

ABSTRACT

Title of Research Paper : The Modification of the Personnel Administration of the
Bank : DBS. Thailand Bank Limited (Public)
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The study on the modification of the personnel administration of the bank : DBS. Thailand Bank Limited (Public) has 2 objectives, are to study the modification of the personnel administration of DBS Thaithanu Bank Limited (Public) and to study the problems and threats of the modification of the personnel administration of the bank.

Result of the study were as follow :

1. The modification of the personnel administration of DBS Thaithanu Bank Limited (Public) was found that the bank has modified the structure of the personnel administration in order to support the management of the bank and to make it appropriate in operation of the bank.

The reducing the number of the staffs, positions, Branches, bonus and other welfare in order to make downsizing, to reduce the total cost of the bank, however, the modification of banking administration affected to the bank had to hire employees from the outside to solve the employee lacking in the case of the bank need to recruit the staffs to be the permanent staffs by specified to the targets for skillful staffs as it's need.

2. The problems and threats occurred from the modification of banking administration after restructuring of administration were found that lacking of skillful staffs to run some new projects, the part of number of staffs, branches, positions that were reduced so that effected to the adequate services to the customers the bonus issue and welfare, the payment from the bank were at lower rate, but the point of that problems all staffs could get it, by the way, it should amend the way to evaluate how to promote by the fair-mindedness consideration from their outcome, the issue of hiring

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outside employees, the bank should control the quality or its standard of the bank's services.

In case of the bank need to recruit staffs, the bank should recruit by the special targets but because of the lower payment that made it miss that targets.

Recommendation

1. The bank should plan to develop and promote the staffs ability in order to support the modification of administration of the bank.
2. The bank should provide the section to collect opinion data in order to study and develop the operation of the bank.
3. The bank should manage the outside employees to have the same quality as the bank's need.