Thailand a case study of Nakhon Si Thammarat province local government practices in Thailand have become more participatory or governance- oriented since the promulgation of the Constitution of 1997 and the Constitution 2016 the Decentralization Plan and Process Act of 1999. Local governments have applied modern concepts of New Public Management and participatory approaches in performing their tasks. This article aims to describe and analyze local government initiatives to identify the local government initiatives and how local governments responded to such factors. Lesson learned from the case-studies are also discussed.

**Keywords:** model local government Thailand Nakhon Si Thammarat province

### I. Introduction

A local government is a form of public administration which, in a majority of contexts, exists as the lowest tier of administration within a given state. The term is used to contrast with offices at state level, which are referred to as the central government, national government, or (where appropriate) federal government and also to supranational.

Government which deals with governing institutions between states. Local governments generally act within powers delegated to them by legislation or directives of the higher level of

government. In federal states, local government generally comprises the third (or sometimes fourth) tier of government, whereas in unitary states, local government usually occupies the second or third tier of government, often with greater powers than higher-level administrative divisions.

Local government comprised both regular territorial administrative units and self-governing bodies. Local autonomy was limited, however, by the high degree of centralization of power. The Ministry of Interior controlled the policy, personnel, and finances of the local units at the provincial and district levels. Field officials from the ministry as well as other central ministries constituted the majority of administrators at local levels. Local governance in Thailand is performed by The Constitution of the Kingdom of Thailand of 1997 and Constitution of the Kingdom of Thailand of 2017, new that states to implement decentralization policy by law that stipulated the division of powers and duties of public service between state and local government as well as among local governments themselves. Therefore, there must be a committee in charge of dividing powers and responsibilities, and tax allocation. The committee must be composed of an equal number of representatives from relevant government agencies, local government organization and qualified academics or specialists, named that The National Decentralization Committee (NDC), to have

responsibilities for formulating to plan, implement and monitor decentralization process. Office of the National Economic and Social Development Board (NESDB) is member of the Committee as relevant government agencies that have advised correlation strategies in the five-year National Economic and Social Development Plan with the Determining Plan and Process of Decentralization Act of 1999 and the Decentralization Plan.

In addition to the Decentralization Plan have implemented to the Decentralization Strategic Plan in year 2002 (1st edition) and year 2008 (2nd edition) and have been on process of the 3rd edition. In each edition, representative's NESDB has been a member of the sub-committee to draft the Strategic plan to contribute strategies in the National Plan both short and long term strategies in the economic and social sector. The challenged of NESDB is how to accomplish national development strategies in the Decentralization Strategic Plan, in which much more political power to draft the decentralization plan. Last year, I as NESDB representative, have been a member of the sub-committee in part of the economics and environment sections to contribute in macroeconomic development policy together with government policies and development strategies in the National Economic and Social Development Plan in drafting the 3rd Decentralization Strategic Plan, which will be effective officially in the 1st quarter of 2014. With respect to Thai local governance, roles of key actors are academics or technocrats, bureaucrats, politicians; in which national and locally, and the people. The critical factor to Thai local governance is national political power try to control the NDC which is composed key actors that mention earlier, except the people. It is seem like that the power is quite to succeed. Bureaucratic forces has dominated the NDC

by setting some difficulties as minimum standard in services for transferring functions to local government, also local personnel regulations. Moreover, national politicians have controlled over local government revenue distribution. Local politicians has been weak to collective their own revenue and lack of managerial system in local administrations. Lastly, a little public interest is on decentralization process, even the constitution entitled the public with the right to initiate local ordinances. As a result, local governance in Thailand has been not much progress comparing with goals of Determining Plan and Process of Decentralization Act of 1999.

**Decentralization has been one of the reform efforts to improve community development programs in rural areas to better serve the needs and concerns of the local people. A number of studies and pilot tests have been conducted, but none persuaded top policy makers to truly decentralize their power. Following the promulgation of the Tambon Council and Tambon Administrative Act of 1994 and the new Constitution of 1997, decentralization and the creation of self-governing authorities again received national and international attention**

To decentralize and transform the rigid, traditionally strong bureaucratic system of power that ruled and controlled the country for many decades is not easy but Thailand is now going down this thorny road. This paper discusses the decentralization process in Thai society, which demonstrates the lessons and experiences of the country fighting against difficulties to create good local governance—a more transparent and people oriented system. In addition, it reports an example of a practical approach to mobilize local communities to

monitor and combat corruption and to pave the way to gain access to public services. Through people's participation and involvement in planning and decision-making processes, a local authority with good local governance can be produced.

