

Thesis Title : Effectiveness in Human Resource Management of Pasak Sub-district Administrative Organization, Mueang District, Lamphun Province

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Degree : Master of Arts in Public Administration

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Abstract

This research is aimed to 1) study effectiveness in human resource management of Sub-district Administrative Organization, Mueang District, Lamphun Province; 2) study and compare opinions of personnel towards effectiveness in human resource management of Sub-district Administrative Organization, classified by personal factors; 3) study problems, obstacles and recommendations on effectiveness in human resource management of Sub-district Administrative Organization, and; 4) apply the principle of Bhavana 4 in human resource management of Sub-district Administrative Organization. In this research, the researcher applied a mixed research. 118 samples were derived from Krejcie & Morgan Table. The data was analyzed using package software for social science research to determine frequency, percentage, mean, and standard deviation. And the hypothesis test was done using t-test and f-test with one-way analysis of variance. When it was found that there was difference, a test was conducted using a method of Least Significant Difference. In the part of open-ended questions showing problems, obstacles and recommendations, the researcher classified according to issues set in the open-ended questions. Then they were analyzed using frequency distribution. And for the information from interview, the researcher grouped the information according to essence of issue of interview, and then performed content analysis using description with quote.

The fact finding revealed that

1. Effectiveness of human resource management of Sub-district Administrative Organization, Mueang District, Lamphun Province was found that the mean of effectiveness

was at high level ($X = 3.76$). Upon consideration on each area, it was found that on protection and maintenance of human resource, the mean was the highest one ($X = 3.89$). And on awarding to the human resource, the mean was the lowest one ($X = 3.50$).

2. For comparison of effectiveness in human resource management of Sub-district Administrative Organization, the hypothesis test with analyzing difference classified by personal factors showed no difference.

3. The study result on problems, obstacles and recommendations on effectiveness in human resource management on areas revealed that the area facing problems most is the human resource management on the issue of no inclusive publication and recruitment. A recommendation is to apply the moral system in recruitment more in order to give an opportunity for those who have knowledge and ability to serve under the crown.

4. The approach to manage human resource on areas applying the principle of Bhavana 4 can be concluded as follows: To encourage personnel for self-development to have good physical health able to work efficiently, self-development of behavior to be based on morality and justice primarily, mid development to be strong enough to face obstacles in working, and self-development on knowledge and ability to apply to the work efficiently. These are personnel development as a part of efficient human resource management.