

APPENDICES

APPENDIX A

In-depth Interview Guideline for Interviews

with the Head of Planning Sector CPHO.

1. What are the important issue from situation analysis of Planning Sector, in your opinion?
2. Do you have any suggestion regards the way or method to solve problem or develop planning personnel?
3. Do you agree with “Situation Analysis of Developing Strategic Planning for Improving The Expected Capacity of Health Personnel in Planning Sector” project?
4. What are the important factors to develop capacity of planning personnel?
5. If planning personnel would like to develop themselves accompany with sector’s problem solving. Will you support them, if yes, how do you do?

APPENDIX B

Focus Group Discussion with 5 key personnel in Planning Sector CPHO.

Date of conducting focus group discussion:

Time started:

Time started:

Moderator Name..... Recorder
Name.....

Participants List

No.	Name	Age	Sex	Function
1.				
2.				
3.				
4.				
5.				

I. Guideline for conduction focus group discussion

There are two people will conduct the focus group discussion with 5 key personnel in Planning Sector. One is moderator and another one is investigator and responsible for note-taking.

Task of moderator:

- Guide the group using the question guideline.
- Politely stop people who talk to much and encourage those who less talk
- Patiently bring the discussion back if the group has gone out of the subject

Task of note-taker

- Observation of the group activities
- Taking notes

Instructions:

- Greeting to the group
- Introduce to each other between moderator, investigator and participants
- Explain the purpose of focus group discussion

II. Question guideline for focus group discussion

1. From SWOT analysis, what is the first priority of planning sector's problem which should be solve?
2. What are the criteria for problem's priority setting in your considering?
3. What are the appropriate ways or method used to solve problems and develop capacity of Planning Sector?
4. If necessary to apply strategies to develop capacity of Planning Sector, would to like to joy the project? How do you do?

APPENDIX C**The Questionnaires with health personnel in Planning Sector CPHO.****I. General questions:**

1. Identification Number
2. Sex: Male (M) Female (F)
3. Age (Years)
4. Position level:
5. Working experience (Years)

II. This questionnaire is designed to evaluate the level of satisfaction among planning personnel towards the pattern of organization's development.

Instructions: Please put ✓ to indicate your opinion the column provided below.

No	Details	Opinion		
		Agree	Not sure	Disagree
1.	You understand objectives and realize benefits of this pattern which is utilized for personnel development planning			
2.	Do you think that the brainstorming to assess the needs for the development is appropriate with situations and the outcome of the brainstorming can be used to develop patterns and strategies which are accepted from staff?			
3.	The development pattern designed for problem-based learning and learning with resource persons including internal facilities is appropriate and feasible.			
4.	Issues which are prioritized in order of importance for learning are appropriate for the situations in Planning sector.			
5.	The instructors are suitable with his/her duty in terms of knowledge and capability.			
6.	The head sector participates and supports the implementation of activities			
7.	You have acquired knowledge and more in-depth understanding in problems in routine work after attending the class.			
8.	You can apply knowledge to practice and feel that you are more efficient			
9.	This pattern of development would be more efficient if it is implemented appropriately with situations			
10	Do you satisfy with this development pattern and are you willing to proceed with it?			

CURRICULUM VITAE

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