DEVELOPMENT OF HUMAN RESOURCE IN SUANSUNANDHARAJABHAT UNIVERSITY: CASE STUDY NAKHONPRATHOM EDUCATION CENTER

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Abstract- The purposes of this study where to: 1) Study the level development of human resource management in NakhonPrathom Education Center SuanSunandhaRajabhat University. 2) To compare development of human resource management in NakhonPrathom Education Center SuanSunandhaRajabhat University by role in NakhonPrathom Education Center. 3) To investigate the relationship between human resource management all the seventh level / Human Resource Management development results. and 4) The proposed approach to development of human resource management in NaknonPrathom Education Center SuanSunandhaRajabhat University. This was the quantitative research using questionnaire, the samples used were 4administrators, 26 officers, 1O laborer selected by purposive sampling technique. The instrument was questionnaire. Data was analyzed by frequency, percentage, average, standard deviation One-Way ANOVA and Pearson correlation. The research results were as follows: 1) Levels development of human resource management in NaknonPrathom Education Center SuanSunandhaRajabhat University. in overall and in each aspect were in medium rate the average score from descending include compensation and the other benefits averaged the highest. followed the staff relations, selection, safety and health, recruiting, development and planning. 2) the role in NakhonPrathom Education Center as well The development of a human resource management different 3) Correlation between human resource management in NakhonPathom education center with the / level of development. human resources management in NakhonPathom education center Overview is not related. 4) Recommendations for development of human resource management in NakhonPrathom Education Center Key issues as follows. The first, Care compensation and other benefitsof employees.The second. Increase opportunities for staff development to achieve maximum efficiency in the work. The third, Events for employees to improve employee relations.

Keyword- Development, Management, Human Resource

I. INTRODUCTION

Human resource management is very important to the organization, because human resource is a key factor in the organization. The organization will complete the objectives effectively; agencies need to have qualified personnel in the appropriate amount of work. So, human resource management is one important factor in the administration that personnel are provider and use other resources such as money, equipment and management. If the organization starts with a personnel that have the ability, other factors will be well followed. Therefore, human resource management is important to develop a quality of life work. The primary missions are planning, design, analysis, recruitment, selection, personnel evaluation, training and development, compensation, health and security and employee relations. These are the duty of all level managers to be responsible for human resource management.

Currently,human resource management has become increasingly important to do more to organizations in both the private sector or in government agencies. Whether the organization will change in any way, it must involve people. A measure of the sustained success of the organization depends on 'the quality of the people' in that organization.

Before the organization begins to realize the importance of human resource management, the individuals had been seen as inputs or labor. But today, people have been redefined to be 'human resource'. Department that charge about people in the organization, it is changing the role of 'management and administration' to 'human resource management strategy' and changing the immediate to the offensive strategy to fully and consistently in the long term.

Among four administration factors: human, financial, equipment and management, human is a valuable resource and important because human intelligence that can be applied to other resources such as money, materials, equipment and processes in other functional results. In addition, human has creative thinking and can invent an innovation but other factors cannot dothese. For the hospital which is the entity that provides one requires a lot of human resources with various skills to customers. It found that most hospital services cannot use any tools or machines to replace human. Hospital services need to be available 24 hours, so the management of large numbers of people with diverse professional skills and the ability to provide customers with quality and continuous. All hospitals need to make a good human resource management. Hospital administrators should learn the meaning and importance of human resource management.

Human Resource Management once was regarded as a "personal management" which had more limited meaning and it was considered as a process that accumulated all the authorities of the organization

including the activity, program and policy that related to accepting process of the employers, caring of them, quitting their jobs and also storing their information. So that the way of how "personal management" being worked tended to be about service and general affairs. After that, "Human Resource Management" was gradually acquainted due to the concept that humans were valuable resources. They couldn't be replaced by any kind of machines consequently humans became the significant factor that leaded an organization to the achievement. Mankind have their individual intellectual, they own their consciousness and soul so that Human Resource Management is different from other resource management because the administrator requires to comprehend their employers, respect and treat them as human all along with considering their independence, impartiality, security and quality of their life. The aim of the management is to emphasize on adding more value by using the potentiality of human in order to stably achieve the objectives of the organization.Therefore, Human Resource Management directly relates to activity, program and policy which it is more profound than "Personal Management".