## II. Organization of the government of Thailand

Thailand is a unitary state in Southeast Asia. The administrative services of the executive branch of the government are regulated by the National Government Organization Act, BE 2534 (1991) under this Act, the services are divided into three levels: central, provincial and local.

## III. Central Government

The central government consists of ministries, bureaus, and departments each of the ministries and bureaus is led by a minister who is a member of the Council of Ministers. A bureau may be an independent agency with the same status as a ministry or may be subject to a ministry. Currently, there are no bureaus. The ministries and bureaus are divided into departments, inter alia. Each department is led by a director general.

There is a central government agency called Office of the Prime Minister. It is led by the prime minister and bears ministerial status. There are also independent central government agencies. These agencies are not under any ministry, bureau, or department, but are directly subject to the prime minister they are:

- Bureau of the Royal Household (BRH)
- National Police Agency (NPA)
- National Research Council of Thailand (NRCT)
- Office of His Majesty's Principal Private Secretary (OHPPS)

- Office of National Buddhism (ONaB)
- Office of the Royal Development Projects Boards (RDPB)
- Royal Institute of Thailand (RIT)
- Southern Border Provinces Administration Centre (SBPAC)

## IV. Provincial Administration

Provincial administration is a part of the country's administrative machines, allowing local communities a certain level of autonomy. The local powers are under the state powers; the local administrations are not independent bodies; they are under the national laws, set up for the benefit and well-being of the members of the community. Election Commission has explained why the local administration is important. Decentralisation is, amongst others, the fundamental principle of the local government to empower people of self-government according to their will. They will elect their representatives (members of the local assemblies or local administrators) to administer the local affairs instead of them with expectation of their better lives as well as protecting local interests and the country's as a whole. Therefore, all the local governmental organizations shall enjoy autonomy in laying down policies for their governance, administration, finance, and shall have powers and duties particularly on their own part. Members of the local assemblies or local administrators shall hold office for the period of four years. There are currently 5 kinds of Thailand's local (provincial) administration.

1) **Provincial Administration Organization** is the largest body of Thailand's provincial administration; each province has one, except Bangkok. The PAO covers the area of the whole province, set up with an aim to manage and provide

public services within its province, helping the works of municipalities and the sub-district administrations; it does so by collaborating with other administrations within the same province to avoid power redundancy and appropriate budget allocation.

Provincial Administrative organization (PAO) consists of two administrations. The first is the administrative body led by the chair of the provincial administrative organization; he or she is responsible for all the administrative affairs of the province. The second is the legislative body where members of the provincial administrative organization issues rules and regulations as well as monitor the management of the provincial organization.

There is only one chair of each provincial administration organization; he or she is elected by the people in the province. The main duty is to monitor and manage the provincial administration organization led by the permanent secretary of the organization who functions as the top executive of the organization. The chair appoints his or her assistants who are not members of the provincial administration council to help him or her running the administrative affairs of the organization. The assistantship serves for four years. Their duties include managing and monitoring of the provincial administrative affairs, making sure that the administration is done in accordance with the provincial acts and regulations and the provincial development plan. Other duties include planning for the development of the province, setting up the annual budget to be submitted to the provincial administrative council, and reporting the performance and expenditures to the provincial administrative council.

Members of the PAO are directly elected by the people; they are elected to a four-year term. Their duties and responsibilities include enacting rules and

regulations to be used

2) **Municipalities** refer to provincial political units, such as a city or town. It has three categories: (1) sub-district (Tambon) municipality, district (Muang) municipality, and (33) city (Nakorn) municipality, depending on the number of population and the civility and development of that particular area.

Municipalities are set up to manage and provide basic infrastructures for people in local areas; they permeate the daily life of people from birth to death. In theory, a municipality has its autonomous administration. Municipal staff and the permanent secretary function as local government servants, carrying out their duties under the supervision of the municipal council directly elected by the people.

