THE STUDY ON RELATIONSHIP OF HUMAN RESOURCE DEVELOPMENT KNOWLEDGE AND UNDERSTANDING, INTERNAL ORGANIZATIONAL FACTORS, ROLES AND COMPETENCIES OF HRD PROFESSIONALS IN THE THAI CIVIL SERVICE

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ABSTRACT

Title of Dissertation  The Study on Relationship of Human Resource Development Knowledge and Understanding, Internal Organizational Factors, Roles and Competencies of HRD Professionals in the Thai Civil Service

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The purposes of the study are to examine three groups of Thai Civil HR professionals' perceptions towards HRD knowledge and understanding, internal organizational factors, HRD Roles and Competencies of HRD professionals and to understand relationship among these variables. Thai Civil HR professionals were the HR Practitioners, HR Managers, and Chief HR Officers. The samples were selected by a quota sampling and the survey collected from samples representing the target population through questionnaires. The conceptual model was based on literature review and tested through statistical analysis. The quantitative analysis included descriptive statistics, percentage, correlation analysis, and multiple regressions.

It was found from the study that the comparison of means for perceptions on HRD knowledge and understanding of HR Practitioners is indifferent from those of HR Managers and Chief HR Officers. The perceptions on Internal Organizational Factors of HR Practitioners is higher than those of HR Managers and Chief HR Officers while there is no significant difference of perceptions on internal organizational factors between HR Managers and Chief HR Officers. Chief HR Officers, Middle Management HR Professionals, and HR Practitioners have different levels of perceptions on Internal Organizational Factors and HRD Roles, whereas there is no significant different level of perceptions of those on HRD Knowledge and Understanding and HRD Competencies. Internal Organizational Factors result in
significant influence on HRD Knowledge and Understanding. The more important a HRD professional has placed on Internal Organizational Factors the more opportunity the HRD professional is able to determine HRD Knowledge and Understanding. HRD Knowledge and Understanding and Internal Organizational Factors significantly influence HRD Roles. The more important a HRD professional has placed on aforementioned factors the more opportunity the HRD professional is able to determine HRD Roles. The Internal Organizational Factors and HRD Roles also significantly influence HRD Competencies. The more important a HRD professional has placed on Internal Organizational Factors and HRD Roles the more opportunity the HRD professional is able to determine HRD Competencies.

It was recommended from this study that further study should focus on the details and relationships of these minor components of each variable in order to confirm and expand the scope and depth of the body of knowledge on this topic. The study focus should cover such other aspects of HRD factors as external factors and management environment as well as ambience and culture in the organization which, in turn, can influence the HRD Professionals’ Roles and Competencies. Moreover, samples and data collection in any future research should include a larger number of Civil Service organizations of the same or some other related enterprises in order to increase the generalization ability of the research findings in the years to come.
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