Abstract

This is a study on "Problems and Constraints in Recruitment for an Organization". The objectives of the research were to study recruitment problems in an organization in a systematic manner and to analytically compare differences between personal and organizational factors. The sample consisted of workers of establishments responsible for personnel recruitment in Bangkok and its vicinity. Data was collected by using a questionnaire and analyzed using percentage, mean and standard deviation.

The results of the study showed that most of the people responsible for recruiting worked in a management position rather than operation. They were women, rather than men, with a bachelor's degree. In the service sector sample, the research yielded that the overall problem was at a moderate level. The differences between personal and organizational factors, on the other hand, revealed that gender, age, salary level, work position, education level, marital status, duration and work experience had no relation with the problem levels.

The study suggested that the organization should use the merit system in personnel management, especially developing standard procedures for recruitment and selection of workers. It should develop new ways of recruitment and use up-to-date technology to upgrade the skills of recruitment workers. In addition, the organization should provide the environment, welfare and emolument competitive enough with those in the same industry. All this will help create a good image for the organization, attract more qualified people to join the organization and stand out among its competitors in the industry. At the same time, the organization must find ways means to retain its workers as long as possible.