A municipality entails two bodies: legislative and administrative bodies. The legislative body's main duty is to enact within a particular province or district such as regulations on petrol and tobacco taxes, monitoring of the administration of the PAO, and monitoring and evaluation of projects' expenditures. Their roles and responsibilities also include their roles in approving the provincial development plan which is a collection of plans and projects submitted from municipalities and sub-district administration organizations. The plan may entail road construction or other infrastructures. They also take part in approving the province's annual budget, which is the management of the public money, managing the collected taxes levied from the public; the taxes include property tax and indirect taxes such as trade and business taxes. These collected taxes, in principle, would return for the development of the province or city. local regulations and monitor the administration of the municipal council; the administrative body manages the affairs of the municipality via the executive power of the

mayor and the members of the municipal council.

The mayor is directly elected from the eligible people with a particular constituent, serving for the term of 4 years; each municipality entails 2 council members from each sub-district (Tambon), 3 council members from each district, and 4 council members from the province.

Members of the municipal council are directly elected from the eligible voters, serving the term of 4 years. The number of the council members depends on the type of the municipality. The number is 12 for the sub-district municipal council, 18 for the district municipal council and 24 for the city municipal council.

### 3) **The Special Administration of Bangkok.**

The Bangkok Metropolitan Administration divides its administration into districts and sub-districts. The Bangkok Administration Council functions as the legislative body; the governor of Bangkok is the head of the administrative body. The governor and members of the Bangkok Administration Council are elected from the voters. The term for the members of the council is 4 years.

### 4) **The Special Administration of Pattaya.**

This administration entails the city council as the legislative branch entailing the 24 elected members. The mayor of Pattaya is elected by the people, serving as the head of the executive branch.

5) **The Sub-District Administration Organization** is a local administrative organization under the Councils and Sub-district Administration Organization Act BE 2537, functioning as a local administrative organization at the sub-district (Tambon) level; it is, thus, very close to the people of the community. A Sub-district Administration Organization has developed from a Tambon Council

with income up to a certain level. It is established to manage public services at the local level, villages and sub-districts, as it is impractical for the government to administer all of the villages in the country, the number of which is over 70000.

A sub-district administration organization entails two branches: the legislative branch and the executive branch. The legislative branch entails members of the organization; their main duties are to pass the local laws and monitor the administrative affairs of the sub-district. The executive branch is led by the president of the organization who chairs the sub-district administration organization. The chair of a sub-district administration organization is elected by the people functioning as the head of the administrative branch, and the term is 4 years.

Members of the sub-district administration organization are directly elected by the people of the community; their administrative term lasts for four years. The number of the members of for each sub-district varies, depending on the number of villages within a particular sub-district. The sub-district organization of only one village can only have 5 members. If the number of villages is two, each village is allowed to vote for three representatives. The organization with more than two villages is allowed to have two representatives for each village (See Thailand's Office of Election Commission.

## **VI. Information of Nakhon Si Thammarat Province**

Nakhon Si Thammarat (often shortened to Nakhon) is one of the southern provinces (changwat) of Thailand, at the western shore of the Gulf of Thailand. Neighboring provinces are (from south clockwise) Songkhla, Phatthalung, Trang, Krabi, and Surat Thani. The name of the province derives from its Pali–Sanskrit name Nagara Sri Dhammaraja (City of

the Sacred Dharma King), which in Thai pronunciation becomes Nakhon Si Thammarat.

## History

The area around Nakhon Si Thammarat was part (according to some scholars<sup>1</sup> even the centre) of the Srivijaya kingdom from the 3rd century. The Ramkhamhaeng stele lists it among the areas within the realm of Sukhothai. After the fall of Sukhothai it fell to its successor, the Ayutthaya kingdom and was one of the tributary kingdoms or 1st class provinces. With the thesaphiban administrative reforms the kingdom was more closely integrated into the Thai state and formed the Monthon Nakhon Si Thammarat. With the abolition of the monthon system in 1932, the province covering only the central parts of the former kingdom became the top-level administrative subdivision of Thailand.

## Administrative divisions

Nakhon Si Thammarat is subdivided into 23 districts (amphoe). The districts are further subdivided into 165 subdistricts (tambon) and 1428 villages (muban).