In the period of intense competition, Human Resource Management in each organization needed to be extremely adjusted because the flow of switching that happened at all times. In order to efficiently manage human resources, the organizations will consider the management structure and makes it more suitable to the circumstances. Building the foundation of company will need to improve "Job Analysis", "Job Specification" and "Job Description" which accord to the core competency. The modern developing and selecting process by using the internet will allow the company encountering with high potential human resources in the level that the competitors cannot reach. Even though, developing human resources is considered as an invisible investment that the benefits cannot be clarified in such a short period so that we need times to proof and evaluate the efficiency in the long terms. To maintain and conform the human resources, the organization should avoid practicing that may lead to the loss of potential human resources. Using the information technology taking part in human management will need to be chosen relatively to the demands and it should well express the universality of the organization to bring about more efficiency in human resource management.

Another reason why the company should pay more attention on human resources than any others is because this is only a factor that can truly increase the value to the company. It is different from other factors for instance equipment and technologies that its value tends to be debased in the long-term. For the organization that focuses on humans, it has a tendency to be more successful.

Mr. ParonIsrasena Na Ayudhaya; President, Vice President and Chief Executive Officer of Siam Cement Public Company Limited, mentioned that "Humans are the most essential resources that always requires awareness, attentiveness and completing their ability and knowledge at all times. Developing human is an investment, humans are not the costs but the worthiest property of the organization. " According to the research of Mr.PatompongSangsee found out that the management process and the achievement of the company are holistically relative in the positive way with the statistic at .01. Nevertheless, the appropriate process of management concludes several determinants; planning in manpower will jointly determine the conception. The development is required the cooperating among the departments and also the evaluation process that involves to the human resources.

NakhonPathom Educational Center,SuanSunundhaRajabhat University focuses on development of the performances of human resources management in order to establish guidelines for developing humans, vision, mission and the project that will entirely helpful to the personals. The performance for the objective plans by making the human resource plan will be the important thing that concretely moves on the strategic plan of NakhonPathom Educational Center. The mission and project by the human resource development plan will be achieved all together the objective, goal and move forward to the vision which has been determined. NakhonPathom Educational Center has the human resource development plan that will make the organization able to unlock and expand the ability of human resource.

Therefore, the researcher, personnel in Faculty of Humanities and Social Sciences working at Educational Center,SuanSunundhaRajabhat University, has noticed the importance of human resource management since the university is in the process of building a complete foundation by five-year strategic plan. The researcher has been studying and researching on how to develop human resource of NakhonPathom Educational Center,SuanSunundhaRajabhat University in order to be the guidelines for NakhonPathom Educational Center in long-term.

II. DETAILS EXPERIMENTAL

2.1 Objectives of study

1. Study level of development of human resource management in NakhonPrathom Education CenterSuanSunandhaRajabhatUniversity.
2. Compare guidelines of development of human resource managementby role of those who serve in NakhonPrathom Education Center.
3. Find the relationship between 7 sorts of human resource management and level of development of human resource management in NakhonPrathom Education CenterSuanSunandhaRajabhat University.

4. Present guidelines of development of human resource management in NakhonPrathom Education CenterSuanSunandhaRajabhat University.

2.2 Scope of study

1. Population that researcher studies are 4 managers, 12 professors and 24 officers who work in NakhonPrathom Education CenterSuanSunandhaRajabhat University.
2. *Variables*

2.1 Independent Variables are the roles in NakhonPrathom Education Center including managers, professors, officers and human resource management

2.2 Dependent Variables are result/level of development of human resource management in NakhonPrathom Education Center such as achieve, services, gaining experienced in career, the ethics and cooperation.

3. In this study, Conducted during the month of August 2015 - January 2016 period included six months.

2.3Methodology and Data Analysis

This study is survey research to study the development of human resource management in NakhonPrathom Education CenterSuanSunandhaRajabhat University.

1. Tools in this study is a questionnaires dividing to 4 steps as follow

1.1 Data about status as sex, marital status, education, role and period of work. This part is check test.

1.2The questionnaire about result/level of development of human resource management in NakhonPrathom Education Center such as achieves, services, gaining experienced in career, the ethics and cooperation. This part is rating scale with 5 scales

1.3 The questionnaire about human resource management as planning, recruitment, selection, development, health and security, compensation and employee relations. This part is rating scale with 5scales.

