

Anuchai Ramwarungkura 2007: Development of Competency Standards of Human Resource Officers in the Automotive Industrial Enterprises. Doctor of Philosophy (Vocational Education), Major Field: Vocational Education, Department of Vocational Education. Thesis Advisor: Associate Professor Kulkanit Rashainbunyawat, Ph.D. 199 pages.

The objectives of this research were to 1) study competency of human resource officers in the automotive industrial enterprises; 2) analyze competency clusters of human resource officers in the automotive industrial enterprises; and 3) identify competency standards of human resource officers in the automotive industrial enterprises. This research was divided into three phases. In phase I, the competency was substantively studied. The Delphi technique was utilized to collect a consensus opinion of a purposively selected homogeneous group of 13 experts. Questionnaires were used to collect data and median and inter - quartile range were employed to analyze the data. In phase II, competency clusters were analyzed. A questionnaire was used to collect data from 284 human resource managers who were selected using the stratified random sampling technique. Factor Analysis, Principal Component Analysis and Orthogonal rotation (Varimax), were employed as the statistical tools. In phase III, the competency standards were identified from the consensus of a focus group of 17 purposively selected experts.

The results revealed 16 core competencies and 26 functional competencies of human resource officers in the automotive industrial enterprises. The results also indicated three clusters of core competency and four of functional competency. The Kaiser – Meyer - Okin values of core competency and functional competency were .917 and .952 respectively. Furthermore, the results of competency standards indicated that there were three clusters of core competencies: change management, achievement orientation, and conflict management. In the case of the functional competencies, there were four clusters as follows: career management, strategic human resource management, training, and hiring and compensation management. Those stated competencies had been accepted by automotive industry human resource executives, it could be used to increase and improve their productivity in procurement and recruitment as well as operation of organization.

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