The Political Changes Affect Leaders of Government Agencies:

Case Study of Royal Thai Police Between 2006 – 2014

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Abstract

The purposes of this research were 1) to study the political changes affecting the leaders, 2) to study the leadership styles of the organization development of the Royal Thai Police, and 3) to compare the leadership styles of the National Police Agency Development Organization that are suitable during the period of political change between 2006 – 2014, as qualitative research in interview form as a tool that has been checked by experts. The key informants consisted of a total of 7 police commanders, analyzed and described. The results showed that Political changes between 2006 – 2014 are divided into 5 eras: 1st Generation "Demand for a political power to gain benefits" Season 2 "Social Structural Conflict" Season 3 "Conflict Management" Season 4 "Ustice in the Legislation" and Season 5 "Crisis" Comparison of Leadership Styles of the National Police Commission during the period of Changes to the way that the political changes that occurred mainly in the form of leadership, the situation is most affected when the government changed the national police leadership changed too that have to change the methods and behavior in managing past political problems. Which must lead the strategy and new management systems used to solve problems and seek new ways in solving problems as well as receiving support for tools and suitable budgets for the work of subordinates in order to create motivation and morale in the operation.

Keywords: political change; government agency leaders; Royal Thai Police

Introduction

National Police Agency or former police department is the source of justice consisting of the police, prosecutors, courts, and corrections. With the duty of police officers in performing duties to prevent and eliminate crime to solve the problem of narcotics, social problems, terrorism need to use knowledge, ability, intelligence, courage. Devote or even have to take life to exchange to create peace for the society as well as build confidence in life Public property instead of receiving compliments and glorify (Somyot Kiatnant, 1996)

In addition, there are cases of arrest and suppression. Police officers under the Central Investigation Bureau that is the news. That there is a circumstance in the performance of duties together calling for benefits from the appointment of police officers tribute and benefits from the illegal oil trade which is another example that only found wrongdoing but causing great damage to the image of the police industry in modern times, new government administration has been adopted by improving the paradigm to improve operational processes. Combined with the knowledge that the "police" has carried on from the past in order to respond to the needs and expectations of civil society effectively and with results by the participation of the public sector in order to balance and inspect the work of the police which will lead to transparency trust and cooperation is the cornerstone of development at various levels. The development of the "police" organization will help to change the paradigm of culture, values, and change in working methods. And work process including police behavior in order to achieve efficiency and achievement of mission or objectives the driving force will require a unit of the operational level that is ready to put the policy into action. (Paitoon Sittiboon and Atiporn Gerdruang, 2019)

From the problems that occur which are increasingly corroborating the organization, in addition to affecting the image of the police created unbelief for society also causing problems in the performance of the police officers as a whole which affects morale since most problems are caused by influential groups who have the power to interfere with personnel management. Migration appointments without rules and moral system using money and exchange benefits to hold an important position without knowledge and ability transcend the senior system the upperclassmen passed over their heads, but the seniors lacked knowledge. Use the cabling system to advance with the power of political influence to interfere with the appointment of personnel management in the whole system by changing National Police Commissioner. The supreme leader of the National Police

goes out to change people appoint people of their political parties .The study of leadership in the era of various political changes that are starting from the political unrest in the year 2006 onwards, by choosing to study from the commander of the National Police who is in the position of directly (Excluding acting positions) and a leader in an elected government era only, reflecting the state of peace and unrest caused by changing political stability in the period 2006 – May 2014, which was a period of political diversity as well. In this era, there are 5 people from the elected government, each of whom has different leadership. Differently Under that political change Leadership of the National Police Commission during the period of political change what kind of leadership is necessary to drive the Royal Thai Police to proceed in order to create peace for the society. As well as able to create security for the whole life and public property as the meaning of the word "Police" that must adapt to the situation.

Research Objectives

1. To study important political changes during 2006 – 2014

2. To study the model of the development leaders of the Royal Thai Police suitable organization during the period of political change between 2006 – 2014

3. To compare the leadership styles of the national police commanders during the period of political change between 2006 – 2014

scope of research

scope of Content

In this study, the researcher studied 2 main issues: political change affecting the leaders of government agencies. And the leadership of the National Police Commander during the period of political change between 2006 – 2014, which has been studied from documents (Document Study) by studying and researching from books Educational documents, articles, thesis, government documents Government regulations Various research reports Related The concept of political change. Leadership theory Theory of Change Leadership (Transformational Leadership) administrative context of the Royal Thai Police National Police Act (No. 3) 2015 and related research

scope of Area

The leaders of the government agencies that study this time are the Royal Thai Police. Which is a department with a chain of commanders from political positions which the Royal Thai Police directly attaches to the Prime Minister's Office.

