

Abstract

The study on “Good Governance and Personnel Management of Maha Makut Rajavidhyalai University” aims at studying general characteristics of personnel management observing good governance principles, attitude of the personnel toward such trait of personnel management, and personnel factors effecting their attitude on the application of good governance principles in personnel management of the University. The sampling group of the study comprises 70 monks and householders. Instrument for data collection is constructed questionnaire.

The study finds that 60 percent of the samples are monks while the rest 40 percent are householders, and 97.1 percent of the total are males while 2.9 percent females. The majority of them or 68.6 percent have educational attainment higher than bachelor's degree, and 44.3 percent earn income between 15,000-20,000 baht per month. Among them, 68.6 percent are employees in educational administration line and 31.4 percent in personnel management line. It is found that the University's personnel under study have good attitude toward all aspects of personnel management. By priority, the good attitude or training and good governance development rates at an average value of 3.96, while the good attitude on recruitment orientation and work assessment, on compensation and welfare, on discipline and work assessment, on manpower planning, on nomination and selection of personnel utilizing good governance principles, each rates an average value of 3.95, 3.95, 3.95, 3.86 and 3.78 respectively.

The study recommends that Maha Makut Rajavidhyalai University should apply good governance principles in all aspects of personnel management process. The University's Manpower Development Plan should be matching with changes and organizational development, and should be designed for 3 stages namely for short, medium and long terms to catch up with globalization. Merit system for the selection of personnel should be emphasized to guarantee equality and fairness, in order to generate work satisfaction and to decrease internal conflicts. The University should

open the opportunity for position promotion according to one's capability to create work morale for those personnel with proper potentiality. Last but not least, the University should allocate more budget for wider public relations at times of personnel recruitment to attract qualified applicants for the positions.