

# THE STUDY OF EFFECT FACTORS TO SELF-IMPROVEMENT OF FACULTY OF SCIENCE AND TECHNOLOGY SUAN SUNANDHA RAJABHAT UNIVERSITY STAFF

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## ABSTRACT

Study of the effective factors in self-improvement of Faculty of Science and Technology, Suan Sunandha Rajabhat University. To compare the level of opinions about the self-development needs of personnel Faculty of Science and Technology, Suan Sunandha Rajabhat University, classified by gender, age, type of personnel and working period. The sample group used in this research is academic personnel. The number of 107 academic support personnel sampling were analyzing methods by using questionnaires profile. Data analysis was performed using frequency, percentage, mean, standard deviation, analysis of t-test, and ANOVA analysis (F-test). Most of the personnel was female on aged between 30 and 50 years. The volunteer had work to have a working period for more than 10 years. Factors affecting personal development of the personnel Faculty of Science and Technology Suan Sunandha Rajabhat University found that personnel lack the readiness to develop because the equipment to be used in personal development is not enough. There were a lack of integration, personal development plan, and individual development plan The needed for support in self-development found that the level of opinion was at the highest level, namely education, study visits and training for further education and the level of research support. It was showing a high level, the level of opinion about self-development needs of personnel of the Faculty of Science and Technology Suan Sunandha Rajabhat University classified by demographic characteristics, found that gender, age, type of personnel and working the periods, the conclusion found that there is no statistically significant difference between groups with the 95 percent intervals ( $\alpha$ , 0.05).

**Keyword:** self-improvement, personnel, effect factor

## 1. INTRODUCTION

Human resource management (HRM or HR) is the strategic approach to the effective management of people in an organization, so that they help the business to gain a competitive advantage. It is designed to maximize employee performance in service of an employer's strategic objectives. HR is primarily concerned with the management of people within organizations, focusing on policies and on systems. Thus, organizations should think of important needs that lead to mutual success. There is a way to communicate regularly. There are guidelines for assessing progress and how to adapt to changing conditions. In some cases, providing education and training together may be a cost-effective way for personnel development [1].

Globalization is the process by which the world is becoming increasingly interconnected as a result of massively increased trade and cultural exchange. Globalization has increased the production of goods and services. The biggest companies are no longer national firms, but multinational corporations with subsidiaries in many countries. It can be considered as a factor in national development, both current and future [2]. Education is critical to national development. Because education is a human development with knowledge, skills, and skills, it is important to all aspects of national development. Both in terms of innovation, politics, economy and society, which resulted in the change in education management as well as teachers and administrators at various levels of education needed to adjust methods Study their knowledge and skills to keep up with the changes that occur [3].

Suan Sunandha Rajabhat University is an institution of higher education that is responsible for the development of human resources for quality. To bring complete humanity, both physically and mentally. The university therefore perceived the need and the need for personal development of personnel. By developing education towards self-training and learning to be used in the operation Increase work efficiency and people [4, 5, 6]. Faculty of Science and Technology realized the importance of human resource development. The researcher is interested in studying factors affecting personal development of effect factors to self-improvement.

## 2. OBJECTIVES

First, to study of factors affecting personal development of the personnel Faculty of Science and Technology Suan Sunandha Rajabhat University.

Second, to compare the staff's opinion in overall, personnel aspect, service process aspect and facilities aspect.

## 3. METHODS

### Analysis and design

Population: 147 faculty members and staff of the Faculty of Science and Technology, Suan Sunandha Rajabhat University.

Sample: randomly 107 faculty members and staff of the Faculty of Science and Technology by using calculating sample size method of Taro Yamane.

Tool: Questionnaire on The study of effect factors to self-improvement Faculty of Science and Technology, Suan Sunandha Rajabhat University.

## 4. DATA ANALYSIS

The questionnaires were analyzed statistically using computer statistical software packages to calculate the statistics. Descriptive statistics were used to explain personal factors of the staff's study of effect factors to self-improvement Faculty of Science and Technology, Suan Sunandha Rajabhat University.using mean and standard deviation to explain the level study Faculty of Science and Technology, Suan Sunandha Rajabhat University and using Inferential Statistics in addition, independent t-test and analysis of variance (ANOVA) were used for comparing the overall, personnel aspect, service process aspect and facilities aspect.