Population boundary The population used in this study was the National Police Commissioner and the former 5 National Police Commissioners during the elected government, which served as the National Police Commissioner during the period. 2006 – 2014

Literature Review

Bass (1990) leadership concept that divides good leadership qualities the good qualities of a leader affects faith. Trust of followers subordinate affects the command In order to achieve that goal of the organization and the success of the work. Bass explains that the characteristics of leaders to consider include external or physical and physical characteristics. Social and intellectual characteristics and management features of work performed and assigned with details as follows Leadership characteristics, which Wirot Sanrattana et al. (2018) indicate that at the beginning of the 21st century, for example, the century of awakening for changes in various academic fields and in a variety of paradigms as is the case in the field of leadership, there are academics and departments interested in bringing the characteristics of leadership for the 21st century, which the authors have synthesized, show that they have the following important characteristics: a vision for change. Have cooperation with empowerment There is a provision and service Have imagination and innovation, learn together with community building there is a network construction. With a joint lead have strong communication have personal or professional progress management flexible these are the characteristics that reflect the meaning of the integrated leadership between the basic concepts in order to achieve success with others. And meaning based on ideas for change and for a better future it is a feature that must be coupled with management features. Complement each other not separated because it will create more problems than solving the problem.

Research Methodology

In this study, Use this Qualitative research by documents (Document Study) by studying from books educational documents, articles, thesis, government documents Government regulations

various research reports related to the concept of political change. The leadership theory of change Leadership (Transformational Leadership) administrative context of the Royal Thai Police Act (Issue 3) 2015 and related research and in–depth interviews, which study the issues of political change affecting the leadership styles of the Office. National Police.

Key informants by interview Consists of a total of 7 police commanders. For this study, only 5 people were chosen as this is not included the national police commander is in the position of the guard because the commander in that position cannot clearly specify the age of the guard. When to guard and when will those who actually perform their duties come. Therefore making the policy formulation in line with the previous policy to ensure uninterrupted operation which sees that the commander at the guard has no full power to change administrative policy.

The area the leaders of the government agencies that study this time are the Royal Thai Police. Which is a unit with a chain of command from political positions that the Royal Thai Police directly attached to the Prime Minister's Office.

The instrument used in the study was an in–depth interview form. Inspecting the equipment with 5 experts, the result shows that the questions are easy to read and understand. Cover objectives the data has been analyzed and presented in a descriptive way.

Findings Research

Summary of the review of documents and in–depth interviews summarizes the objectives as follows:

1. Major political changes between 2006 and 2014 showed that the 1st generation of "political power needs to gain interests," that is, requires political power to gain interests in relation to politicians' corruption. Corruption in order to gain power, and when power is used in the wrong way in many cases, these issues have expanded to public political issues that cause serious conflicts in society, such as anti–Thaksin rallies and the 2006 coup and the political situation of the military government. Era 2 "Social Structural Conflict" That is to say, it is the most formed political conflict pattern. Most benefits there are differences in social structural conflicts. Between the labor groups, Middle–class groups and elites and monarchy issues. Conflicts on the other side it's not clear. Therefore, those with state power should pay attention to the issue of the people of all levels. From the aristocracy, the state department should solve the problem of all elites. The solution of each

group must not cause an impact during the class or may have minimal impact. In terms of justice, the inequality of the authority to participate in the country's governance. Economic inequality the 3rd generation of "conflict management", that is to say, there have been several methods of implementation, including the use of the law, such as the issuance of the law, the emergency of every government at the time, trying to mediate, but not achieving objectives, should use the right method to manage conflicts by separating conflicts in groups: management groups and people by analyzing how to design each solution process, which may require a different approach to maximizing efficiency. The 4th generation of "justice in the framework of the law" is that behavior is a form of overcoming. Each of the parties, the reconciliation model, cannot be used. In terms of the form of consent, no one or any party can effectively successfully manage Thai political conflicts. The 5th generation of "faith crisis" said the conflict had expanded, so it was impossible to bring the same way that it had used to resolve the political conflict in the past because of a lack of confidence in the party as a group of politicians, not believing that there was justice. There are morality and ethics that will come together to solve conflicts that arise. Sincerely, it is necessary to improve ourselves so that people involved in politics should be improved. It can be removed from the crisis of faith and can restore confidence to trust and trust.

2. The leader of the development of the National Police Office Organization appropriately during the political transition between 2006 and 2014.

