



## The Relationship Between Personnel Development and Employee Performance at Zhuoyue Human Resources Service Co. LTD., Hohhot, People's Republic of China

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### Abstract

**Background and Aim:** The important factors of effective performance are those related to the working environment or organization, such as the environment in the organization, organizational policies and administrative control, command, the nature of the work, the relationship between people at all levels of the organization, compensation, management, budget, etc., and the factors caused by the operator. Thus, this study aims to study the personal development level of Huhohote Zhuoyue Human Resource Service Co., LTD employees. To study the work efficiency level of employees in Hohhot Zhuoyue Human Resource Service Co., LTD., People's Republic of China. Study the relationship between employee development and performance in Hohhot Zhuoyue Human Resource Service Co., LTD.

**Materials and Methods:** To study and provide suggestions on talent development and employee performance of Hohhot Zhuoyue Human Resource Service Co., LTD., People's Republic of China. The study subjects were 80 employees of Zhuoyue Human Resource Service Co., LTD., Huhohot City, People's Republic of China. The sample size calculation formula of Yamane Taro was adopted to determine the sample size. The analysis was carried out statistically. Data include frequency distribution, percentage, mean, and standard deviation. Pearson correlation coefficient statistics were used to test the hypothesis. The statistical significance level was 0.05.

**Results:** The research results found that: (1) the Talent development level of employees of Huhhot Zhuoyue Human Resources Service Co., LTD., People's Republic of China; Overall, is at the highest level. (2) The work efficiency level of employees of Huhhot Zhuoyue Human Resource Service Co., LTD., People's Republic of China. Overall, this is a high level. (3) Analysis results of the relationship between employee development and employee work efficiency in Huhhot Zhuoyue Human Resource Service Co., LTD., People's Republic of China. In general, the relationship between the two is at a high level. The lowest level equals -0.292. 4) Suggestions for talent development and work performance of employees of Hohhot Zhuoyue Human Resources Service Co., LTD., People's Republic of China are as follows: Increase modern training forms, so that theoretical knowledge and practical knowledge applied to practical work, and organize training consistent with the job responsibilities of employees. Training should be targeted and purposeful. A sufficient budget should be provided for training so that trainees can put their knowledge to good use and apply what they have learned to practical work. Employees should be brought to more successful departments to learn so that they can become role models in the work. Employees should be provided with financial support for further education. Professional trainers should be allowed to explain specific work knowledge to employees. Training should be provided in line with employees' interests, and the company should cultivate employees' sense of service and be recognized in the enterprise.

**Conclusion:** The relationship between human resource development and employee performance is moderate in Hohhot Zhuoyue Human Resource Service Co., LTD.

**Keywords:** Development; Personnel; Efficiency

### Introduction

In today's highly competitive society, every department needs high-quality personnel who seek to work in their department to create a competitive advantage and survival advantage. So what organizations need to always think about is how to get high-quality people into the business, and when they do, how to develop them to match current conditions. When talking about "personnel" or "people," one always hears





that "personnel" or "people" are a valuable resource for inventing innovations and creating new things. In many organizations and societies, people are also the key to stimulating and facilitating development in every dimension, and they can also undermine development systems (Malisuwan, 2009).

The important factors of effective performance are those related to the working environment or organization, such as the environment in the organization, organizational policies and administrative control, command, the nature of the work, the relationship between people at all levels of the organization, compensation, management, budget, etc., and the factors caused by the operator. In addition to knowledge, it also includes being able to meet internal and external needs, such as being able to complete tasks, being respected when completing work schedules, having the opportunity to develop knowledge and work capabilities, cognitive abilities, process capabilities, psychological attributes (Thongkam, 2017). The researcher has studied the research of other researchers related to personnel development, such as Phongthet (2021: 77) to study and research on personnel development guidelines that affect personnel creativity. Bang Tabun Municipality Ban Laem District Phetchaburi Province.