1. Mueang Nakhon Si Thammarat
2. Phrom Khiri
3. Lan Saka
4. Chawang
5. Phipun
6. Chian Yai
7. Cha-uat
8. Tha Sala
9. Thung Song
10. Na Bon
11. Thung Yai

12. Pak Phanang
13. Ron Phibun
14. Sichon
15. Khanom
16. Hua Sai
17. Bang Khan
18. Tham Phannara
19. Chulabhorn
20. Phra Phrom
21. Nopphitam
22. Chang Klang
23. Chaloe Phra Kiat

## Symbols

The provincial seal shows the Phra Baromathat chedi of Wat Phra Mahathat Voramahavihan, one of the most important historical sites in southern Thailand. According to the city chronicle it was already built in 311, but archaeology dates it to the 13th century. The chedi is surrounded by the animals of the Chinese zodiac in the seal. The twelve animals represent the twelve Naksat cities or city-states which were tributary to the Nakhon Si Thammarat kingdom: the Rat of Saiburi; the Ox of Pattani; the Tiger of Kelantan; the Rabbit of Pahang (actually a city in Pahang which is said to be submerged by a lake now); the Dragon of Kedah; the Snake of Phatthalung; the Horse of Trang; the Goat of Chumphon; the Monkey of Bantaysamer (might be Chaiya, or a town in Krabi Province); the Rooster of Sa-ulau (unidentified city, might be Songkhla, Kanchanadit or Pla Tha); the Dog of Takua Pa and a Pig of Kraburi. The provincial flower is the Golden Shower Tree (*Cassia fistula*), and the provincial tree is *Millettia atropurpurea*. The provincial slogan is

which translates to a historical town, the golden Phra That, plentiful minerals, three-metal nielloware, numerous temples, abundant shellfish.

## VI. History of Local Government in Thailand

Thailand changed from an absolute monarchy to a democratic government in 1932 as the revolutionists believed and stated that the Thai administration needed to be modernized and governed by the people's representatives. Indeed, a more modern, democratic system would allow the government to recruit professional and educated people to work for the country.

The Administrative Law of 1933 primarily established three layers in the Thai administrative structure--the central or national administration, the provincial administration, and local administration. These structures of the centralized administration have become a dominant feature of Thai administrative culture that is difficult to change. Under supervision and direction of the Cabinet, the central ministries and departments played major roles in policy formulation and implementation. Implementation and administration at the provincial level were in hands of the regional offices of ministries and departments. To facilitate and coordinate public programs of various government agencies, a governor, who was a permanent civil servant under the Ministry of Interior, was appointed. Local administration consisted of local officials directly or indirectly elected by the people. The local bodies were municipalities including the Bangkok Municipality. With this administrative pattern, Thailand, with a long history as a unitary kingdom, evolved into a centralized administration with a

strong national government until today.

The development of local governance has been as slow as the development of the Thai democratic system. In 1952, sanitary administration was added as another form of local body for rural communities. In 1955 and 1956, the Provincial Council and the Tambon Council were created at the provincial and tambon levels respectively. Members of these organizations were partly appointed and partly elected to oversee development activities at the local level. This set up aimed to promote and prepare local communities for a self-governing system. The province was under a governor (*phuwarachakan*), who was assisted by one or more deputy governors, an assistant governor, and officials from various central ministries, which, except for the Ministry of Foreign Affairs, maintained field staffs in the provinces and districts. The governor supervised the overall administration of the province, maintained law and order, and coordinated the work of ministerial field staffs. These field officials carried out the policies and programs of their respective ministries as line administrators and also served as technical advisers to the governor. Although these officials were responsible to the governor in theory, in practice they reported to their own ministries in Bangkok and maintained communication with other province-level and district-level field staffs. The governor also was responsible for district and municipal administration, presiding over a provincial council composed of senior officials from the central ministries. The council, which served in an advisory capacity, met once a month to transmit central government directives to the district administrators. Apart from the council, an elected provincial assembly exercised limited legislative oversight over provincial affairs.

District administration was under the charge

of a district officer, who was appointed by the minister of interior and reported to the provincial governor. Larger districts could be divided into two or more subdistricts, each under an assistant district officer. The district or the subdistrict was usually the only point of contact between the central authority and the populace; the central government had no appointed civil service officials below this level.

The district officer's duties as overseer of the laws and policies of the central government were extensive. He supervised the collection of taxes, kept basic registers and vital statistics, registered schoolchildren and aliens, administered local elections at the commune and village levels, and coordinated the activities of field officials from Bangkok. Additionally, the district officer convened monthly meetings of the headmen of the communes and villages to inform them of government policies and instruct them on the implementation of these policies. As the chief magistrate of the district, he also was responsible for arbitration in land disputes; many villagers referred these disputes to the district officer rather than to a regular court.