## 5. RESULTS

The results of the effect factors to self-improvement Faculty of Science and Technology, Suan Sunandha Rajabhat University are as follow:

Table I the percentage of demographic characteristics showed that most were female accounting for 71 percent, in the age range from 30 - 50 years, accounting for 53.3 percent, performing academic work accounting for 71.0 percent, with a working period of more than 10 years, accounting for 58.9 percent

Table II shows the effect factors to self-improvement Faculty of Science and Technology, Suan Sunandha Rajabhat University mean and standard deviation. It was found that the overall study in the Procurement Department of Faculty of Science and Technology, Suan Sunandha Rajabhat University is highest. ( $\bar{x} = 4.37$ , S.D. = 0.405)

**TABLE I** Mean and standard deviation (n = 107)

Personnel aspect	Opinion level	
	$\bar{x}$	S.D.
1. Sex		
Male	31	29
Female	76	71
2. Age		
30 years' old	10	9.3
30-50 years	57	53.3
50 years	40	37.4
3. Personnel type		
Academic	76	71
Academic support line	31	29
4. Period of time		
1-5 years	20	18.7
6-10 years	24	22.4
Over 10 years	63	58.9

**Table II** Mean and standard deviation of the effect factors to self-improvement factors Faculty of Science and Technology Suan Sunandha Rajabhat University

Effect factors to self-improvement	Opinion Level		
	$\bar{x}$	S.D.	Interpretation
1. The budget for staff development is not enough	4.22	.571	Highest
2. The arrangement does not meet the requirements.	4.14	.563	High
3. Place for improper personnel development	4.24	.580	Highest
4. Not receiving promotion / support from supervisors	4.33	.581	Highest
5. The equipment that will be used in personnel development is not enough.	4.47	.604	Highest
6. The speaker does not have knowledge transfer techniques.	4.27	.622	Highest
7. Personnel who are not ready to develop	4.52	.663	Highest
8. There is no individual development plan	4.35	.618	Highest
9. Personnel who are not ready to change	4.61	.525	Highest
10.No individual development plan	4.48	.572	Highest
<b>Overall</b>	<b>4.37</b>	<b>.405</b>	<b>Highest</b>

**TABLE III** The mean and standard deviation level ideas to support the development of personnel overall.

Needs support in their own development	Opinion Level		
	$\bar{x}$	S.D.	แปลว่า
1. Education	4.41	.431	Highest
2. Training	4.46	.417	Highest
3. further study	2.83	.326	High
4. Research support	2.75	.218	High
<b>Overall</b>	<b>3.61</b>	<b>.250</b>	<b>High</b>

Table III, mean and standard deviation, the level of opinions about the need for self-development of the personnel in the overall picture showed that the level of opinion was at a high level (= 3.61, SD = .250). In each aspect, it was found that the level of opinion was at the highest level, training (= 4.46, SD = .417), followed by education, study visit (= 4.41, SD = .431) and further education. (= 2.83, SD = .326) respectively

**Table IV** Compares the development needs of their staff. Faculty of Science and Technology Suan Sunandha Rajabhat University by sex

Needs support in their own development	SEX	$\bar{x}$	S.D.	t	P-value
<b>1. Education</b>	Male	4.42	.437	.194	.846
	Female	4.40	.431		
<b>2. Training</b>	Male	4.43	.446	-.587	.559
	Female	4.48	.406		
<b>3. further study</b>	Male	2.74	.330	-1.79	.076
	Female	2.87	.320		
<b>4. Research support</b>	Male	2.74	.246	-4.25	.672
	Female	2.76	.208		
<b>Overall</b>	<b>Male</b>	<b>3.58</b>	<b>.303</b>	<b>-.831</b>	<b>.408</b>
	<b>Female</b>	<b>3.63</b>	<b>.226</b>		

Table IV, the results of the comparison of self-development needs of personnel Faculty of Science and Technology Suan Sunandha Rajabhat University, classified by gender, using t-test test statistics, found that in the overall picture and each aspect is education Regarding research support, the P-value was equal to .408, .846, .559, .076 and .672 respectively. With the need to support themselves not different.