Rating scale

Score	Meaning
5	Personnel has an opinion at highest level
4	Personnel has an opinion at high level
3	Personnel has an opinion at medium level
2	Personnel has an opinion at low level
1	Personnel has an opinion at lowest level

1.4 The questionnaire about suggestion of human resource management. This part isopen-ended questions.

2. Descriptive statistics

2.1 analyze samples' status to calculate frequency and percentage.

2.2 analyze data about guidelines of human resource management to calculate mean and standard deviation.

Mean	Meaning
4.21-5.00	Highest
3.41-4.20	High
2.61-3.40	Medium
1.81-2.60	Low
1.00-2.80	Lowest

3. Inferential statistics

Researcher uses Pearson's product moment correlation (r) to analyze a relation between guidelines of human resource management and level of human resource management.

|r|	Meaning
0.00	No relationship
0.01-0.19	Very low relationship
0.20-0.39	Low relationship
0.40-0.59	Medium relationship
0.60-0.79	High relationship
0.80-0.99	Very high relationship
1.00	Perfectly relationship

The direction ofthe correlationsis different: a negative correlation corresponds to a decreasing relationship, while and a positive correlation corresponds to an increasing relationship.

4. Analyze suggestion of human resource management by content analysis.

III. RESULTS AND CONCLUSIONS

The research results were as follows:

1) Levels development of human resource management in NaknonPrathom Education Center SuanSunandhaRajabhat University. in overall and in each aspect were in medium rate the average score from descending include compensation and the other benefits averaged the highest. followed the staff relations, selection, safety and health, recruiting, development and planning.

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3) Correlation between human resource management in NakhonPathom education center with the / level of development. human resources management in NakhonPathom education center Overview is not related.

4) Recommendations for development of human resource management in NakhonPrathom Education Center Key issues as follows. The first, Care compensation and other benefits of employees.The second. Increase opportunities for staff development to achieve maximum efficiency in the work. The third, Events for employees to improve employee relations.

CONCLUSIONS

From the analysis of development of human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center in Thailand by analysis.

Part 1.Information of Answerer, which personnelinNakhonPrathom Education Center are women have 23 people think is 57.50 percent. The single have 19 people think is 47.50 percent. The higher Bachelor has 27 people think is 67.50 percent by personnel having 24 people.

Part2. Human resource management which average from maximum to minimum is planning, employee relations, development, Recruitment, selection, health and security, and compensation.

Planning think that the average of comment from maximum to minimum is forecast of personnel, update planning of personnel, and data of personnel is modern.

Employees relations think that the average of comment from maximum to minimum is understoodin percentage,health, officiate is right, andhave human relations of manager with employer.

Development think that the average of comment from maximum to minimum is evaluation either before and after training, fallows result training, facilitate personnel for training, and develop personnel indepartment.

Recruitment think that the average of comment from maximum to minimum is search for personnel which have knowledge, search for personnel as plan, and transfer personnel fromdepartment.

Selection thinks that the average of comment from maximum to minimum is orientation for personnel, training personnel, transfer personnel and professional personnel.

Health and security think that the average of comment from maximum to minimum is careful of dangerous, healthy, data for health and planning health.

Compensation thinks that the average of comment from maximum to minimum is assessment, compensation, other security and pay out time (O.T.)

Part3. Development human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center, manager, professors, officers think that plan for Case study NakhonPrathom Education Centeris different, but development human resource management for conclution isn't different.

7 sort of human resource management with development of human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center

The analysis of 7 sort human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center don't have one positive relationship is health and security and don't have six negative relationship are employee relations, recruitment, development, compensation and selection.

Relationship of development of human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center for conclusion don't have two positive relationship are professional in job and participate and don't have three negative relationship are ethics, achieve and service.

Relationship of development of human resource management formsSuanSunandhaRajabhat University Case study NakhonPrathom Education Center have 4 positive relationship are compensation, planning relation, develop relation and security and healthy. There is a negative relationship is selection. There isn't a positive relationship is employee relations and there isn't a negative relationship is recruitment.

ACKNOWLEDGMENTS

The author would like to express sincere thanks to SuanSunandhaRajabhat University for kindness and support to this paper.

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