The commune was the next level below the district. An average of nine contiguous, natural villages was grouped into one commune, whose residents elected a headman from among the village headmen within the commune. The commune chief was not a regular government official, but because of his semiofficial status, he was confirmed in office by the provincial governor. He also was entitled to wear an official uniform and receive a monthly stipend. Assisted by a small locally recruited staff, recorded vital statistics, helped the district officer collect taxes, supervised the work of village headmen, and submitted periodic reports to the district officer.

Below the commune level was the village

government. Each village elected a headman, who generally served as the middleman between villagers and the district administration. The headman's other duties included attending meetings at the district headquarters, keeping village records, arbitrating minor civil disputes, and serving as village peace officer. Generally the headman served five years or longer and received a monthly stipend. In the 1980s, the importance of a village headman seemed to be declining as the authority of the central government expanded steadily through the provincial and local administrations.

Municipalities in Thailand included Bangkok, seventy-two cities serving as provincial capitals, and some large district towns. According to the 1980 census, municipalities had a combined population of 7.6 million, or about 17 percent of the national total. The municipalities consisted of communes, towns, and cities, depending on population. Municipal residents elected mayors and twelve to twenty-four municipal assemblymen; the assemblymen chose two to four councillors from among their number, who together with the mayors made up executive councils.

In theory, the municipal authorities were self-governing, but in practice municipal government was an administrative arm of the central and provincial authorities. The Ministry of Interior had effective control over municipal affairs through the provincial administration, which had the authority to dissolve municipal assemblies and executive councils. Moreover, such key officials as the municipal clerk and section chiefs were recruited, assigned, and retired by the ministry, which also had the power to control and supervise the fiscal affairs of the perennially deficit-ridden municipalities.

## C o n c l u s i o n

Thailand has three tiers of government: central,



provincial, and local. Provincial governments including 76 provinces are headed by a provincial governor appointed by the central government. 795 districts, 7,255 sub-districts, and 71,864 villages are parts of provincial government. The local government has 5 different types: provincial administrative organization, municipalities, sanitary districts, the Bangkok Metropolitan Administration (BMA), and the City of Pattaya. The Ministry of Interior determines the administrative status of most local governments. Thailand does not have legislative gender quotas at the sub-national level. The Ministry of Interior, as the strongest opponent of decentralization policies, has imposed regulations on several legislative acts that augment its powers and personnel. As a result, provincial governors and district officers still retain considerable authority over local governments. Local authorities are classified into forms and each is too small to function well. They lack the personnel and technical capacity. Local government responsibilities are not clearly allocated, and several responsibilities are overlapped and redundant. The local public has little information about decentralization and limited capacity to oversee the decentralization process. Only a small number of people are interested in the topic.

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**Abstract**-The purpose of this paper was to study the importance of personnel administration especially regarding the image of public organizations and the expected behavior of public officers. The crucial proposition tied to the resource-based view and related research issues is to make the public sector an employer of choice and to sustain the expected behavior of the public personnel. Duties of a personnel administrator include hiring and training employees, carrying out evaluations and handling employee grievances a personnel administrator will usually be charged with the task of keeping employee files up-to-date. They also may be in charge or involved with the hiring process; these duties include interviewing potential candidates and developing training protocol. Workers in personnel administration also perform employee evaluations, counsel employees on their benefits such as health care, and ensure employees are content and comfortable in their place of work

**Keywords** Personnel administration Thailand

## Introduction

Personnel administration is another term for a human resources (HR) job. Duties of a personnel administrator include hiring and training employees, carrying out evaluations and handling employee grievances. A personnel administrator will usually be charged with the task of keeping employee files up-to-date. They also may be in charge or involved with the hiring process; these duties include interviewing

potential candidates and developing training protocol. Workers in personnel administration also perform employee evaluations, counsel employees on their benefits such as health care, and ensure employees are content and comfortable in their place of work by addressing grievances and resolving conflicts between employees. Most workers in personnel administration come to the field with at least a bachelor's degree. Most universities do not offer undergraduate degrees in HR or personnel administration, but behavioral and social sciences as well as business administration classes are useful. Many employers look for experience, which can be gained through work-study jobs, internships or by performing basic administrative duties for a company.

## Objective of Personnel Administration

(1)To achieve an effective utilization of human resources in the achievement of organizational goals.

(2) To establish and maintain an adequate organizational structure and a desirable working relationship among all the members of an organization by dividing of organization tasks in to functions , position ,jobs and by defining clearly the responsibility accountability authority for each job and its relation with others jobs personnel in theorganisation .