Srisuksai, (2021: 86) has studied research on personnel development to increase the efficiency of the work of judicial officers under the Office of the Judiciary Region 8, Teeraphiphatthada (2020: 72) has studied the role of the Marine Department in the production and development policy of marine personnel and Kraiwong (2020, abstract) has studied and researched on applying the human resource development policy according to the 70-2010 Learning Model development guidelines to practice in a case study of Siam Kubota Leasing Co., Ltd. It was found that human resource development (Human Resource Development) can do many things, such as training, education, development, and learning, to cause efficiency in operations. Both quality of work, workload, time, and cost. The researcher holds the position of general manager of Zhuoyue Human Resources Service Co., Ltd., responsible for business recruitment, labor dispatch, personnel hiring, personnel representative, salary payment, 5 insurance payments, talent recruitment, etc. Thus, this research needs to study the relationship between talent development and employee performance in Huhehaote Zhuoyue Human Resource Service Co., LTD., PRC. As a guideline for China's human resource development, further improve efficiency.

## Objectives

1. To study the level of human resources development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.
2. To study the level of employee performance of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.
3. To study the relationship between human resource development and employee performance of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.
4. To study suggestions on personnel development and work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

## Hypothesis

Personnel Development Level of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China Overall, it was at a high level.

Employee Performance Level of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China Overall, it was at a high level.

The relationship between human resource development and employee performance is moderate in Hohhot Zhuoyue Human Resource Service Co., LTD.





## Scope

### Scope of content

The scope of content is that this research is research that uses a quantitative research method to determine the variables from the theoretical concept of Chaowalit (2016) that human resource development (Human Resource Development) consists of 1) Training (Training) 2) Education (Education) 3) Development (Development) 4) Learning (Learning) and Phanthe (2017) also said that operational efficiency consists of 1) quality of work 2) amount of work 3) time 4) cost

### Scope of population and sample:

The research population was 80 employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China (Human Resources Department of Zhuoyue Human Resources Service Co., Ltd., August 10, 2023). The sample group used in this research was 80 employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (Yamane. 1973: 727)

### Scope of Variables

The independent variable was the personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China in the amount of 4 aspects as follows; (1) Training, (2) Education, (3) Development, (4) Learning.

The dependent variable was the work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China in the amount of 4 aspects as follows; (1) Quality of work, (2) Workload, (3) Time aspect, and (4) Expenses.

## Literature review

Kraiklang & Kraiklang (2021: 58) have studied the research on the need for supporting personnel development. Case studies of the Faculty of Engineering and Architecture The results of the study revealed the need for self-development of personnel in support of the Faculty of Engineering and Architecture as a whole. and each aspect of each aspect had a high level of need in all aspects, with the aspect of training/seminar/study visit having the highest level of self-development needs when compared to all aspects. and the results of the analysis of factors related to the level of self-development needs of support personnel when classified by age will have a relationship with the self-development of personnel Support line as a whole It was found that the age group under 25 and the age range 25-35 years had demand Self-development was greater than the age range of 35 years and over. The self-development needs of support personnel classified by sex type of personnel highest level of education Work experience, marital status income received from work per month Job characteristics according to position, duties, and affiliation with departments within the Faculty will not have a relationship with self-development of personnel in the department. overall support.

Phoob (2021: 57) has studied and researched the approaches for personnel development in local government organizations towards excellence: a case study of Bang Pla Subdistrict Municipality. Samut Sakhon Province The study found that Conditions of personnel development in local government organizations towards excellence of Bang Pla Subdistrict Municipality Samut Sakhon Province It was developed according to the following guidelines. There is an orientation for new personnel, training, and scholarships. It is encouraged to promote education at a higher level. Have workshop study visits, seminars, teaching, consulting Technology development to help support work has developed an information system for office document management Development to rise to a higher position There is sufficient budget for personnel development. Develop personnel in local government organizations towards excellence Bang Pla Subdistrict Municipality Samut Sakhon Province The problem of having insufficient personnel to work causes personnel to have a lot of workloads, so they lack interest in development. Courses provided by the training agency are inconsistent with the position and needs of the trainees. Lack of self-improvement attitude Lack of motivation to work Lack of enthusiasm for self-improvement epidemic of coronavirus Makes the delivery of personnel to attend training to increase their knowledge. Need to postpone the delivery of personnel to attend training Guidelines for establishing standards for personnel development in local government organizations towards excellence, Bang Pla Subdistrict Municipality Samut Sakhon Province The researcher suggests defining 4 strategies as follows. medium-term strategy The second





