

Development in Public Health Personnel Working in the Medical Department

Thataphron Banhansuppawat¹, Tawee Jamjumrus², Samneang Maneechai³

Doctor of Philosophy Program in Development Administration,

Suan Sunandha Rajabhat University, Thailand

Email: tban2210@gmail.com¹ tawee.ja@ssru.ac.th² samneang.ma@ssru.ac.th³

ABSTRACT

The objective of this research is to study Development in Public Health Personnel Working in the Medical Department found Organizational engagement is an important factor that can determine an organization's success or failure. Therefore, the organization must seek to create a bond between the staff and the organization in order to achieve its mission. Commitment to an organization in which officers, practitioners represent themselves as being in harmony with the objectives of the organization, have the same values as members. Other organizations and willing to work hard to carry out the mission of the organization, with individuals with high organizational engagement will be able to perform better duties than individuals with low organizational engagement. In addition, organizational engagement can also be used to predict migration rates. And Organizational engagement is extremely important because any organization, if its members have high engagement with the organization, it will be easier for that organization to achieve its goals and objectives. This is because engagement is the strength of self-presence and dedication to the organization, which is expressed in the form of faith and acceptance of the goals and values of the organization. They are ready to drive the country's development forward to its full potential. "Thai people in the future must be ready physically, mentally, intellectually, well-developed and well-being at all ages. responsible to society and others, Madhyasth, Frugal, generous, Be disciplined, maintain morals and be a good citizen of the nation, have the right mindset, have the necessary skills. In the 21 century, have communication skills in English and 3rd language and preserve the local language, Have a habit of learning and continuous self-improvement throughout life. To become a highly skilled Thai, an innovator, thinker.

Keywords : Development / Public Health Personnel/ Working in the Medical Department

INTRODUCTION

Organizational operations are subject to changes in various circumstances, including changes in the external and internal environments. As a result, organizations have changed their policies to reflect current conditions in order to make their administration as efficient and effective as possible. Therefore, modern executives or leaders need to have effective management systems to achieve their goals. Manage people to work collaboratively to support the organization's mission and be able to respond to the current global situation, which is uncertain, appropriately and promptly. The management system, when applied to employees in an organization, must be properly adapted to the organizational culture, Given the complexity of today's social systems, human beings are diverse in terms of experiences (Department of Medicine, 2023). Education, attitude, beliefs. Therefore, in order to manage human resources that work for the organization to its full potential, at the same time,

personnel must work according to the correct process according to the goals of the organization (Prapasorn Charoennam, 2018). with fair and satisfying rewards and welfare, When organizations and people depend on each other. Executives must have guidelines to retain and nurture quality members to stay with the organization as long as possible, or to build the loyalty of members of the organization through incentives and joint team management. In the management of an organization, there must be a person who has influence over other people in carrying out various activities to achieve the desired goals, or called "executives or leaders" of the organization. Those executives need to demonstrate their leadership potential and use various techniques to motivate collective action to achieve organizational and personal goals. The organization must have a leader who has the effort to lead the organization to achieve the set goals, must involve organizational planning, Incentives, Coordination or communication and performance evaluation (hrnote.asia, 2023).

A willingness to use full power to perform tasks for the organization, and a strong desire to remain a member of the organization. From the meaning and expression behavior of employees that indicate their commitment to that organization, Engagement is valuable and should be built in an organization. Because it is believed that it will be a way to develop the organization to achieve the goals set. It also keeps employees with the organization (Huang, H, 2020).

Research Objectives

To study Development in Public Health Personnel Working in the Medical Department

RESEARCH METHODOLOGY

Research on Development in Public Health Personnel Working in the Medical Department, The researcher used a qualitative research method by collecting data from documents (Documentary Research) by reviewing concepts and theories from relevant documents and researches.

Data Analysis

The researcher analyzed data from documents and analyzed content (Content Analysis) by studying various documents and research related to the study to be analyzed and compared in order to obtain accurate and reliable information and perform data validation and reliability with triangular data validation, i.e. Consider the consistency and differentiation of data from time sources, Sources of places and sources of people

FINDING

The study of Development in Public Health Personnel Working in the Medical Department found that Organizational engagement is an important factor that can determine an organization's success or failure. Therefore, the organization must seek to create a bond between the staff and the organization in order to achieve its mission. Commitment to an organization in which officers, practitioners represent themselves as being in harmony with the objectives of the organization, have the same values as members. Other organizations and willing to work hard to carry out the mission of the organization, with individuals with high organizational engagement will be able to perform better duties than individuals with low organizational engagement. In addition, organizational engagement can also be used to predict migration rates. Bureaucracy is a priority for governments of all eras and has continued to carry out bureaucratic reforms. This is caused by various problems such as inefficiency and ineffectiveness in operations, Corruption, lack of transparency, unverifiability, Lack of

independence in solving problems and making decisions. Also, the influence of global trends, resulting in socio-economic changes, Politics is fast-paced. In addition, the advancement of modern technology as well as competition in the global society and various countries are important factors that require serious bureaucratic reform to develop into a completely new bureaucracy. commitment approach of health personnel working in the Department of Medical Affairs of Ministry of Public Health is an illustrated chart with culture in the organization as the bottom-of-the-line pushing base, work environment and happiness at Work in the middle and motivation at work promotes at the upper level too. In addition, commitment of health personnel working in the Department of Medical Affairs includes: Working towards goals, harmony, Loyalty and dedication to work. The findings are useful for the Department of Medical Affairs of the Ministry of Public Health to formulate policies to develop guidelines for the engagement of health personnel who work more effectively.

CONCLUSION

Conclusion and Recommendations

From this research, it can be concluded that Development in Public Health Personnel Working in the Medical Department, Medical Department can use the research results to improve the resources of Development in Public Health Personnel Working in the Medical Department, to be beautiful and perfectly suitable for travel. The research results support both public and private sector stakeholders in realizing and giving importance to management to create safety for Development in Public Health Personnel Working in the Medical Department,

REFERENCES

- Abdul, R. & Raheela, M. (2015). Impact of Working Environment on Job Satisfaction. *Procedia Economics and Finance*, 23 (2015), 717 – 725.
- Berenson, M. L., & Levine, D. M. (1979). *Basic business statistics: concepts and applications*. Englewood Cliffs (N.J.): Prentice-Hall International.
- Bragg, S. M. (2021). *Outsourcing (2ndeds.)*. New Jersey: John Wiley & Son Inc.
- Department of Medicine. (2023). *Government Action Plan for Fiscal Year 2023*. Nonthaburi: Department of Medical Affairs.
- Gay & Essinger. (2019). Self-determination theory and work motivation. *Journal of Organizational Behavior*. 26(2005), 331-362.
- Olannye, A. P. & Okoro, O. M. (2017). Enhancing Organizational Performance through Human Resource Outsourcing in the Nigerian Deposit Money Banks. *Journal of Management and Strategy*, 8(4), 67-78.
- Sudarmo, S. (2020). Human resources management and leadership for public services in the 21st century. *International Journal of Business, Economics & Management*, 3(1), 219-225. <https://doi.org/10.31295/ijbem.v3n1.211>.