

Abstract

Research Title : Core Competencies Desirable for Recruitment and Selection of
Leading Organization in Thailand a Case Study of
The Siam Comment Public Company Limited.
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This Research aims to core competencies desirable for recruitment and selection of leading organization in Thailand a case study of The Siam Comment Public Company Limited. The objectives of this research are to explain Core Competencies Desirable for recruitment and selection of Leading Organization in Thailand. And the objectives of this research are to explain the guidance of recruitment and selection of core competencies.

The study uses two method of research. The first is qualitative research is used in the process of interview; semi-structured interview, the committee organization 11 persons and executives, Human Resources Division, Director of Human Resources Division and Manager of Talent Recruitment Center of Corporate Human Resources Division of The Siam Comment Public Company Limited. The total of population and sample of qualitative research are 9 persons. The data from interview are analyzed by content analysis and inductive.

And the second is quantitative research is used in the process of survey of employee who have position in management level (level 4). The questionnaires are surveyed by finite population that has 41 persons. The result is presented in descriptive statistic; frequency, mean, and standard deviation. The study use non probability sampling, which purposive sampling.

Research findings:

1. Core competencies desirable for recruitment and selection of leading organization in Thailand a case study of The Siam Cement Public Company Limited that consider by average score in the high importance level. The results is founded 10 competencies that employees should to be and they are listed according to theirs ranks, the first is Professional Expert (mean=5.00), Achievement Oriented (mean=4.95), Innovation (mean=4.93), Strategic Perspective (mean=4.88), Dynamic and Adaptive Orientation (mean=4.66), Eager to Le (mean=4.71), Team Leadership (mean=4.61), Language Literacy (mean=4.49), Ethical (mean=4.46) and Thinking out of the Box (mean=4.44).

2. The guidance of recruitment and selection of core competencies use Competency Based Management in Human Resources Management Since the system of recruitment and selection. Evaluation of performance. Workforce development system. And to cultivate ethical business practices as well as care for welfare benefits. And working environment in accordance with a variety of staff. Especially, the new recruitment process is always the best is Best recruit and retain. Focus on Competency Based Interview for both people and good people. High quality and integrity join. The employees or applicants to pass an interview. And other processes of the organization to continue it. The interview will have to score a unanimous vote only.

Suggestion

The results of this research is very useful. Especially, as a guide for institutions of higher education faculty in the development of improved teaching and learning. To comply with the requirements of the labor market, or leading organizations in the future. This is consistent with the approach to teaching and learning of Thai Qualifications Framework for Higher Education, which has determined that the various subjects in the curriculum development and learning of students with at least five sides : ethics, knowledge, intellectual skills, interpersonal skills, and responsibility. Numerical and analytical skills, communication and information technology. So in order for universities to produce graduates to meet the

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needs of leading organizations in Thailand. Teachers need to focus on or aim to provide graduates with the core competencies of the organization match. such as Professional Expert, Achievement Oriented, Innovation Strategic Perspective, Dynamic and Adaptive Orientation, Eager to Le, Team Leadership, Language Literacy, Ethical and Thinking out of the Box. Faculty, teaching methods must be defined clearly. Learning such as training students to analyze. Problem solving and decision making. Activities to promote ethics etc.