strategy is to develop the human resources of the municipality to have desirable performance. Strategy 3 Increase the efficiency of tools and mechanisms to drive development. and long-term strategy Is the fourth strategy to create a modern corporate culture.

Phongthet (2021: 77) has studied and researched ways of personnel development that affect personnel creativity. Bang Tabun Municipality Ban Laem District Phetchaburi Province The results showed that Personnel Development Guidelines Bang Tabun Municipality Ban Laem District Phetchaburi Province Overall, there was a high level of practice. can be divided into individual areas as follows:

1) Guidelines for the development of official personnel Overall, there was a high level of practice. Informal personnel development guidelines Overall, there was a high level of practice and creativity among the personnel of Bang Tabun Subdistrict Municipality. Ban Laem District Phetchaburi Province Overall, there was a high level of practice. In terms of the relationship between personnel development approaches and the creativity of municipal employees, permanent employees, and contract employees. of Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province with Sig. (2-Tailed) equal to 0.00, which is less than 0.05 means that the human resource development guidelines are related to the creativity of municipal employees, permanent employees, and contract employees. of Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province, There was a statistical significance at the 0.01 level. The correlation coefficient (r) was 0.60, indicating that the formal personnel development guidelines had a low relationship. The informal personnel development approach variables were moderately correlated. Regarding the official personnel development guidelines, it was found that the agency should encourage personnel to attend training continuously. so that personnel have the skills to communicate and understand quickly Able to apply knowledge gained from training to create new things or help solve operational problems Encourage personnel to practice in practice so that personnel can think in a variety of ways and can think of modifying work methods from one method to many ways. Support to receive education. so that personnel have the initiative to develop and invent new things related to operations That can be applied to work properly. And the issue of informal personnel development guidelines, agencies should encourage personnel to learn on their own by observing the work of colleagues, supervisors, and supervisors, and learning, and receiving advice. About the way of life of people in the area from colleagues or bosses. Leaders/supervisors should be allowed to make independent decisions. Able to bring knowledge to new ways of working used in practice provide development opportunities Invent new things related to operations that can be applied appropriately.

Bunnaeb (2021: 192) has studied and researched personnel development in public procurement of agencies under the Ministry of Finance. by applying Buddhist principles The results of the research were as follows: 1. The state of personnel development in public procurement of agencies under the Ministry of Finance. There is a training course on how to record data in an electronic system. preparation of the annual procurement plan Check bid bidder qualifications Encourage the public sector to participate in auditing in the procurement process. Electronic Purchases to purchase quality materials and reasonable price meets the needs of the agency and planning procurement methods and lead to confidence in all sectors 2. Factors affecting personnel development in public procurement of agencies under the Ministry of Finance. The findings of the study were as follows:

1) The Principle of Iddhipada 4 (Moral of Success) was the overall level at the highest level. The mean was 4.32. When considering each aspect, it was found that it was at the highest level, for example, in the perseverance aspect, the average was 4.34, followed by the chanting aspect (satisfied, willing), the average was 4.32. equal to 4.31 and the Vimansa side (Careful) with an average of 4.29, respectively.

2) Overall performance is at the highest level. with an average of 4.37. Considering each aspect, it was found that the highest level was an accumulation of expertise in professional work. with an average of 4.93, followed by adhering to righteousness and ethics with an average of 4.45. Next, good service The mean was 4.22 and was at the highest level, including teamwork. with an average of 4.14 and aiming for achievement with an average of 4.13, respectively.

