



## Self-Development Need Assessment of Public Employees Working for Sub-District Municipalities in Nakornnayok Province

Kessarin Ektawatkul

Voraphon Kongsivavisit

Suchat Utaiwat

Somchai Thammarat

Melisa Mahapol

### Abstract

The objectives of this study was designed 1) to assess the self-development needs of public employees working in Sub-District Municipalities in Nakornnayok Province, and 2) to make use of the findings for human service development.

24 public employees were selected as the sample of the study. The study tool was a set of self-administered questionnaires. The collected data were analyzed using descriptive statistics.

The data analysis has shed light on the following facts: On the whole, the self-development need of the public employees was found to be at a high level. Separately speaking, the dimensions of the self-development need in ranking order (from high to low were training and further studies.

**Keywords :** Assessment Need Self-development

### History and Significance of the Problem

Need for self-development is of paramount importance to the success of administration. Although public employees differ in their need for self-development, organizations are obligated to provide training and development to them. Learning new techniques or ideas is of great benefit to the work performance of the public employees. As is well-known, one of the main tasks of the human resource managers or directors is to provide training to the employees of the organization. As a result of training, employee of organizations will gain better knowledge, capabilities as well as positions attitude toward organizations. Training, education and development are essential to all employees and are conducive to the work performance of employees. In the case of subdistrict municipalities' employees, they are likely to perform their duties with greater efficiency and effectiveness after having received some training. Before the administrative reform, centralization was deemed far more important than decentralization. In the past the limitations of local government were varied and many, some of which were the following: