

RECRUITMENT OF PERSONNEL AFFECTING THE PERFORMANCE OF EMPLOYEES IN THE ALTERNATIVE ENERGY DEVELOPMENT AND EFFICIENCY DEPARTMENT

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ABSTRACT

This study aims to investigate the recruitment of personnel that affect the performance of employees in the Alternative Energy Development and Efficiency Department. The objective is to study the performance of employees in the Alternative Energy Development and Efficiency Department and to investigate the recruitment of personnel that affect the performance of employees in the Alternative Energy Development and Efficiency Department. The sample consists of 160 employees from the Secretariat who analysed Pearson's mean, standard deviation, and relative coefficient.

Research has found that. 1) The Alternative Energy Development and Efficiency Department has 114 employees, mainly male, aged 26-30, with a bachelor's degree, an average income of 15000-20000 Thai baht, and 2-3 years of work experience. 2) Recruitment: Overall, the four aspects are at a relatively high level. The first is human resource planning, followed by job description and recruitment methods, and finally, recruitment. 3) Employee performance in the Alternative Energy Development and Efficiency Department. Overall, four aspects are at a high level: work quality, time and workload, and cost. 4) The recruitment relationship that affects the performance of employees in the Alternative Energy Development and Efficiency Department was found to be no more than .80 (Stevens, 1996). Therefore, all independent variables in this study did not have a collinearity relationship. 5) The recruitment model that affects the performance of employees in the Alternative Energy Development and Efficiency Department is $0.725 + (0.535)$

Keywords: Recruitment, Personal Affecting, Employee Performance,

INTRODUCTION

Recruitment is one of the most important human resource management processes. Recruiting personnel to join an organization may seem easy for some organizations, but modern organizations may seem complicated. If the organization makes the wrong decision in recruiting personnel, the personnel will cause damage to the organization. However, if the organization can select personnel, the personnel will cause damage to the organization. However, if the organization can select quality personnel suitable for the job, the personnel will create value for the organization. When talking about recruitment, it can be concluded that recruitment is a process of attracting people from various sources to join the organization through specified methods and procedures. Selection is a process of selecting applicants who meet the specified criteria to work in various positions in the organization. Currently, the competition

in the labor market is increasing. There is more advanced technology. Theories and principles of recruitment and selection may change or be adjusted to be suitable for the competition in the digital age for the survival of each organization (Saripa Wahama, 2016). [1]

From the above, the researcher is interested in studying the effects of recruitment on employees' performance. The concepts and theories are used as guidelines for studying recruitment that affects employees' performance, whether in terms of work quality, work quantity, time, or cost. The findings will be very useful as guidelines for planning and developing work, which will lead to improving standards in various ways that affect employees' performance.

OBJECTIVE

1. To study the performance of the Department of Alternative Energy Development and Energy Conservation employees.
2. To study the recruitment of personnel that affects the performance of the Department of Alternative Energy Development and Energy Conservation employees.

METHODOLOGY

This study is investigative research aimed at investigating the impact of demographic analysis on the recruitment of personnel in the Alternative Energy Development and Efficiency Department. The personnel used in this study were 160 people from the Alternative Energy Development and Efficiency Department. The sample used in this study was 144 people from the Secretariat Office of the Ministry of Alternative Energy Development and Efficiency. The sample size was calculated based on the population ratio (95%) using (Taro Yamane, 1973, cited in Chonlapasorn Sittiworongchai, 2017) [2], [3]

The instrument used in this research is a questionnaire created by the researcher to collect data from studying concepts and theories from related research to study the recruitment of personnel that affects the work efficiency of the Department of Alternative Energy Development and Efficiency employees. It is divided into three parts: Part 1 is a questionnaire about demographic characteristics, including gender, age, education level, job position and average monthly income. It is a report check questionnaire. Part 2 is about personnel recruitment, which consists of 4 components: human resource planning, personnel selection, recruitment method determination, and job description determination. Part 3: Performance of employees in the Alternative Energy Development and Efficiency Department, including four elements: work quality, workload, time, and cost.