It found that the first generation of corporate development leaders to develop organizations in this era found that leaders behave mismanagement, a process in which leaders influence followers and associates by changing trans formal leadership. As a result of the gathering, more than 700 people have been killed, with leaders desperately trying to control the most peaceful events that should be treated most likable. Thaksin's government has become a security government," which is an intensifying point of a political movement, but in management under pressure circumstances does not mean that success or peace in crowd control can be calmed down, which is certainly not guarantee able. Leaders with one particular feature may be productive in one scenario (Trait leadership theories), which if the assembly lasts longer, management in a way is ineffective. But the obvious solution is situational or Contingency Leadership Theories, which facilitate decision-making. There have been inquiries. Communications 2 way or listen to the story the problem from the follow-up provides assistance in both direct and indirect areas. This enables the operator to be fully knowledgeable, competent, and efficient when violence occurs.

The 2nd Generation of Corporate Development leaders from social structural conflicts found that society is clearly socially divided. This includes a way of solving problems that don't exactly spot the social elite, which will form a growing accumulation of problems. In an era of change under the leadership of the military government, it is clearly caused by the casting and political participation of the public sector. The rally was dispersed by soldiers and police, where the rally was increasingly protracted and intensifying, but the violence was controlled by the crowd. Leaders in this situation need to persuade their colleagues to look beyond their interests. To the benefits of a group or society (Trans formal leadership) and realize the motivation, communication, relations, and use of influence, decision-making. Targeting the quality control and performance of the target (Behavioral Leadership Theories), which, if managed under limited time, the leader can control the situation of the organization. (Situational or Contingency Leadership Theories)

The third generation of corporate development leaders, the leadership attributes aimed at success, should have the right attributes, and in line with the situation, will help leaders become more productive (trait leadership theories, which in control of the crowd, the leaders have a strong relationship of leaders and good-based people, and the structure of the work is clear. Leaders can control the situation of the organization (situational or Contingency Leadership Theories) and exchanges will help members be satisfied with their work (transitional leadership Theories), which reflects the group's effective leadership. Attitudes of the followers and the quality of the group process rise (Akpong Sukat and faculty, 2017).

The 4th Generation Corporate Development Leadership Model, a common leadership situation, must be shared. Develop your colleagues' abilities to a higher and more potent level. Leaders can take directions with organizations through all situations (transformational leadership), as well as change if the era or government changes, but that change must remain clear, the structure of the work is clear. Leaders can control the situation of the organization (situational or Contingency Leadership Theories).

The 5th generation of corporate development leaders from the faith crisis at this time found that the safety of both parties requires the most ingenious tactics to make the right decisions and align with the situation and must be the most productive in this situation (trait leadership theories) and use decisively decided influence to control the target and aim to dismantle the assembly (leadership behavior). In order for leaders to control the situational or Contingency Leadership Theories and be careful and control the situation as soon as possible as if the environment or situation

becomes more severe, control or solution will be slow due to the unstable environment (transformational leadership theories).

3. Compare the leadership model of the National Police Commander during the political transition between 2006 and 2014.

The 1st generation of "political power needs to gain interests," including 1) As a result of the gathering, more than 700 people have been killed, with leaders desperately trying to control the most peaceful events that should be treated most likable. Thaksin's government has become a security government," which is an intensifying point of a political movement, but in management under pressure circumstances does not mean that success or peace in crowd control can be calmed down, which is certainly not guarantee able. 2) Trait Leadership Theories found that leaders with one specific feature softened in a situation, which, if the assembly lasts longer, management with a method inevitably does not work, 3) There have been inquiries. Communications 2 way or listen to the story the problem from the follow–up provides assistance in both direct and indirect areas. This enables the operator to be fully knowledgeable, competent, and efficient when violence occurs. The second era of "social structural conflicts" includes 1) Trans formal Leadership, finding that leaders in this situation need to motivate their colleagues to look beyond their interests. 2) Behavioral Leadership Theories found that they were aware of motivation, communication, relations, and the use of influence, decision–making 3) Situational or Contingency Leadership Theories found that if the leader under the situation could manage under limited time, the leader will be able to control the situation of the organization.

The third generation of "conflict management" is 1), trait leadership theories, find that the leadership attributes aimed at success should have the right attributes and in line with the situation, which will help leaders become more productive. 3) Transformational Leadership Theories found that this exchange could help members be satisfied with their work to achieve their goals.

The 4th generation of "justice in the framework of the law" includes 1) Trans formal Leadership, requiring greater and more potential to develop their colleagues' abilities. If the situation is unstable or constantly changing, leaders can take directions with organizations through emergency situations in any situation. 2) Situational or Contingency Leadership Theories found that as well as changing if the era or government changed, the thing must remain in the structure of the work clearly. Leaders can control the situation of the organization.

The 5th Generation "Faith Crisis": 1) Trait Leadership Theories found that it was in line with the situation and needed the most effective in this situation. Situational or Contingency Leadership Theories to allow leaders to control the situation of the organization 4) Trans formal leadership theories and be careful and control the situation as soon as possible, as if the environment or situation becomes more severe, control or solution will be slow due to the unstable environment.

