

Program for Advancing Strategic International Networks to Accelerate the Circulation of Talented Researchers
Japan-ASEAN Collaboration Research Program on Innovative Humanosphere in Southeast Asia:
In search of Wisdom toward Compatibility Growth and Community in the World

Report

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Name: Yin Soriya

Institute/University: Royal University of Phnom Penh

My name is Yin Soriya. I am a lecturer at the Royal University of Phnom Penh (RUPP), Cambodia. I was a visiting scholar for three months to the Center for Southeast Asian Studies, Kyoto University, Japan. I found my three-month stay in Kyoto University was very fruitful and meaningful that I could complete my research paper.

My paper reported the current status of perceived Cambodian public organizational capacity which I surveyed among three hundred and sixty eight local public officers from five provinces in Cambodia. Using structural equation modeling, the paper conceptualized and tested models of organizational capacity which is hypothesized to be defined by seven organizational dimensions including communication, international governance, leadership, finance, human resources, accountability and project management, each of which is defined by its indicators.

Overall, the study found that the perceived capacity of Cambodian public organizational capacity was fairly good in terms of communication, internal governance, leadership, and finance. However, human Resources accountability and project management capacities were reported to be weak and need improvement. The proposed model with the seven organizational capacity dimensions and forty five indicators was not accepted and had to be modified and reduced to five dimensions with twenty one indicators to have an acceptable and good model fits. Internal governance and accountability were removed from the model due to low factor loadings and poor validity.

The study provides empirical support on dimensions and indicators of organizational capacity and advances our conceptualization and understanding of their relationships in the context of developing countries and Cambodia in particular.



Photo 1 Organizational Capacity Training for Provincial Public Officers in Stung Treng Province



Photo 2 Group rotation presentation on organizational dimensions in Stung Treng province