RESULTS

Data analysis results

Part1: Results of the analysis of the demographic characteristics of the employees of the Department of Alternative Energy Development and Efficiency.

Table 1
Number and Percentage Demographic Characteristics

Demographic Data	Total (n=114)	Percentage
Gender		
Male	62	47.3
Female	54	39.7
Age		
Under 25 yrs	44	33.6
26-30 yrs	46	35.1
31-35 yrs	7	5.3
Over 36 yrs	17	13.0

Education		
High School	27	20.6
Undergraduate	57	43.5
Postgraduate	30	22.9
Experience		
Below 1 yr	40	30.5
2-3 yrs	51	38.9
4-5 yrs	9	6.9
Over 6 yrs	14	13.7
Salary		
15,000 - 20,000 THB	62	47.3
20,001 - 25,000 THB	25	19.1
25,001 - 30,000 THB	9	6.9
Over 30,001 THB	18	13.7

Part 2: Results of analysis of personnel recruitment of employees of the Department of Alternative Energy Development and Energy Conservation

Results of analysis of personnel recruitment of employees of the Department of Alternative Energy Development and Energy Conservation in 4 components: human resource planning, personnel selection, determination of recruitment methods, and determination of job descriptions as shown in Tables 2 - 6, human resource planning.

Table 2
Mean and standard deviation of Human Resource Planning.

Human Resource Planning.	$\bar{x}$	S.D.	Meaning
1. Your organization has a clear organizational strategic plan.	3.94	.656	High
2. Your organization has established policies and goals.	3.95	.650	High
3. Your organization has a sufficient workforce plan to complete the work.	3.99	.556	High
4. Your organization has clear public relations regarding human resources planning.	4.01	.602	High
Overall	3.97	.543	High

Table 3
Mean and standard deviation of Personnel Selection

Personnel Selection	$\bar{x}$	S.D.	Meaning
1. Your organization has a selection process to obtain the most suitable personnel for your job.	3.79	.803	High
2. Your organization selects personnel for designated knowledge testing and evaluation.	3.87	.770	High
3. Your organization defines the skills and abilities required for key positions.	3.73	.779	High
4. Your organization has a selection process to obtain the most suitable personnel for your job.	3.68	.791	High
Overall	3.77	.675	High

Table 4
Mean and standard deviation of recruiting methods

Recruitment methods	$\bar{x}$	S.D.	Meaning
1. Your organization has a process of gathering information and determining the skills, duties, and knowledge required for the job.	3.70	.797	High
2. Your organization allocates personnel whose knowledge and skills match the work fields.	3.90	.882	High
3. Your organization cooperates well in performing the work.	3.67	.827	High
4. Your organization manages personnel sufficiently to perform the work.	3.80	.697	High
Overall	3.77	.634	High

Table 5
Mean and standard deviation of Job Description

Job description	$\bar{x}$	S.D.	Meaning
1. You like interesting, challenging and capable work.	3.65	.820	High
2. You want to work in a job that gives you authority, responsibility and freedom in choosing how you work.	3.86	.763	High
3. You want to work in a job with clear steps.	3.90	.798	High
4. You are primarily concerned with the nature of the work you are satisfied with.	3.79	.846	High
Overall	3.80	.674	High

Table 6
Mean and standard deviation of Overview

All Factors	$\bar{x}$	S.D.	Meaning
1. Human Resource Planning.	3.97	.543	High
2. Personnel Selection	3.77	.675	High
3. recruiting methods	3.77	.634	High
4. Job Description	3.80	.674	High
Overall	3.83	.517	High

Research Discussion

3. From the findings, overall personnel recruitment is high in all respects. Human resource planning is followed by job description and definition of recruitment method, respectively. The last aspect is personnel selection, which shows that the importance of personnel recruitment is to obtain employees with knowledge, skills, experience, and personalities that match the needs and are suitable for the position the organization requires. This allows the organization to achieve its goals and increase profits, leading it to success. This is consistent with the concept of Werther and Davis, 1986, as cited in Saripha Wahama (2016), consisting of 4 aspects: Human resource planning refers to the process of considering, determining the direction of strategic plans, and analyzing the organization's human resource needs, both present and future, to achieve the organization's goals. The job description refers to the scope of duties and responsibilities of each job position in the organization, including specifying the necessary qualifications for that job position. The definition of recruitment method refers to selecting personnel capable and suitable to work in the position that the organization needs. Personnel selection refers to setting selection

criteria, interviewing, evaluating, selecting, checking educational backgrounds, checking references, checking criminal records, checking physical conditions and welfare, making offers, and entering employment contracts.