(3 )To generate maximum individuals /

group development within an organization

by offering opportunities for advancement to employees through training and job education or by effecting transfers on by offering retraining facilities. (4) To recognize and satisfy individual needs and group goals by offering an adequate and equitable remuneration economic and social security in the form of monetary compensation and protection against such hazards of life as illness, old age, death, unemployment etc. so that the employees may work willingly and cooperate to achieve an organization goals.

(5) To maintain a high moral and better human relation inside an organisation by sustaining and improving the conditions which have been established so that employees may stick to their jobs for a longer period.

(6) To secure the integration of the individuals and groups with an organisation by reconciling individual/group with those of an organisation in such a manner that the employees feel a sense of involvement commitment and loyalty towards it in the a sense of such an integration, friction may develop in an organization which may lead to its total Failure friction produces inefficiency friction may result from political aspirations from difficulties in communication and from faults inherent in a particular organizational structure.

### **What is Personnel Administration**

Employees form the core and the backbone of any organization and public organizations are no different. According to authors William Mosher and J. Donald Kingsley, the key to better governance lies in effective personnel management.

**For effective personnel administration there are**

**certain criteria that need to be fulfilled like:**

Highly qualified workforce of civil servants

Fair and equitable wages

Rights of representation

Work conditions to be decided taking the employee choices and needs in consideration

Establishing the prestige of civil service employment

Classification is the first step in personnel management wherein similar kinds of posts are grouped together based on their duties and responsibilities. A formal classification plan shows all the classes with each existing job and position suitably placed with respect to each other in an orderly manner. This in turn is supplemented by rules, regulations for their administration, interpretation and amendment. The second step becomes position classification which explains the individual position of that role within the public administration machinery. It also defines the duties and responsibilities for which the individual holding the position shall be accountable for.

The third step is the process of recruitment. Recruitment in government organization is all about finding the right people for the right job. It involves having good public relations, employment campaigns and effective systems of selection of the people. The next step is the training. Training develops skills and habits and also develops the requisite mental attitude and morale of the civil servants. Training helps the civil servants to carry out their day to day job related transactions with precision, adapt to the changing socio-economic needs, and understand the larger and broader picture of administration and also to make their job interesting and be able to take newer responsibilities.

Next comes, the promotion or the increase in rank or status. It is essential that the employees are provided with timely promotion to develop their talent and increase their morale and motivation levels. While the process means increase in pay grade and responsibilities for the employees, the same process allows the management to select and pick the best suitable person from an available pool to fulfill higher responsibilities. The last step is the pay and service of the civil servants. The salary scales of civil servants are based on several factors like:

Cost of living

Equal pay for equal work

Man-power availability which means that if the manpower for a particular job is in abundance then everybody gets low wages which maintains parity

Legislation like minimum wages act or the Pay Commission's directives in India

Social considerations of accepted difference between the high and the low salaries

Relativity with respect to similar positions in other organization and countries

Regional variation

The service conditions include leave, holidays, hours of work, accommodation, healthcare, working conditions and other miscellaneous aspects. One of the oldest problems that plague the personnel administration in all countries is the liberal seepage of politics in all its aspects. Despite of the attempts of the scholars to separate politics and administration, the divorce exists only in textbooks and on paper. The personnel administration of the public organization has emerged as a triumph of technique over purpose. While the civil servants are selected through rigorous methods of written examination, personal interviews,

scores, the rule of three, split-digit ranking etc., but the question remains whether they actually serve the objectives of the organization. The system which cites itself as based on merit degenerates into a protectionist system. The entrance exams are designed to test competence for jobs at junior levels only and later there is no system of objective evaluation of desired competence level for senior and complex roles. For most parts, these exams rarely test the attitude and seem outdated and redundant to meet the challenges of the current needs. The career growth as well, within the system is based on patronage and politics rather than qualification and merit. The disqualification based on incompetence is rarely ever heard in public organizations and even when it happens, the government bears heavy expenditure for the same. The presence of an unnecessarily large workforce also is a problem with the government organizations. A lean structure in these organizations would mean efficient and timely performance.