3) Human Resource Development The overall level is moderate. had an average of 3.26. When considering each aspect, it was found that the training had an average of 3.50, the average was development had an average of 3.16, and education had an average of 3.13, respectively. Buddhadharma in personnel development in procurement of agencies under the Ministry of Finance, namely executives and public procurement personnel. Human resources must be developed. In terms of training, education, and







development in the areas of Iddhipada 4 (virtue of success), will (willingness to do), viriya (endeavor), citta (attentiveness), and vimana (carefulness) and adapted to the principles of Performance consists of focusing on achievement good service accumulation of expertise in a career Adherence to righteousness, integrity, ethics, and teamwork in the practice of public procurement will be successful.

Srisuksai (2021: 86) has researched personnel development to increase the work efficiency of judicial officers under the Office of the Judiciary Region 8. Under the Office of the Court Regional Justice Department 8, as a whole, was at a high level. Regional Court of Justice, Region 8, as a whole, was at the highest level. 3) Comparison of work efficiency. of judicial officers under the Office of the Judiciary Region 8 classified by personal factors Judicial officers with different age ranges had different working efficiency. Statistical significance at the .05 level. 4) Personnel development that affects the work efficiency of judicial officers under the Office of the Judiciary Region 8, it was found that personnel development in terms of training and on-the-job training were at the .05 level of significance. Self-learning and job turnover, affecting the work efficiency of judicial officers under the Office of the Judiciary Region 8 with a statistical significance at the .05 level. The results of this research will be prepared as recommendations to the Office of the Court. Regional Justice 8 to increase work efficiency and to follow the strategic plan. that the Office of the Regional Court of Justice, Region 8 has set up. The age range of personnel and personnel development in terms of training, on-the-job training, self-learning, and job rotation.

Teeraphiphatthada (2020: 72) has studied and researched the role of the Marine Department in the policy of production and development of marine personnel. The research found that the Marine Department's policy is consistent with the policy of the higher agencies, but the policy covers the production and development of marine personnel working on ships only, not commercial personnel. Marines working onshore There are problems and obstacles arising from four factors: policy clarity; Characteristics of agencies that implement policies budget sufficiency And the participation of various sectors, which are all factors that contribute to the success of the Maritime Department's production and personnel development policies. which the results of such research The researcher has analyzed and made recommendations as follows: 1. Policy clarity The Marine Department must formulate a clear and comprehensive policy on the production and development of maritime personnel in the entire system. Emphasis must be placed on the production and development of marine personnel both on board and onshore. and need to update the rules and Regulations related to the production and development of maritime personnel. to achieve operational flexibility and to reduce the operational process as much as possible. 2. The characteristics of the agencies that implement the policy The Marine Department should improve the structure of government agencies under the Marine Department by clearly defining the authority and responsibility for the production and development of maritime personnel within one unit. In addition, there must be separation from the operating unit from the supervisory unit to achieve transparency in the operation. 3. Sufficiency of the budget. The Marine Department should prepare a budget request from the Marine Department to adequately cover projects/programs related to the production and development of marine personnel and allocate sufficient budgets for the production and development of marine personnel for all relevant agencies; and 4. In terms of participation in various sectors, the Marine Department should encourage Marine Department-accredited maritime institutes to have accredited courses from other countries as an opportunity to work on ships of the Marine Department. certifiable country And a working group should be established to analyze data and propose policies. with cooperation from all sectors whether it is a government agency with expertise The private sector has the potential to support together to work more efficiently.