4. Performance of employees in the Alternative Energy Development and Efficiency Department. Overall, the quality of work is very high, followed by time and workload. Finally, the cost indicates the performance of employees in the Alternative Energy Development and Efficiency Department. Tasks defined in conjunction with social positions require individuals or groups in any position to fulfil their responsibilities and apply their knowledge, skills, and experience to work that is suitable for the situation, according to the ideas of Peterson and Plauman. Peterson Lowman (1989, Uta Weerasakkarun, 2013) [4] cited Noppa Boonrit (2015) [5]. The study found that effective outcomes in a person's work must include the worker's abilities, professional knowledge, and the work motivation that leads to their use. It is necessary to consider satisfaction and motivation to achieve concepts like Herring Emerson.

5. From the hypothesis testing, the variable in job description affects the performance of the employees of the Department of Alternative Energy Development and Energy Conservation because, in terms of job description, the work is appropriate, challenging, has a precise work sequence, and provides opportunities for employees to continue their studies to increase their knowledge and qualifications, which results in more excellent performance. The variable in terms of recruitment method affects the performance of the employees of the Department of Alternative Energy Development and Energy Conservation because the recruitment method can recruit personnel through the network, which is convenient for job applicants, such as through the organization's website, through government job centres, and by having applicants apply themselves (walk-in), whether they are personnel within the organization or outside the organization, etc. Recruiting and selecting personnel with knowledge, skills, and suitability to work effectively in the organization's required positions.

CONCLUSION AND FUTURE WORK

The study concludes that:

1. 114 Department of Alternative Energy Development and Energy Conservation employees, the majority of whom are male, aged 26-30 years, have a bachelor's degree, an average income of 15,000-20,000 baht, and 2-3 years of work experience.
2. Recruitment of personnel overall and in 4 areas is at a high level, first in order of human resource planning, followed by job description and recruitment method determination, and last in order of personnel selection.
3. Employee performance in the Alternative Energy Development and Efficiency Department. Overall, four aspects are at a high level. The first is work quality, the second is time and workload, and the last is cost.
4. The recruitment relationship that affects the performance of employees in the Alternative Energy Development and Efficiency Department was found to be no more than .80 (Stevens, 1996). [6] Therefore, all independent variables in this study did not have a collinearity relationship.
5. The recruitment model that affects the performance of employees in the Alternative Energy Development and Efficiency Department is $0.725 + (0.535 * \text{job description}) + (0.271 * \text{recruitment method})$. This model can describe 66.6% of employee performance with a prediction standard error of 348.

Research Suggestions

1. Research recommendations

1.1 The research results found that the quality, quantity, time, and cost of work were high. Therefore, the organization must continuously prioritize the employees' work while also considering the organization's regulations.

1.2 The organization should give importance to and promote personnel recruitment. From the research results, it was found that the work description and the recruitment method must take into account the needs of the employees and the needs of the organization appropriately, such as having an efficient work process for the organization, which will attract quality applicants, as well as creating a good and clear corporate image, so that the recruitment of personnel to work is successful.

2. Suggestions for follow-up study

2.1 This research is only a survey on recruitment that affects the performance of employees of the Department of Renewable Energy Development and Energy Conservation, using the questionnaire as a tool. Therefore, to study recruitment and performance in more depth, an in-depth interview method should be used to obtain in-depth information.

2.2 This study examined the performance of employees in the Department of Renewable Energy Development and Energy Conservation using the key findings of Peterson & Plowman, 1989, in four components: quality of work, quantity, time, and cost. In the following research, further study in the remaining areas should be used to continuously improve the operational efficiency of the Department of Renewable Energy Development and Energy Conservation.

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