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- To encourage researchers to identify significant research issues in identified areas, in the field of Science, Engineering, Technology and Management.
- To help dissemination of their work through publications in a journal or in the form of conference proceedings or books.
- To help them in getting feedback on their research work for improving the same and making them more relevant and meaningful, through collective efforts.
- To encourage regional and international communication and collaboration; promote professional interaction and lifelong learning; recognize outstanding contributions of individuals and organizations; encourage scholar researchers to pursue studies and careers in circuit branches and its applications.
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★★★
EDITORIAL

It is my proud privilege to welcome you all to the ISER International Conference at Osaka, Japan. I am happy to see the papers from all part of the world and some of the best paper published in this proceedings. This proceeding brings out the various Research papers from diverse areas of Science, Engineering, Technology and Management. This platform is intended to provide a platform for researchers, educators and professionals to present their discoveries and innovative practice and to explore future trends and applications in the field Science and Engineering. However, this conference will also provide a forum for dissemination of knowledge on both theoretical and applied research on the above said area with an ultimate aim to bridge the gap between these coherent disciplines of knowledge. Thus the forum accelerates the trend of development of technology for next generation. Our goal is to make the Conference proceedings useful and interesting to audiences involved in research in these areas, as well as to those involved in design, implementation and operation, to achieve the goal.

I once again give thanks to the Institute of Research and Journals, ISERD, Researchworld & The IIER for organizing this event in Osaka, Japan. I am sure the contributions by the authors shall add value to the research community. I also thank all the International Advisory members and Reviewers for making this event a Successful one.

Editor-In-Chief
Dr. P. Suresh
M.E, Ph.D. Professor and Controller of Examinations,
Karpagam College of Engineering,
Coimbatore, India.
THE ATTITUDES OF STAFF TOWARDS THE ASSESSMENT OF PERFORMANCE: THE CASE OF D.K. LAW COMPANY IN THAILAND

PARINYA SIEMUANG

The Quality Management, Department Innovations and Management College,
SuanSunandhaRajabhat University
E-mail: parinya.si@ssru.ac.th

Abstract—The study of the attitudes of staff towards the assessment of performance. Case of D.K. law company in Thailand. The purpose of this research is study the level of knowledge and understanding about the assessment of staff performance. The attitude of staff towards the assessment of the performance and study of the relationship between individual characteristics and attitudes of staff towards the assessment of performance. And for known the problems and suggestions regarding the assessment of personnel performance. The questionnaire was used to study personnel are employed at the company. 113 sets of questionnaires were returned, representing 100 percent of the questionnaires were analyzed.

The result the study indicated that Gender did not correlate with the attitude of the staff towards the assessment of performance. Age did not correlate with the attitude of the staff towards the assessment of performance. Educational background did not correlate with the attitude of the staff towards the assessment of performance. Salary is correlated with the attitude of the staff towards the assessment of performance. Echelon has not related to the attitude of the staff towards the assessment of performance. Duration of workhas not relation with the attitude of the staff towards the assessment of performance. Analysis of Cognitive and participation in the assessment of performance. The majority of respondents to understand and participate in the assessment of performance. The analysis about the attitude of staff towards the assessment of performance. The majority of respondents agreed.

Keywords—Attitude, Assessment of Performance.

I. INTRODUCTION

Assessment of the performance as one of the key personnel management process in all organization. The performance of each will effect to the overall performance of the organization. You need to assessment the performance of each individual that can perform well either. According to the standards or not. In a specified period of time such as three months or one year, the results of the assessment showed that the organization has progressed. And also contribute to the assessment of the administrative decision in many such as promotion, increasing wages, salaries, training, dismissed etc.

