

CHAPTER I

INTRODUCTION

In Thailand Human Resource Development was considered as one of the priority issues by the government, within the framework of the Seventh National Socioeconomic Development Plan. In this plan the emphasis is laid on “human being” as the center for the development which aims to ensure development of people in the society with regard to respective potentials, so that everyone has a better chance to acquire appropriate knowledge and skill to contribute to national development.

In order to fulfill this national goal of human resource development for health, the Human Resource for Health Development Project was formulated. This is a joint project of the College of Public Health, Chulalongkorn University and Praboromarajchanok Institute, MoPH including consultation with Health System Research Institute (HSRI). This project was formulated to provide a program of integrated Human Resource Development (HRD) and Health System Development (HSD) for master Degree of Public Health by studying at the work place for local health personnel at the provincial level. This project is planned for 10 years and the pilot project will start in June 1996. The curriculum for MPH course is in the process of formulation. Since this course is different from the other MPH courses, there is a need to find out the learning objectives in terms of competencies. As I am involved in this project, I would like to propose a study to find out the required competencies for this course which can be used as curriculum objectives and as indicators for evaluation of the MPH graduates. My responsibilities are to assist in management of the project in terms of planning, monitoring and supervision of the project activities. I will also be involved in the resource mobilization which includes manpower, money and material required this project.

This study has been divided into four parts, which are:

1. an essay on competencies required for MPH graduate, in which the issue relating to Human Resource Development and competencies are discussed
2. the proposal, a proposed study to find out the list of competencies required for MPH graduate which can be used for curriculum development and evaluation of the MPH graduate
3. data exercise, in which the finding of the pilot study which was conducted to test the instruments of the proposal are discussed.
4. the presentation, in which the overall view of the research study was presented to the committee, for details see Chapter 5.
5. bibliography, the references used for this study with the summary of the content is listed in this chapter.

The need for Human Resource Development (HRD) in health is one of the priority areas for the country. In order to improve the capacity of human resource for health both in terms of quantity and quality, the Human Resource for Health Development Project has been initiated. This project aims to support public health personnel at the provincial level to complete MPH course by studying at the workplace. Since the course will start soon, there is a need to formulate the curriculum based on the required competencies for the MPH graduate.

A study has been proposed to find out the required competencies for this course by incorporating the views and perceptions of the various stakeholders. In this study the competencies from other organizations and institutions have been used as a guideline. A pilot study has been conducted to test the instruments of the proposed study. Based on the result of the pilot study, the instruments of the proposed study will be modified accordingly.

This project is expected to benefit the HRD in health by providing better opportunities to the public health personnel at the provincial level for their capacity building. At the provincial level, there may be lack of facilities, training opportunities, time, etc., which limit the capacity building of public health personnel. Through this project which is based on studying at the workplace, the

public health personnel at the provincial level are expected to get more opportunities to improve their capacity without having to discontinue their works or go to the other places for training. Since the training is conducted at the workplace the outcome of the training may be relevant for further improvement of their works. Such a training may be appropriate for the present situation, as there is a lot of demand from the work on the public health personnel. This course will finally contribute to the development of human resource for health in terms of work related training and increasing the number of qualified public health personnel at the provincial level.