### **Functions of Personnel Administration**

The functions of personnel management are the following: It is responsible for ensuring that the organization gets the right type of people (i.e. able, skilled and qualified people), in right quantity (i.e. in sufficient numbers to meet the human resource needs of the organization), at the right time and at the right place to achieve the goals (matlamat) of the organization. It is responsible for using human resources in the most effective and efficient way to reduce personnel costs, to right size the organization and to eliminate unnecessary work. It helps in enhancing employee skills on present jobs and upgrading skills for future jobs, through training and development programmes, to improve the work performance of the employees. It conducts performance appraisal to determine how well

employees are doing their job and communicates that information to employees, agreeing on new objectives, targets or standards and establishing a plan for performance improvement (penambahbaikan prestasi). It provides and rewards employees with equitable pay / remuneration and other benefits and compensation for their contribution towards the achievement of organizational objectives. It maintains positive and harmonious relationship between the management and the employees through handling grievances, disciplinary proceedings, trade unions and collective bargaining process.

**The activities of personnel administration are the following:**

#### **A. Human Resource Planning**

Human resource planning or employment planning or personnel planning is the first step in building an effective workforce in an organization. It is the process of determining future staffing requirements and the skills necessary to carry out the objectives of the organization. This is done by comparing the present supply of people with its projected demand for human resources. The comparison is done to add, reduce or reallocate or reassign employees internally. The aims of personnel planning are to achieve more effective and efficient use of human resources; to attract and retain the best employees with the necessary skills, ability and aptitude and to achieve more satisfied and better trained and motivated employees.

#### **B. Recruitment**

It is the process of seeking and attracting a qualified pool of job applicants to fill job vacancies. A job vacancy may fill from within or outside the organization. Job descriptions and job specifications are important in the recruiting process because they

specify the nature of the job and the qualifications required of job candidates. Methods used to recruit employees include job posting, advertising in various media and executive search.

#### **c. Selection**

It involves choosing from the available candidates the individual who is most qualified to fill the position. Steps in the selection process include reviewing the application forms, psychological testing, employment interviews, reference checking, and medical examination. Based on the information gathered, a selection decision is made.

#### **d. Human Resource Development**

This activity is also known as Training and Development. Training helps the employee gain the specific job-related skills that will ensure effective performance of work. Development is the process of helping the employee grow in his or her career and achieve his or her career goals. Training and development is a means of achieving global competitiveness, improving productivity and the capacity to adapt to changes in the environment. In the public sector, various types of training programmes are conducted to help civil servants to acquire knowledge, skills and develop a positive attitude towards work.

#### **E. Orientation**

Employee orientation or induction is a key part of the training and development activity. It introduces the new employee to the organization - to the requirements of the job; to the social situation in which he or she will be working; and to its norms and culture. Orientations usually include an overview of the organization; policies, procedures, rules and regulations; compensation, benefits, safety and accident prevention, employee and union relations;

and job duties and responsibilities. Formal orientation can achieve significant cost savings by reducing the anxieties of new employees and by fostering positive attitudes, job satisfaction and a sense belonging and commitment. Helping new employees to feel part of the organization can reduce labour turnover costs and improve the profitability and competitiveness of the organization. Post-Entry Training. Post-entry training is given to civil servants after their entry into the service. This type of training is usually given to the new recruits before they take up their job assignments or assume their duties. the aim of post-entry training is to provide the necessary skills and insights to the new recruits and thus prepare them to manage the challenges and shoulder the responsibilities of their job. This type of training takes the form of institutional or on- the- job training or a combination of both. In Malaysia, the National Institute of Public Administration (INTAN), the civil service training center, conducts this type of academic and practical training for the new recruits to the Administrative & Diplomatic Service (PTD). In-Service Training. This type of training is given to serving civil servants either by INTAN or by the government agencies individually or by private professional institutions or local or foreign universities. This takes the form of seminars, workshops, refresher courses, conferences or short-term or long-term management courses leading to a certificate, diploma, degree or post-graduate qualification. This type of training is given to different categories of civil servants. The main aim of this type of training programme is to update the skills and knowledge and to acquaint the civil servants with the latest managerial techniques and concepts.

### **F. Performance Appraisal**

This activity is concerned with determining

how well employees are doing their jobs, communicating that information to employees and establishing a plan for performance improvement. The information obtained from the appraisal process is also used as a basis for making decisions on promotion, rewards or compensation or salary increment, placement, dismissal and training and development needs.