Always assessment of performance has errors. The error is caused by several reasons. The system assessment the performance of the organizations did not succeed. The current assessment the performance in the organization, according to the opinion of the manager. Some divisions did not assess the performance from actual performance. The evaluator can not control their emotions to neutral while the assessment. Each evaluator has different way cause injustice to assess. Evaluated each one is perceived to different. Attitudes are different cause problems and there are always complaints. The assessment can not be made please of two parties. These are may not make the organization successful. The researcher study of such issues as the importance of assessment the performance. Thus, the study of the attitudes of people in the organization to assess performance. By the study of D.K. law company which takes the result to improve the personnel and organization for achieve maximum performance.

II. METHODOLOGY

The study used primary data. The specific sample of employees 200 people, using a sample of 133 people by questionnaire. Which consists of three parts: the first part questionnaire about demographic information including age, gender, educational background, echelon, income and duration of work in the second part cognitive and participation in the assessment of performance. Third part attitudes of staff towards the assessment of performance.

Finding

The first part: Analysis of demographic data.

Type of demographic

<table>
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<th>Gender</th>
<th>Male</th>
<th>44.2%</th>
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<tr>
<td></td>
<td>Female</td>
<td>55.8%</td>
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<table>
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<th>Age</th>
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<td>younger than 25 years</td>
<td>6.2%</td>
</tr>
<tr>
<td>between25-30 years</td>
<td>44.2%</td>
</tr>
<tr>
<td>between31-36 years</td>
<td>48.7%</td>
</tr>
<tr>
<td>between37-42 years</td>
<td>0.9%</td>
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</tbody>
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The Attitudes of Staff Towards the Assessment of Performance: The Case of D.K. Law Company in Thailand

| Educational background | lower diploma education | 52.2% |
|                       | diploma education       | 6.2%  |
|                       | undergraduate            | 4.6%  |
| Salary                | between 5000-10000THB    | 56.6% |
|                       | between 10001-15000THB   | 43.4% |
| Echelon               | manager                  | 10.6% |
|                       | supervisor                |       |
|                       | staff                     | 77.9% |
| Duration of work      | less than five years     | 23.9% |
|                       | 5-10 years                | 63.7% |
|                       | 10-15 years               | 12.4% |

The second part: Analysis cognitive and participation in the assessment of performance.

The evaluation will assess the performance agreed 94.7%
disagreed 5.3%
Assessment of the performance evaluation of employees in a particular period of time agreed 97.5%
disagreed 2.7%
Assessment of performance will result in a better understanding between bosses and subordinates agreed 94.7%
disagreed 5.3%
Assessment of performance allows supervisors to know the strengths and weaknesses in the work of subordinates agreed 93.8%
disagreed 6.2%
The assessment should consider knowledge more senior and older to work agreed 89.4%
disagreed 10.6%
Assessment of performance affect salary increase agreed 83.2%
disagreed 16.8%
The assessment of performance should not be subordinate to participate in the evaluation standards of performance agreed 97.3%
disagreed 2.7%

The third part: Analysis the attitudes of staff towards the assessment of performance. Analyzed and evaluated by ranking (Rating Scale).

Assessment the performance impact of salary increase and promotion Agree moderately
Supervisors often only 2-3 months the work of subordinates before assessment the performance Agree moderately
Participate in criteria to assessment the performance too less Agree moderately
Supervisors took a personal decision to assessment the performance Agree moderately
Evaluation can separation of who good and bad work Agree moderately
Assessment of performance can result in self-development and improvement work Agree more
Assessment of the performance made in relation to the working poor Agree more
The assessment does not cause positive effect in division Agree more
Assessment of performance in practice has encouraged more active Agree more

CONCLUSION
The majority of respondents are satisfied with the assessment of performance. Company executives must recognize the importance to assessment the performance drive in human resource management. Should do the job description of all staff positions to adopt standard for the assessment of performance. Set the criteria for the assessment of performance in accordance with the actual practice. Enabling personnel involved in determining the criteria for assessment. Should be research and analysis of the performance evaluation system to make the performance have quality and reliability.

ACKNOWLEDGEMENTS
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The Attitudes of Staff Towards the Assessment of Performance: The Case of D.K. Law Company in Thailand

REFERENCE


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