

Thesis Title : The Effectiveness of Personnel Administration of Mahachulalongkornrajavidyalaya University Northern Campuses

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ABSTRACT

The purposes of this study were 1) to examine the personnel opinion to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus. 2) to compare the personnel opinion to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus by classified according to personnel factors. 3) to investigate the problems, obstacles and recommendation to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus. 4) to explore the promotion method of the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus. A sample was selected from 315 persons of the personnel's Mahachulalongkornrajavidyalaya University Northern Campus. Research instruments were a set of questionnaire , reliability was 0.876. The data was analyzed by using frequency, percentage, mean, standard deviation, T – test, One way ANOVA and Least Significant Difference: LSD.

The findings of the research were as follows:

The personnel opinion to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus is at the high level. When considered each part found that the personnel administration all 4 namely; workforce planning of the personnel, the personnel recruitment, performance evaluation of the personnel and the retaining personnel are at the high level.

The personnel who has different status, opinion to the effectiveness of personnel administration was significantly at the .05 level. The personnel who has different in elementary education, Dhamma education and Pali education, there is different opinion to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus significantly at the .01 and the personnel who has different age, there is not difference of all the opinions.

The result of the problem, obstacles and recommendation to the effectiveness of personnel administration of Mahachulalongkornrajavidyalaya University Northern Campus found that 1) there is not clear planning, without supporting personnel to the participation of personnel planning. 2) there is delay of recruitment, selection and appointment. And there is not pay attention and don't follow the plan. 3) the evaluation system is not procedure and mechanism and mostly, there is no explanation after evaluation for adjusting advantage and disadvantage. 4) there is not policy or benefit preserving of the personnel and without equality, there is not clearly about all this planning.

Recommendation namely: 1) to enhance knowledge and understanding in workforce planning of personnel more and more. It may be training in the potential development model of the personnel; the personnel have the opinion participation to the personnel development effectively. 2) to promote the personnel recruitment fairly, there is selecting process, appointment correctly, to enhance public relations correctly to perform. 3) to make performance evaluation is the procedure, brings the result of performance evaluation for improvement and development effectively. 4) to promote the retaining personnel is clearly concrete, it is to enhance the personnel competence more and more. 5) to revalue the performance every time when assigned for obtaining along the objective.