Discussion

1. Major political changes between 2006 and 2014 were found to be comprised of the 1st generation. The desire for a political power to obtain the "interests" leadership creates a "trust atmosphere, listening, communicating with employees, supporting and assisting in encouraging learning, leadership, and staff participating in the same targeting, including vision communication, policies, values, understanding and clarity (Marquardt and Goldson, 2010), era 2, social structural conflict, 3rd era, conflict management, 4th–era conflict, justice in the framework of the 5th–generation crisis of faith.

2. Forms of development leaders of the National Police Office are appropriate during the political transition between 2006 and 2014, finding that the first generation of corporate development leaders was to form the leadership of the development of the organization in this era. As a result of the gathering, a large number of participants have made the leaders take the effort to control the events as much as possible, the second generation of corporate development leaders from social structural conflicts, finding that society is clearly socially divided. As well as the unmatched solution of the social class. The era of change under the leadership of the military government is clearly caused by the casting and political participation of the people. The rally was dispersed by soldiers and police, where the rally was increasingly protracted and intensifying, but the violence was controlled by the crowd. The third generation of corporate development leaders, the leadership attributes aimed at success, should have the right features, and in line with the situation, it will help leaders become more productive. The 4th Generation Corporate Development Leadership Model, a common leadership situation, must be shared. Develop your colleagues' abilities to a higher and more potent level. It raises awareness of the group's mission and vision. The 5th generation of corporate development leaders, the most important thing to realize is the safety of both parties, requiring the most ingenious tactics to make the most appropriate decisions and in line

with the situation and the most productive, which Wana Pisitsupamit has conducted a leadership-style study of the performance of the Thai civilian bureaucracy, the study found. 1) The leadership of senior executives in the Thai civilian bureaucracy is no different. 2) The performance of senior executives in the Thai civilian bureaucracy is no different. 3) Core performance has a positive relationship with the leadership of senior executives in the Thai civil bureaucracy, and the core performance influences the model of the leader, namely a vision of morality and ethics. Communication, analytical thinking, system ideas, and initiatives and innovation 4) performance in a positive relationship with the model of senior executives in the Thai civil bureaucracy and the performance of the leadership's influential duties include resource management, organizational management, strategy planning and cultural creation organization (Wanna Pisitsupamit, 2007)

3. Compare the leadership model of the National Police Commander during the political transition between 2006 and 2014.

1st Generation 2) Leadership 3) Leadership Attributes 3), Leaders of The Situation, which leaders influence dismembered and helped the group to successfully implement activities according to the goals set (Aukkapong Sukkamart et al., 2017), the second era of social structural conflicts. Consists of 1) 2 change leadership behavior 3) leaders according to the situation. The third generation of conflict management consists of: Leadership features, leadership based on situations, reform leadership The fourth generation of justice in the framework of the law consists of Change and situational leaders The 5th Generation of Faith Crisis consists of: Leadership Features Leadership behavior, leadership based on the situation, the reform leadership, which matches Victor J G, et al, said the leadership of change was influential. Positive towards corporate potential through corporate learning and innovation (Victor J Garcia Morales. et al., 2012)

Conclude

Political changes between 2006 – 2014 are divided into 5 eras: 1st Generation "Demand for a political power to gain benefits" Season 2 "Social Structural Conflict" Season 3 "Conflict Management" Season 4 "Law Justice" and Season 5 "Crisis of Faith"

Comparing the leadership styles of the Royal Thai Police Chief during the period of political change, it was found that most of the political changes occurred in the situation of leadership styles. That when the government leaders changed the National Police Agency also changed the leaders

have to change the methods and behavior in managing past political problems Which must lead the strategy and new management systems Used to solve problems and seek new ways In solving problems as well as receiving support for tools and suitable budgets for the work of subordinates in order to create motivation and morale in the operation.

Research Recommendations

Policy recommendations

In terms of policy, the study of related agencies should in addition to studying leadership in political change situations to study leadership in government, agencies techniques should be studied or the process to deal with the occurrence of political events assembly breakdown technique Personnel training for specific competencies and expertise. Create work process Performance behavior modern tools and equipment and budget allocation according to the situation that has changed in unison.

Academic suggestions

The results of the study Should be extended to get deeper information, data should be collected from the public and additional groups of stakeholders to complete that information and lead to the development of political leadership in the future

New Knowledge and Research Recommendations

Political changes affecting government agencies leaders a case study of the Royal Thai Police between 2006 – 2014, discovered leadership characteristics behavior leader Leaders in each period have the knowledge of political science that is useful for education in order to know the type of leader who is acting as an executive. Guides to cause the prosperity or recession of Thailand. Good leaders lead the organization to achieve their vision. And will benefit the nation If leadership is the leader of the nation Having this qualification will forward the development of the country in the future.

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