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# Title: HUMAN RESOURCE MANAGEMENT THAT AFFECTS EMPLOYEE PERFORMANCE IN NONTHABURI

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innovation and  
management  
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# INTRODUCTION

"Human Resources" is an important factor used in human resource management (MAN), also known as "Human Resource". If any society has quality human resources, it will be easier to develop and a prosperous society. On the other hand, if any society has poor human resources, that society will enter a crisis (Patcharin Kanitcharangkoon, 2560).

At present, there are guidelines for managing and developing the country according to the 12th National Economic and Social Development Plan. Human resources are invaluable resources for the development of global society,



# INTRODUCTION

Nonthaburi Province is an interesting province because it has strengthened the management system according to good governance principles to be an organizational culture, and develop the urban environment to be a sustainable livable city (Nonthaburi Provincial Office). It is essential that society has to develop resources. Human beings to have knowledge and ability to live within the rules that society has laid down, when human resources have been developed to have both knowledge and goodness, then it will make other systems The society has changed and improved in a positive way as a result (Patcharin Kanitcharangkul, 2017).

From this problem, the researcher is interested in studying human resource management that affects the performance of public and private sector employees in Nonthaburi. With the pressure of change, Nonthaburi's human resource managers will have to adjust their work strategies  
in order to be able to cope with the changes that occur all the time and adapt with more proactive human resource management practices.



# OBJECTIVE

- 1) To study human resource management of employees in Nonthaburi.
- 2) To study the performance of employees in Nonthaburi and
- 3) To study human resource management that affects the performance of employees in Nonthaburi.



# METHODOLOGY

Research on human resource management that affects employee performance in Nonthaburi province is a qualitative research using simple regression analysis. The population used in this research was 400 employees in Nonthaburi province by calculating the size of the sample group from the proportion of the population (95%) using Taro Yamane's formula (Taro Yamane, 1970, cited in Cholpassorn Sitthiwarongchai, 2017).

## **Sub-Section 1**

This research uses a questionnaire as a tool and is divided into 4 parts as follows: Part 1 is about demographic characteristics such as gender, age, educational background, status, average monthly income, agencies and location of workplaces in Nonthaburi province. There are 25 items in 5 components: human resource planning, recruitment and selection, training and development. Remuneration and other benefits and performance assessment Part 3 on the performance of employees in Nonthaburi There are 15 items in 3 components: workload, quality of work, and speed of work. Question

Part 2 and Part 3 are estimates of Likert's scale questionnaire with 5 levels: most, most, moderate, low, minimal.



# METHODOLOGY

## Sub-Section 2

The researcher took all received questionnaires to check the integrity of all questionnaires and analyzed them statistically using a computer to calculate the statistics with a statistical package. The steps are as follows: 1. Description Statistics describes the demographic characteristics of a sample that is a qualitative variable using frequency and percentage statistics. Maximum, Maximum, Mean, and Standard Deviation Human Resource Management and Performance by Mean and Standard Deviation 2. Inferential statistical analysis is used to test hypotheses. Here's how: 2.1 Checking the correlation between all independent variables according to the conditions laid down in the preliminary agreement of linear regression analysis using Pearson's simple correlation coefficient. (Pearson Product Moment Correlation Coefficient) to find the relationship between.



# RESULTS AND FINDING

1) 400 employees in Nonthaburi, mostly female, aged 25-35 years, bachelor's degree, single status, income 15,000-20,000 Government agencies and the area of establishment in Nonthaburi province in Mueang Nonthaburi district 2) Human resource management as a whole, human resource planning, recruitment and selection, training and development. Remuneration and other benefits and performance appraisal were at the highest level. 3) Overall operational efficiency, workload, quality of work, and speed of work are at a high level. 4) All factors include training and development, performance evaluation, human resource planning. Compensation and other benefits and recruitment and selection factors affecting the performance of employees in Nonthaburi province were found to be correlated with no more than .80, making all independent variables in this research not have a multicollinearity, so all 5 independent variables can be used in stepwise multiple regression analysis. 5) The model factor that affects the performance of employees in Nonthaburi is the human resource management of employees in Nonthaburi. = .439 + (.221 Training and Development) + (.185 Performance Appraisal) + (.153 Human Resource Planning) + (.178 Compensation and Other Benefits) + (.158 Recruitment and Selection) It can explain the human resource management of staff in Nonthaburi province by 0.38% and the forecast standard error is  $\pm .067$ .



# CONCLUSION AND DISCUSSION

Overall operational efficiency, workload, quality of work, and speed of work are at a high level. Demonstrates that the performance of the work This is in line with Peterson and Plowman (1953, Chairat. Prasertrum, 2016) has conceptualized the composition of efficiency in four areas, which consisted of Peterson and Plowman (1953, Chairat. Prasertrum, 2016) has conceptualized the components of efficiency in four areas: 1) quality of work, 2) throughput, 3) time, 4) cost. Quality Worth spending resources on the financial side. Therefore, efficiency is something that can be made possible and can be measured in practice by Hypothesis testing Models that affect the performance of employees in Nonthaburi province in terms of performance evaluation. Further analysis found that the authority to explain the performance of employees in Nonthaburi province. The standard deviation in forecasting was  $\pm .133$ . It is related to the performance of employees in Nonthaburi. And later, when the performance evaluation variables were analyzed together, it was found that all 5 variables correlated with the performance of employees in Nonthaburi. This means that human resource planning, recruitment or selection, training and development, compensation or other benefits, and performance evaluation. It affects the performance of employees in Nonthaburi. It can be written as a regression equation in the form of a standard score as follows:  
Employee performance in Nonthaburi = .439 +

Suggestions for next research Human resource management should be studied in the organization to guide the organization in terms of human resource management for each employee correctly and directly to create good morale for employees to work for the organization. In order for employees to work efficiently as the organization has set goals.



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