

b153991

**THE COMPETENCY OF PROVINCIAL INTEGRATED  
ADMINISTRATION COMMITTEE: A COMPARATIVE  
STUDY BETWEEN UDON THANI AND KHON KAEN PROVINCE  
THAILAND**

**Sukhumvit Saiyasopon**

**A Dissertation Submitted in Partial  
Fulfillment of the Requirements for the Degree of  
Doctor of Philosophy (Development Administration)  
School of Public Administration  
The National Institute of Development Administration  
2006**

**THE COMPETENCY OF PROVINCIAL INTEGRATED  
ADMINISTRATION COMMITTEE: A COMPARATIVE STUDY  
BETWEEN UDON THANI AND KHON KAEN PROVINCE  
THAILAND**

**Sukhumvit Saiyasopon  
School of Public Administration**

---

The Examining Committee Approved This Dissertation Submitted in  
Partial Fulfillment of the Requirements for the Degree of Doctor of Philosophy  
(Development Administration).

Associate Professor..... *Chindalak Vadhanasindhu* ..... Committee Chairperson  
(Chindalak Vadhanasindhu, Ph.D.)

Professor..... *Pichit Pitak* ..... Committee  
(Pichit Pitaktepsombat, Ph.D.)

Associate Professor..... *P. Kamnuansilapa* ..... Committee  
(Peerasit Kamnuansilapa, Ph.D.)

## **ABSTRACT**

**Title of Dissertation :** The Competency of Provincial Integrated Administration Committee: A Comparative Study between Udon Thani and Khon Kaen Province Thailand

**Author :** Assistant Professor Sukhumvit Saiyasopon

**Degree :** Doctor of Philosophy (Development Administration)

**Year :** 2006

---

This research aims to study the competency of provincial integrated administration committee(PIAC): a comparative study between Udon Thani and Khon Kaen Province in Thailand. The main objectives of this research are 1) to assess level of competency between Udon Thani and Khon Kaen province. 2) to assess which components are able to represent competency the best and so on.

The population of study in quantitative approach consisted of 100 provincial committee in Udon Thani and Khon Kaen Province. Usable data were received at 31 from Udon thani and 33 from Khon Kaen, totally 64 committee, representing rest population as 64%. There were 15 key informants per province whom were employed for focus group discussion in qualitative approach.

Since, competency and CEO governor policy are quite new in Thailand, therefore, conceptual framework of this study was developed on the basis of management competency model deriving from competency model of the Office of the Civil Service Commission (OCSC), Thailand and the relevant researches. This study designed research methodology for quantitative analysis through questionnaires survey and qualitative analysis through interviewing key informants who are the important members of the PIAC, and also participated in focus group discussion.

T-test was conducted for testing competency difference. Regression analysis were conducted to assess which factors represent PIAC competency. The 10 components in this study were knowledge of planning, skill of planning, achievement

motivation, service mind, expertise, integrity, teamwork, planning and work system management, development others and leadership.

The research results are as the following:

1. In the assessment of competency level, it found that both Udon Thani and Khon Kaen had all 10 above components. In comparison, Udon Thani had knowledge, service mind and integrity more than Khon Kaen but Khon Kaen had skill of knowledge, achievement motivation, expertise, teamwork, planning with system management, development others and leadership than Udon Thani.

2. In competency difference between Udon Thani and Khon Kaen, it found no different in any kind of components at the significant level 0.05.

3. In the important factors representing PIAC competency, it found different in representative rank between Udon Thani and Khon Kaen but the best was knowledge of planning and so on.

4. For the challenges of provincial integrated administration towards competency based on focus group discussion, it found CEO governor and PIAC confronted with challenges of new public management and required more competency.

5. Suggestions for competency improvement emphasizing on skills in strategic planning, leadership and teamwork development, human resource management and development, integrated management, communication for motivation, conflict management, human relations, public mind, change management, project management and evaluation, learning organization, and good governance.

In conclusion, this study reflected the CEO governor scheme and performance of the provincial integrated administration policy which might cause both advantage and disadvantage up to competency. In addition, provincial officials should have suitable competency to work with the rapid changes under new scheme. Therefore, the more emphasizing competency, the more effectiveness and efficiency appearing in the provincial integrated administration committee.

## **ACKNOWLEDGEMENTS**

Respectfully, I would like to express my deepest appreciation to Associate Professor Dr. Chindalak Vadhanasindhu committee chairman for his expertise, advice, honorable and academic freedom, Professor Dr. Pichit Pitaktepsombat committee for his concentration, monitoring, statistical advice and very concerning, and Associate Professor Peerasit Kamnuansilapa , committee, for his advice, coaching and information fulfillment. With this kindness likely teachers in old Thai culture make me more enthusiasm.

Sincerely thanks for all professors and every officials in School of Public Administration, National Institute of Development Administration which buildt and supported graduate education hereby.

Deepest in my heart serve for the King of Thailand, who is the model of sufficient development administration and moderate well-being. Specially salute for my passed away father and living mother who wait and see my success for such a long time. Closely, my family; wife:Siradee and daughter: Varisara who always walk besides me. Finally, thank everybody who help me to stand and encounter the reality of the world.

Assistant Professor Sukhumvit Saiyasopon

January 2007