

PROCESS IMPROVEMENT THE APPOINTMENT OF CIVIL SERVANTS IN HIGHER EDUCATION INSTITUTIONS TO HOLD HIGHER POSITIONS OF PERSONNEL DIVISION OFFICE OF THE PRESIDENT THE SUAN SUNANDHA RAJABHAT UNIVERSITY

Nattapol Sarat*, Yananda Siraphatthada**

Faculty of Fine and Applied Arts, Suan Sunandha Rajabhat University

Email : Nattapol.sa@ssru.ac.th, Yananda.si@ssru.ac.th***

ABSTRACT

Attending training and taking responsibility for the responsibilities of colleagues is not only being taken care of to maintain a consistent and happy career path of the tribe. It is important to obtain permission where available in case of necessity at the symposium, which allows development. You should meet the requirements of the latter to be considered for professional circles, and self-study and organization are not permitted.

Keywords: Hold higher positions, Civil servants, and In higher education institutions.

INTRODUCTION

Subject of research requesting to determine the position and appointment of civil servants in the monarchy. Let the attendees of the Individual Administration Division of various institutions Suan Sunandha Rajabhat University Followed by leaving a line to support the subject that will help the routine work into the R2R meeting: Routine to Research (R2R leads to research, research results to develop work in responsibility, please follow for maximum efficiency.

RESEARCH OBJECTIVES

To improve the process application for determination of positions and appointments of civil servants in higher education institutions to a higher position to be accurate and suitable for practice.

LITERATURE REVIEW

Process improvement Application for determination of positions and appointments of civil servants in higher education institutions to a higher position the researcher has compiled relevant documents and researches, respectively, as follows.

1. General meaning, improvement, generally understood. It means making a systematic change from one condition to another for the better. or making it better than the existing condition in a systematic way (Yuwat Wuthimethee. 1983, page 1)

2. In economic terms, improvement means growth. By emphasizing economic growth as a key (Nattapon Khanthachai. 1984, page 2).

3. The meaning of development administration, improvement, change of any thing Changes in any aspect (Sonthaya Polsri. 2004, page 3).

4. Technological meaning: Improvement means changing the industrial system. and production with modern technology (Nirun Jongwuthiwet. 1991, page 95).

5. Meaning of planning. Improvement means about persuasion. Activation for change with serious implementation of plans and projects.

6. Implementation Meaning Improvement means persuading or inducing change by seriously implementing plans and projects in a continuous sequence in a cyclical manner. no end (eternal) Jongwutthiwet and Poonsiri Wajanaphum. 1991, page 13.

RESEARCH METHODOLOGY

Tools used to collect information This research is a survey research. tools used to collect data The questionnaire was used to determine the correctness and suitability for the operation. Personnel Management Division Suan Sunandha Rajabhat University The questionnaire was divided into 3 parts: 1. A questionnaire on general information of the respondents. 2. A questionnaire on the correctness and completeness of the process. Personnel Management Division Suan Sunandha Rajabhat University.

DATA ANALYSIS RESULT

Table 1: process accuracy

Assessment Items	Level of Demand		
	\bar{X}	<i>SD</i>	Level
The process is correct for implementation.	4.30	0.811	High
The process is consistent with the current regulations.	4.45	0.698	High
Total	4.40	0.58	High

Process accuracy the overall average found that there was an average of 4.40. The process level was correct for implementation. at the highest level When considering each aspect, it was found that the respondents said that the process was consistent with the current regulations. The highest mean was 4.45, in the highest level.

Table 2: Suitability for use in work

Assessment Items	Level of Demand		
	\bar{X}	<i>SD</i>	Level
The process is appropriate to put into operation.	4.18	0.664	High
Procedures are appropriate to the current regulations.	4.35	0.659	High
Total	4.24	0.50	High

Suitability for use in work The overall mean was found to have an average of 4.18. The process level was appropriate for further work. at the highest level When considering each aspect, it was found that the respondents said that the process was appropriate with the current regulations. The highest mean was 4.35, in the highest level.

CONCLUSION

1.1 General information of respondents It was found that most of the respondents were 200 females, representing 65 percent and 100 males, representing 35 percent. Most of the respondents were aged between 30-50. year, 250 people, representing 87 percent, and followed by aged over 51 years, 36 people, representing 13 percent. The respondents had bachelor's degrees, 220 people, representing 77 percent and master's degrees, 66 people, representing 23 percent. Support officer positions of 150 people, representing 55 percent, followed by administrative positions of 90 people, representing 31 percent.

1.2 Process validity The overall average found that there was an average of 4.40. The process level was correct for implementation. at the highest level When considering each aspect, it was found that the respondents said that the process was consistent with the current regulations. The highest mean was 4.45, in the highest level. Suitability for use in work The overall mean was found to have an average of 4.18. The process level was appropriate for further work. at the highest level When considering each aspect, it was found that the respondents said that the process was appropriate with the current regulations. The highest mean was 4.35, in the highest level.

RECOMMENDATIONS

1. Opinions, problems, and obstacles that the university would like to take action on are to promote budget and project activities that will support the aforementioned missions in order to further enhance the efficiency of academic positions to achieve their objectives.

2. Discussion of research results From the conclusion of the research on the accuracy and appropriateness of the process of applying for position assignment and the appointment of civil servants in higher education institutions to higher positions. The values were very good

on both main topics, indeed, indicating that the process improvements were made this time. Personnel have the same opinion at the same level. It will result in the support staff having the ability to work clearly. and produce the least amount of errors.

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