

Best Practice of Thai Local Autonomy Government: Benchmarking between Thailand and Japan

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Abstract

The purpose of this dissertation is to study, prepare and improve the competency of Thai local Autonomy. It's the alternative way to cure chronicle problems of Thailand, such as politics, social, corruption, economy and so on. However, the decentralization to Thai local government supposes to be analyzed, studied and adapted for Thai culture in the proper ways.

Thus the objectives of this dissertation is to

1. Study about Best Fit for Thai Local government to reach high penitential local autonomy.
2. Study about SHRM to educate and support Thai People for understanding how local autonomy is necessary for their quality of living.
3. Create Best Fit model for Local Autonomy Government's working system.
4. Create tools and measurements of Thai local autonomy.

The studying methods of the dissertation is divided to three parts

1. Top executives deep interview in Thailand and the professor Local Autonomy College in Japan
2. The questionnaires for asking the people who use local Government's services
3. Observing the working behavior of local Government in Bangkok for case study and studying secondary information and document.

The dissertation goals are to guideline and create the proper models of Best Fit and Best Practice of Thai local government for making Thai democracy to be stronger and solve the crisis of politic, economic and social situations that happen in Thailand now.

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Introduction

This dissertation was inspired from the seminar in the topic of “How to improve Bangkok to be the leader of capital city for AEC and globalization” (Udom Thomkosit, 2554). This seminar gave the interesting information about the problems and opportunities that Bangkok supposed to be improved to go to the higher level of the capital city. This article suggested the direction for the readers who interested in continue studying and research to improve the knowledge of this topic for helping Bangkok to be the international capital city. Bangkok metropolitan is cover the area of 1568 km*km and has total of population about 5,702,595 and not include the peoples who do not register in census’s system. This information can confirm that Bangkok can be the international city and the hub of social, politics and economy of AEC and international

However, today Bangkok is facing many problems and has low potential to resolve these problems. Moreover, the problem were accumulated until growing up to be chronicle problems, so this is the right time that Bangkok have to renovate to reach the highest competency to compete with other international cities.



For the strategy of Human Resource Management’s concept, such as SHRM, Best Practice, Best Fit, and other tools, can be used and adapted to identify Best Fit or specific model of management to align vision and mission of local autonomy with public policy. Bangkok is a good case study of the city that needs a specific model for management. This dissertation will collect and analyze the information of all Bangkok’s dimension and design the model of the management in Local Autonomy that match with environment, culture and value of Thailand. Moreover, It will integrate the knowledge of SHRM with local government and public administration and suggest the best fit for Bangkok to improve to be the hub of international city for AEC.

For the concept of local autonomy, the strength of local autonomy can increase capability of problem’s fixing, competition and performance of local government, so both of qualitative and quantitative methodology will be used to support the validity and reliability of the information. The knowledge of SHRM , competency and learning organization will be integrated to improve and increase the level of Bangkok

and local autonomy in Thailand to be international and hub cities like Tokyo, New York, Seoul and so on. All information of the dissertation will be collected from deep interview of in all level of executive and questionnaires in target groups. The information will be used to design and suggest the best fit and best practice for Local Government in Thailand, such as Bangkok.

MAP ROAD OF THE DISSERTATION



If Bangkok or other cities in Thailand have the goal to be the international capital cities, they have to have three types of competencies.

1. As a special local governance function, Bangkok has to have the participation from most of citizen for all steps of administration and management. The most important goal of Bangkok is to support and take care of local people for having high quality of lives for basic needs and to have good governance in local autonomy management. Bangkok has a unique character that different from other basic local governance units and it's not necessary to follow the law of central government. Therefore, Bangkok supposes to focus on the distinctive responsibilities of special local autonomy roles.
2. As the capital city function, Bangkok has to have at least two functions, first, being the hub of public administration such as preparing the place for central government office building and parliament, preparing the place for Bangkok people for reaching local service and participating with any activities. Second, the capital city is the symbol of the country, so Bangkok has to maintain cultures, arts, and any reputation of Thailand.
3. As an international city, if Bangkok want to be a hub of international city, Infrastructure is very important. Bangkok has to have any comfortable services, and activities which were accept by international countries, such as, the hub of communication, transportation, cultures, economic, social and sport. Because of high competency of these, Bangkok will have enough potential to reach to be the international hub city in the world