**Table V** Compare the development needs of their staff. Faculty of Science and Technology University by age.

Needs support in their own development	Below 30 Years		30 – 50 Yeae		Over 50 Years		F	P-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.	$\bar{X}$	S.D.		
1. Education	4.62	.304	4.40	.439	4.37	.440	1.36	.260
2. Training	4.68	.228	4.46	.434	4.42	.420	1.61	.205
3. further study	2.91	.238	2.85	.344	2.79	.319	.728	.485
4. Research support	2.83	.194	2.75	.226	2.73	.215	.710	.494
<b>Overall</b>	<b>3.76</b>	<b>.124</b>	<b>3.61</b>	<b>.252</b>	<b>3.58</b>	<b>.261</b>	<b>2.17</b>	<b>.119</b>

Table V, Compare the development needs of their staff. Faculty of Science and Technology University by age. The results of the comparison of self-development needs of personnel Faculty of Science and Technology Suan Sunandha Rajabhat University, classified by age, using the F-test test statistic, found that in the overall picture and each aspect is education And the support of research has the value of p-value equal to .119, .260, .205, .485 and .494 respectively. More than .05 means that personnel of the Faculty of Science and Technology with different age ranges have different levels of Comments on the need for self-development support not different.

**TABLE VI** Compare the development needs of their staff. Faculty of Science and Technology Suan Sunandha Rajabhat University Classified by personnel type.

Needs support in their own development	Service recipients	$\bar{X}$	S.D.	t	P-value
<b>Education</b>	Academic section	4.43	409.	693.	490.
	Operation support	4.36	484.		
<b>Training</b>	Academic section	4.47	399.	247.	805.
	Operation support	4.45	465.		
<b>Further study</b>	Academic section	2.82	329.	510.-	611.
	Operation support	2.86	322.		
<b>Research support</b>	Academic section	2.74	232.	837.-	404.
	Operation support	2.78	182.		
<b>Overall</b>	Academic section	<b>3.62</b>	<b>250.</b>	<b>052.</b>	<b>959.</b>
	Operation support	<b>3.61</b>	<b>254.</b>		

The results of table 5 was the comparison of self-development needs of personnel Faculty of Science and Technology Suan Sunandha Rajabhat University classified by personnel type by using the t-test test statistic, found that in the overall picture and each aspect is education And in support of research, the P-value is equal to .959, .490, .805, .611 and .404, respectively. More than .05 means that personnel of the Faculty of Science and Technology with different types of personnel have different levels of comments on the need for self-development support not different.

**Table VII** Compares the development needs of their staff. Faculty of Science and Technology Suan Sunandha Rajabhat University Classified by working period.

Needs support in their own development	1 – 5Years		6 – 10 years		Over 10 Years		F	P-value
	$\bar{X}$	S.D.	$\bar{X}$	S.D.	$\bar{X}$	S.D.		
1. Education	4.37	.516	4.38	.471	4.43	.389	.259	.772
2. Training	4.40	.502	4.45	.479	4.49	.364	.372	.690
3. further study	2.75	.364	2.77	.268	2.88	.330	1.73	.181
4. Research support	2.71	.284	2.73	.216	2.77	.196	.927	.399
<b>Overall</b>	<b>3.55</b>	<b>.329</b>	<b>3.58</b>	<b>.262</b>	<b>3.64</b>	<b>.214</b>	<b>1.20</b>	<b>.305</b>

Table VII compares the development needs of their staff. Faculty of Science and Technology Suan Sunandha Rajabhat University Classified by working period.the results of the comparison analysis of self-development needs of personnel Faculty of Science and Technology Suan Sunandha Rajabhat University Classified by working period By using the F-test test statistic, found that in the overall picture and each aspect is education And the support of research has the value of P-value equal to .305, .772, .690, .181 and .399 respectively, which is greater than .05. The level of opinion about the need for self-development support not different.

## 6. CONCLUSION

The results of personnel of the Faculty of Science and Technology Suan Sunandha Rajabhat University Whose demographic characteristics are sex, age, type of personnel And different working periods, with the level of opinions about the need for self-development support Not different, indicating that the personnel of the Faculty of Science and Technology have the level of opinion, need, need to support in self-development On education issues, see further education training work And research support not different Which is consistent with the research results of Kornkanok Thongkote (2005) found that different demographic characteristics are age, education level Income per month, status and working period Does not affect opinions on self-development, not significantly different at the level of .05.

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