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EDITORIAL

It is my proud privilege to welcome you all to the TheIRES International Conference at Zurich, Switzerland. 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, TheIIR, TheIRES for organizing this event in Zurich, Switzerland. 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.

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SURVEY OF THE HUMAN RESOURCE MANAGEMENT KNOWLEDGE LOCAL ADMINISTRATIVE ORGANIZATION IN THAILAND

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Abstract - This research has aimed to show the following:

1) Research and dissertation on resource management, 2) To study the concepts of academics and researching methods, and 3) To review the content of the human resources management book, from the existing local government organization. A thesis on the human resource management of local administrative organizations has been written. The research was based on qualitative studies that conducted, to gather information needed for this research. The data altogether was analyzed as complete information that was derived from 23 books, 6 articles, and 61 dissertations. Collection of data by document study, was significant in the amount of the detail that was shown data from the information technology media, was collected by the researchers. This important data was collected from the library sources available at universities; as well as the research papers from the dissertation database library network in Thailand. (The study found that, knowledge of local administration showed little comparison to the knowledge from the other aspects of the local administration such as local finance. Because of the local awareness, the researcher should consider that it should be studied in the form of books related to the teaching, and management of local human resources. A thesis on human resource management of local administrative organizations in Thailand should be expanded. The focus should be on the human resources management system, or the human resource management process. Also, policy issues should be included related to the local personnel management, the human resource development law, and the various human diversity issues. Additionally, the adaptation of the many local government organizations that have a major impact on Human resource management; will also increase the knowledge of the local personnel management.

Index Terms - Human Resource Management, Knowledge, Local Administrative Organization.

I. INTRODUCTION

Local governments have a major role to play, in terms of how society functions. It is of utter importance, for these local governments to provide local public services to help its citizens. Individuals should have a desire to seek help from these entities, in times of need. Local authorities have the freedom to administer the type of work that is needed in a timely manner, as seen in the 2007 Constitution for the autonomy of the local administration. The critical parts of a local government; that have many important roles to fill in regards to the functioning of society are written as follows: public administration, finance and important management functions that are needed. Management of people is included in these functions, and it states who can manage the people; according to the needs and suitability of each local jurisdiction. With the regulation, the local administrative organization is a framework for the implementation and is important to be consistent with the intentions desired.

Local government reform, has shown that there are important issues; such as the management of local people to have rights, privileges, and freedoms, impartial, or politically neutral. Personnel management must be based on the suitability of each locality; and that contribute to the development and problem solving for issues that local people have state. Furthermore, these local governments should maintain and allow local individuals to enjoy the benefits. If you want to talk about the knowledge of human

resources management, Thomas Davenport (1999) [1] described the human capital as "human capital." Components of knowledge and competence for the specific knowledge of human resource management of the organization, have been stated. Local governments in Thailand are found to be small, most of which are found in Thailand, around the management of most local governments. While there scientific evidence of local government's effectiveness; it is up to that local government to enforce policies that help, or hinder its peoples' rights. Therefore, the researcher is interested in that amount of information that is presented, and they want to gather more to keep a file on record about the knowledge exhibited by the human resources management; specifically related to the local government of Thailand. Due to the massive of knowledge present, this has been a very important study to conduct; based on the evidence presented. Because of the knowledge shown, the direction of education is increasing to the ever-growing global demands; of specific majors that are needed for the job market. The budget that is set by the local government for many projects; is often wasted. Often many times, these local governments spend very little of their pre-selected budget on cheap materials, and keep the rest. Because of the varying amounts of corruption, often the local government benefits, and the people receive very little help, if any.

In this study, the researcher had selected a survey of human resource management knowledge that is

related to the local administrative organizations in Thailand. The knowledge contained in the text book, Research and dissertation reports; all have stated how the state of human resource management in the local government in Thailand is ran, and how the trend of science is heading in the near future.

II. METHODOLOGY

In this study, the researcher has defined research the methodology or research methodology, that was shown. The methodology was used in the qualitative research, that consisted of the study, and the analysis of data from the documents, and documentary research [2], with the scope of synthesis from the resources. The library collects data from various universities, and research papers from thesis databases. Only many available thesis reports, and research sponsored by the agency is allowed in the library.

The purpose of the research, was to provide many research papers, and theses. As a result, the following important factor was selected: 1. Study the concepts of academics, and researchers on the human resource management in the organization. For answering Objective 3, we will consider the content of the booklet of human resource management knowledge of existing local government organizations. Furthermore, for answering objective 4, to consider the research conditions and theses concerning human resource management. Local administration data collection, had information gathered from the researcher; of whom conducted the process of collecting data from documents, and collections from library sources from universities, as well as research papers; from the Database Thesis Library Network Project in Thailand.

