

**Research Title:** Problems of Personnel Management of Mahachulalongkornrajavidyalaya University

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## ABSTRACT

This Research was conducted to study the system and characteristics of personnel management in MCU and to study the level of the current problems of personnel management and the level of acquirement for improving and solving problems. The samples consisted of 208 administrators of the University and its campuses. The obtained data were analyzed by percentage, mean and standard deviation. The research was also conducted to study the ways of personnel administration by interviewing the vice rectors of the University and its campuses. The data collected were analyzed by content analysis.

It was found that

1. For selection and recruitment, it was found that MCU has, appointed the committee for considering and scrutinizing application forms, educational qualification, experiences, knowledge and Competence, and performances, and the prescribed ratio of monks to Laymen of the academic stream is 60% to 40%, and that of monks to Laymen of the professional action stream is 50% to 50%, and it is generally accepted that merit-system is applied in personnel administration with the principle of difficulty entry and easy Leave.

2. For personnel promotion and development MCU has developed personnel by providing scholarship for studying in the country and abroad by putting the emphasis on the field of study in shortage.

3. For the assessment of performance of personnel, it was found that the assessment of performance of personnel is conducted twice per year with the criterion and assessment system which are standard, fair, transparency and able to be checked and by the screening. The main factors in the assessment are based on the success level of work, quantity of work, working behavior and individual characteristic.

4. For welfare for personnel, it was found that the following welfare services are provided to help personnel's living conditions: medical treatment fees, transportation services, lunch, loan project and life reserve fund. Recreational activities such as games and sports are also provided to the personnel.

5. From the survey of problem condition, it was found that all aspects of the problems are in the middle level and there is a need to solve the problems in a high level as a whole.

6. From the interview schedule, it was found that MCU should develop manpower plan, and the selection examination should be used for the recruitment, there should be training courses for personnel and administrations of all levels, there should be a follow-up of study-on-leave of the personnel the criteria and job assessment system should be developed to be in line with the real working situations, there should be an appropriate improvement of the rules and regulations regarding the personnel administrations, especially the welfare for medical treatment, recompenses for retired personnel, and expenses for cremation and overtime. The annual health check-up, transportation services and food and residence welfare should be appropriately developed including merit-giving, annual rewarding and recreation, and the University should have the welfare which is balanced with its personnel and in line with the economic condition.