EXPECTATION OF BANGKOK THAILAND

○ Expectation



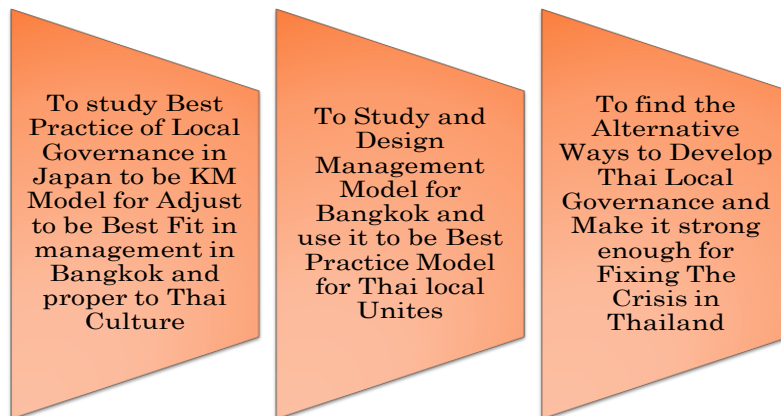
Bangkok CEO and local people have to concern all of these factors and have to improve vision to develop these specific characters together with, first, the city of happiness and high quality of living, second, the elegant city of Thailand, and third, the hub city of civilization both country and international level.

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THE OBJECTIVE OF THE DISSERTATION



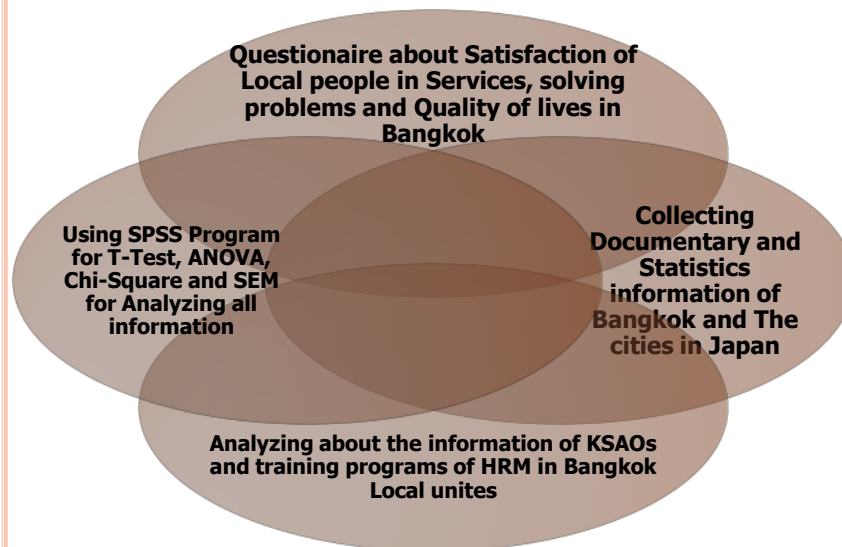
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QUALITATIVE METHODOLOGY



QUANTITATIVE METHODOLOGY



The dissertation goals are to guideline and create the proper models of Best Fit and Best Practice of Thai local government for making Thai democracy to be stronger and solve the crisis of politic, economic and social situations that happen in Thailand now.

THE PRACTICAL KNOWLEDGE AND BEST PRACTICE EXPECTED FROM THE DISSERTATION



The concept of and nature capital city

The most important thing to develop to be the capital city to the right direction is to understand the nature of each capital city's context and find the fit strategy for improving. Usually, International capital city has many unique natures, first, it is the center of all activities in each country, such as central of government, central of business and economy, central of hiring, information and benefit. It is not only the

center of opportunity, but also the center of problems of whole country. Second, it is the door of country to open to international relationship, so it has the status of the hub to connect to other international cities. Third, for the capital city's status, the more benefit and opportunities, the more complexity of problems and conflictions and competitions. Forth, the capital city is the center of many kinds of problems such as population, traffic, prostitute, crime, illegal protest and corruption.



Because of these reason, the concept of capital city management has to focus on the present and emergency problems. Preparing to increase competency for all dimensions to increase potential of services and solving problems is very important. On the other hand, if the capital city has low quality of competency for solving the problems it will be ruined and declined by overwhelming problems.

The concept of solving problem and developing for capital city

First, All service and solving problems have to focus on people for increasing quality of lives, not serving on politics or government's officer or other opposite policy.

Second, the key succeed of public administration and democracy is the quality of lives and the people's participation.