### **G. Compensation and Benefits**

Compensation (remuneration) refers to the cash rewards, such as basic pay, bonuses, merit pay, incentive payments, overtime pay, allowances and annual increments which employees receive for working in an organization. Compensation plays an important part in motivating employees to perform better. Benefits are referred to as indirect form of compensation. They include retirement, life insurance, and disability insurance, medical insurance, annual leave, sick leave and maternity leave. Statutory benefits such as EPF and SOCSO are part of benefits in the public sector. By improving the quality of work life, benefits reinforce the attractiveness of an organization as a place to work and emphasize that it cares about its employees.

### **H. Health and Safety**

Employers are required to provide a safe and healthy work environment free from physical and health hazards such as pollution, accidents and diseases. Health and safety programmes help guarantee the physical and mental wellbeing of employees. Government regulations regarding safety in the workplace are contained in the Occupational Safety and Health.

### **I. Industrial Relations**

This is also called employee relations. Maintaining positive relationships between employers

(management) and employees is an important aspect of human resource management. Industrial relations take a broader perspective, involving governments, industrial tribunals, employer associations, trade unions, industrial law, awards, terms and conditions of work, grievance procedures, dispute settlement, advocacy and collective bargaining. The purposes of industrial relations are to ensure open communication, fair and equitable personnel policies and practices and high work and life satisfaction as these will result in trust, cooperation, commitment and high performance.

### **Importance of Personnel Administration**

Personnel administration is important because: It helps the organization in making the right decisions in hiring competent people developing their potentials and giving them the right motivation to ensure productivity and fair return on the organization's Personnel administration is that part of administration which is concerned with people at work and with their relationships within an organization. It refers to the entire spectrum of an organization's interaction with its human resources from recruitment activity to retirement process. It involves personnel planning and forecasting, appraising human performance, selection and staffing, training and development and maintenance and improvement of performance and productivity. Personnel administration is closely related to an organization's overall effectiveness. Personnel function is crucial in any administrative organization. The organization cannot afford to ignore it. Hence it becomes a basic responsibility of the management, be in the government or in semi or non-government organizations. The changes in the socio-economic environment has its effect on management. The management environment keeps changing due to the changes that occur in the total

socio-economic environment. The political environment also affects the work environment in an organisation. Such changes get reflected in personnel administration.

Personnel are required to perform 'line' and 'staff' functions. Activities directly related to the primary objective of an organization are called as 'line' functions. The 'staff' functions are those which facilitate and assist the performance of line work. They are in the nature of secondary activities and enhance the effectiveness of the line agencies. For example, assistance in processing and supplying the required number of personnel and training and development of personnel are essentially staff functions. An organization cannot function without the assistance of line and staff personnel. At the same time, personnel function cannot be isolated from the rest of the administrative functions. Personnel functions include both line and staff activities in an organization.

### **Conclusion**

Personnel administration with its ever increasing responsibilities has become an indispensable part of management. There is a need for making personnel administration responsible for bringing about innovative changes in the structure of organization, undertaking personnel research and conducting attitude surveys. There is also a need for making personnel administration accountable for formulating cost effective policies and programmes and establishing positive relationship between the organisation and environment. A constantly changing scenario calls for better recruitment procedures, newer training techniques, re-training methods, mid-career training, more coordination between private and public welfare programmes, effective organizational development, better performance appraisal devices and more useful leadership methods. The importance of personnel administration has also increased because, of late, there has been such a

sudden rise in the number and powers of the public services in all civilized countries of the world that the lovers of democratic traditions have begun to look upon them as a new menace to individual's liberty.

1. Personnel management in small and medium enterprises. It will not be the most important or even the most. But it is a management system that will help the business of the organization to achieve or better. Meanwhile it is the part that results in the business not progressing as it should or fails success or failure management often focus on production, finance, marketing, administration, but often overlook the management of people. People in the organization are the cause of the system to follow.

2. Personnel Management It is a simple task. It is a difficult job as well. It depends on the importance of the owner or the management of the organization to manage people effectively owners of establishments or executives at high level. To acknowledge the importance and support.

3. Personnel Management It should be the least formal. Should not make it more difficult, complex and stuck to the form or step is not necessary, but should be the principle. Is a definite course of action for the consideration of various matters.

4. Personnel management in small and medium enterprises will have advantages in terms of text messaging. Participation in Problem Solving as well as creating a sense of togetherness, owner or operator Use this advantage in person management.

5. Personnel management is not fixed. The management style in each organization is not the same. Counterfeiting will not help the management of the people succeed, so adjusting the management

style to suit the situation of each organization should be done. At the same time, the flexibility is modest. It is one thing that should be considered in the management of personnel.

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