

Thesis Title : The Human Resource Management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia.

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Degree : Master of Art (Public of Administration)

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Abstract

The objective of this research are: 1) to study a human resource management of Sanga in Udong province, Kingdom of Cambodia, 2) to compare the opinion of personal on the human resource management of Sangha in Udong province, Kingdom of Cambodia, classified by personal factors and 3) to study problems, obstacles and a suggestion about the human resource management of Sangha in Udong province, Kingdom of Cambodia. In this study, mixed research, Using quantitative research and survey research, the sample used in this study were 500 monks and novices in Udong district Kampong Speu province, Kingdom of Cambodia which used random of sample size of the R.V.Krejcie & Morgan table, tools used for data collection was a questionnaire, data analysis using SPSS for Social Science Research, statistical data analysis were frequencies percentage, mean, standard deviation, t-test to test the difference between the two groups and the F-test using one way analysis of variance (One Way ANOVA) to test for differences between the three groups above, using least significant difference (Least Significant Difference: LSD) LSD) and qualitative research in depth interviews (In-Depth Interviews) with the key information using content analysis techniques.

The findings of this research are included as follows:

1) The human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia was found at medium level, average was ($\bar{X}=3.35$) when considered in each aspect, it was noted at medium all levels, the only maintenance is to a large extent and the average descending order is maintained sector ($\bar{X}=3.60$), the development sector ($\bar{X}=3.36$), Planning sector ($\bar{X}=3.23$) and recruitment sector ($\bar{X}=3.21$).

2) The result of comparison of personnel in the human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia by personal factors, including situation, education, location, and number of years of experiences in working with different opinions in the human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia and statistically significant at the 0.05 personnel level, a fair degree of difference, the opinion in the human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia was not differences.

3) Problems and obstacles in human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia was found that a planning sector did not serious analysis of the workload, it causes to unclear for previous operations, a recruitment sector was found that a configuration of members for organizational operation did not directly in duties, a recruitment process was not many ways, a development sector was found that Sangha gave the opportunities for monks and novice to develop their performance by oneself in decrease, a technical encouragement is less no variety, a maintenance sector was found that It was lack of welfare for monks and novices, the organizational relationships between monks and novices were in low and their suggestions in human resource management of Sangha in Udong district Kampong Speu province, Kingdom of Cambodia was found that management plans should be developed in systematically Sangha, the analysis of organizational problems should be clearly, the recruitment process should be many ways, the recruitment process should be chose in internal and external organization, the appointment the monks and novices in labor should be able to work directly with duties and also provided the opportunities to monks and novices to improve their performance in fully ability and there should be a motivation to them for performance.