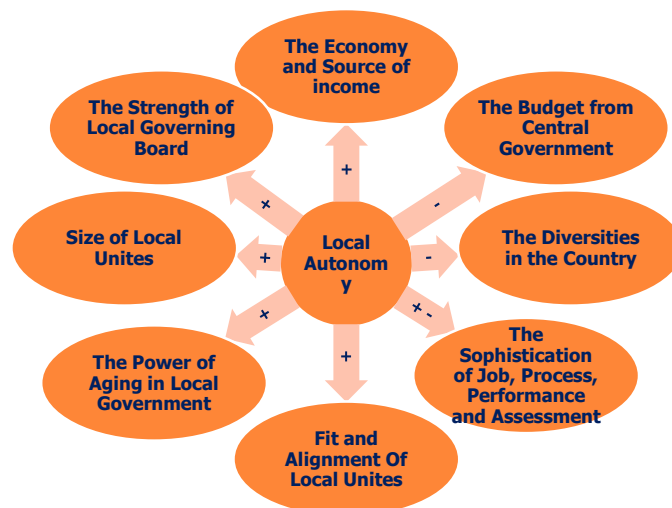
Third, Local people have to be a part of policy making. Efficiency is the principle and objective of public administration. It counts on the economy of scale in the unit of management. Therefore, the management of capital cities has to fit on scale or size. If the scale is big and not fit, they will have the problem in flexibility for working and the participation of people. Usually, the smaller, the more flexible and the more participation.

Fourth, the principle of local autonomy bases on the principle of solidarity and subsidiary of local governance unit, because each unit has to work together and align with all activities. If it does not align, the management and the service will not efficiency, so the organization structures and designs have to support all local units' integration both horizon and vertical level.

Indicator of the fit size of organization is the flexibility, because it depends on situation and environment of each organization. For example, In France, the indicator of the fit size counts on the unique character of each unit and the efficiency of public

services. In Japan, most of communities are the cities' communities and Japan has a strong culture of efficiency's principle, so the local units of Japan are merged for having bigger size of economy scale.

LOCAL AUTONOMY: THE ALTERNATIVE OPTION FOR SOLVING THE IMPORTANT CRISIS IN THAILAND



Financial System of Local Government in Bangkok

Financial is the key of succession of management and solving problems. High potential of fiscal system bring about not only having enough incomes, but also participating of people and efficiency of using money from tax.

However, the fiscal system of Bangkok is still weak and depends on central government's budget. The point illustrates the low ability to improve local autonomy in all aspects of management. Moreover, the incomes of Bangkok is very low when compare with other capital cities, so it impact Bangkok on lacking potential for handling services and problems. The problems will increase everyday if Bangkok still has low level of local autonomy and depend on central government.

The best way to fix this problem is fiscal decentralization and high autonomy levels enough to handle problems by themselves.

The status of law

All capital cities have special law, so they have strong status approved by metropolitan law. If local government has the law that aligns to basic need of them, it will fit to manage itself to what local want. This is the important reason that Bangkok should have opportunities to be a part of making its local law.

The management system

Bangkok should decrease bureaucracy system, improve local government system and down size organization. All systems in organization should be professional like business system. Moreover, the objectives of Bangkok management have to focus on the benefit of local people, the participation of local people and vision for future's improvement.

Literature review and theories for improving the knowledge of this dissertation

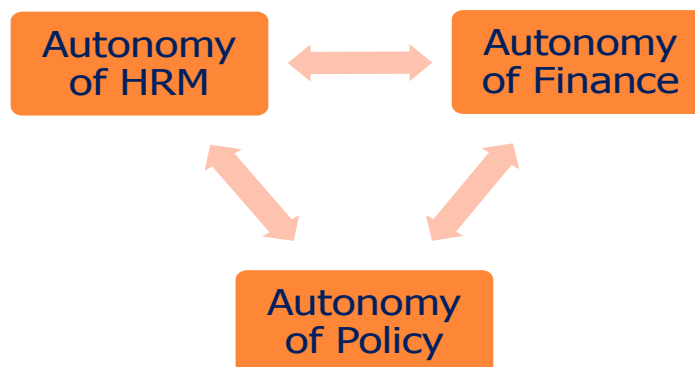


The Local Autonomy

Local Autonomy is the independent that local units can manage themselves without interfering from central government. There are three areas that it covers.

1. Human Resource Management Autonomy
2. Fiscal Autonomy
3. Policy and Law Autonomy

LOCAL AUTONOMY: THE ALTERNATIVE OPTION FOR SOLVING THE IMPORTANT CRISIS IN THAILAND



Conclusion

This dissertation bases on three steps.

1. Literature Review to get idea to bring about the best model for Local government

1.1 Local Government Principles

1.2 SHRM, Best Practice, Best Fit and Knowledge Management

1.3 Human Resource Management for Local Government

Studying Best Practice of Local Government in Japan and Thailand

Benchmarking Local Government Thailand with Japan

Analyzing all information for making Knowledge Management (KM)

Suggest the Best Fit Model for Thai Local Government

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