III. RESULTS AND DISCUSSION

The research used, was the qualitative research methodology. The data analyzed was complete, and gathered efficiently. This information was gathered from 23 books, 6 articles and 61 dissertations; of all which found that one of the books was related to the management of local people. There are 13 books that deal directly with local administration. The content is related to the general topic of local administration, and the distribution of administrative power to the local people. Development of the local administration, had shown the transfer of personnel to the local administrative organization; that had information available from 10 books at the local administration. There is only one chapter of the book on local government, and human resource management, knowledge of human resources management, and the local administration. It is a very small factor; compared to the knowledge from the other areas, such as local finance, etc. Article 6 is written as follows: To view the management of the local human resources, that are free from the Human

Resource Management Interventions division, and to strengthen the local administration] .3 [Moreover, the leaders of the local administration must have good curriculum to develop Sustainability of the local community.

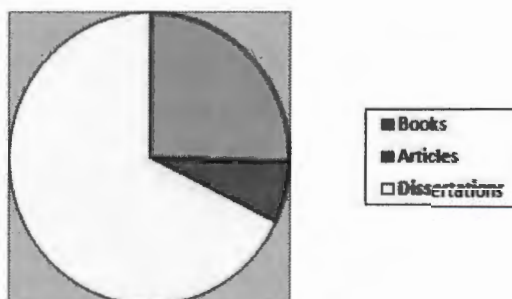
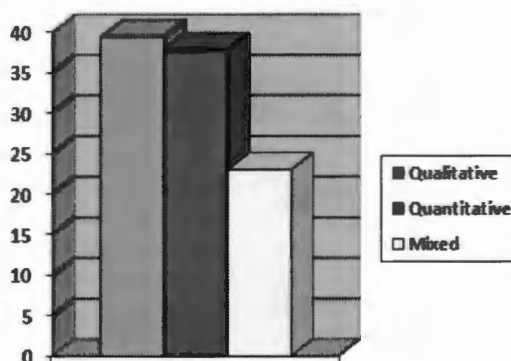


Figure 1. Gathered information

There are 61 dissertations in the total; that were reviewed. The dissertation is divided into 24 quantitative research methods, 39.34 percent .23 items of qualitative research methods, 37.70 percent. The use of the 14 item mixed method was 22.95 percent, and was divided into 10 periods of four periods.



Research methods

Figure 2. Research Methodology

1. Thesis and research related to local personnel management during 1966-1976 during the 10-year period, was collected. The thesis and the research findings had studied the local leadership, human resources management system; that has a single local system. Human Resources Management of Bangkok Municipality is noticeable as in.
2. Thesis and research related to local personnel management during 1987-1997. Research in this period, had showed that there were 3 issues found; most of which are related to the indigenous peoples' autonomy with superior control. How does the decentralization process affect the structure of the organization? Both nationally, and at the provincial level is not favorable, and the local administration is free. Due to the large number of staff members in the organization, the appointment of an organization member may be

easy. Comparison of the local personnel management of primary education in Thailand and Japan; had showed that there should be more local political development along with the development of the process. Educational Administration should develop educational administrators at all levels; in order to manage their careers and develop their thinking.

3. The dissertation and research related to local personnel management, 1998 - 2008 during this 10-year period, from research theses and researches. There are 11 topics, most of which are related to Human Resource Development of Local Government Organizations; with research in this regard, we also discussed the networking of human resource development as well as the study of the legal issues related to the management of local human resources, and local people started to expand. There are also research about Human Resources Movement Leadership in the Local Development of Directors, Sub-district Organizations, and Performance of Personnel under the Certification Program for Local Government Organizations.
4. Thesis and research related to local personnel management during the year 2009-2015 during this 10-year period, had showed that thesis and research during this period were found. This is a period, where there are views and interests about the issues of local administration; that many times, are with local universities, and more local government policies that are interested are the problem of local administration. Much of research is related to Personnel Development Planning, Human Resource Management of Local Government Organizations State, and the Problems of Personnel Management of the local government in the general problem; including the problem of teamwork, Human Resource Development of Local Governors in Human Resource Development of Local Government Organizations, and the personnel management process of the administrative organization.

Many of the researchers in the provincial administration are involved recruitment, selection, discipline, and the self-development need of the local personnel. Guidelines for enhancing the organization's human resource management; are presented by the Provincial Administration knowledge management; to

enhance the effectiveness of the local government administration. Many researches, have found issues regarding structural problems in local organizations.

SUGGESTIONS

Researchers have provided two suggestions as written :

1. It should separate the management of human resources in the local area; and to study or produce more books or more to develop this knowledge .
2. If interested, research on human resource management in local government organizations will increase the scope of knowledge in this field.

CONCLUSION

1. The knowledge of the local administration, is a very small percentage compared to other aspects of the local administration; such as local finance. Because of the local awakening, the researcher should consider whether to study in the form of a study book and the teaching of local human resources management.
2. Academic Research Articles, have included the thesis on human resource management. Local Governments in Thailand, should broaden the scope, and shouldn't focus only on the system, or human resource management processes. Additional policy issues related to local personnel management should be added; including diversity of human resources, and the adaptation of Local government organizations that also will have an impact on the human resource management. Local people management is expanding and becoming more valuable.

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