Kraiwong (2020) has studied and researched the application of human resource development policy according to the 70 20 10 Learning Model development guidelines to practice in a case study of Siam Kubota Leasing Company Limited. The organization communicates to create understanding. As well as modifying the employee development process within the organization to be in line with and by the concept of 70 20 10 Learning Model, both in promoting learning from others. creating an atmosphere for exchanging knowledge within the organization, etc. However, the implementation of the policy still has some problems such as Clarity and standards of the policy Including internal communications that do not cover employees at all levels. After studying the information and analyzing current problems The researcher made suggestions to improve the policy implementation process. which consists of increasing communication Linking Objectives and Processes Including the allocation of forms of employee development to suit different job characteristics. Including creating a system to support employee development, such as a





knowledge base and developing a growth planning system. To create incentives for self-development for employees. These development processes will be more successful if executives at all levels in the organization pay attention. and to support human resource development within the organization.

Namwongsa (2020: 131) has studied the influence of leadership. human resource development and employee engagement that affects the work intention of employees in the electronics industry The results showed that exchange leadership factors had a direct influence on to human resource development Transformative leadership has a direct influence on employee engagement. Human resource development has a direct influence on employee engagement. and employee engagement has a direct influence on the intention to work in the organization with a statistical significance of 0.01, respectively. Transformational leadership has no direct influence on human resource development. and exchange leadership had no direct influence on employee engagement with a statistical significance of 0.01, respectively. The qualitative research results were consistent and supported the quantitative research results in all issues.

### Conceptual framework

From the study of the concept-related theory and literature review, research results related to factors affecting the development of Roi Et city. Roi Et Province which the researcher can use to define a conceptual framework Consisting of independent variables, namely, personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, in the amount of 4 aspects: Training, Education, Development, learning, dependent variables are the performance of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, in the amount of 4 aspects: quality of work. The amount of work, the time, and the cost according to the following conceptual framework.

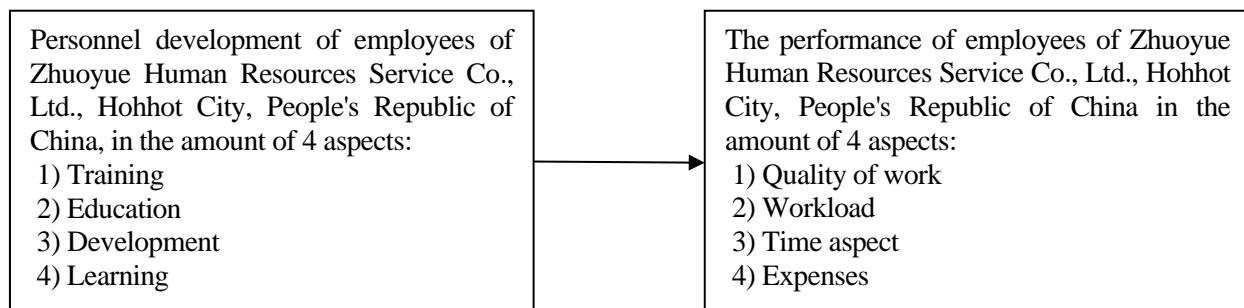


Figure 1 Conceptual framework

### Methodology

#### Population and Sample

The population of this study was 100 employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China (Human Resources of Zhuoyue Human Resources Service Co., Ltd., August 10, 2023). The sample used in this study was 100 employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China (Human Resources Department of Zhuoyue Human Resources Service Co., Ltd., August 10, 2023), 80 people. The research established the sample group by using the sample size calculation formula of Taro Yamane as follows (Yamane. 1973: 727).

$$n = \frac{N}{1 + Ne^2}$$

from the formula

n represents the sample size.

N represents the population

e represents the tolerance that is allowed to occur. (In this study, it is set to be equal to 05)

Substitute the value from the formula



$$\begin{aligned}n &= \frac{100}{1 + 100 (.05)^2} \\n &= 80.00\end{aligned}$$

To complete the number of samples in this study, the researchers demanded that the number of samples be increased to 80. Since then, researchers have listed employees of Zhuoyue Human Resources Service Co., Ltd. of the People's Republic of China. Collect information on employees on each piece of paper. There are 80 samples of the Chinese Communist Party.

#### Data Collection

To obtain complete information in all aspects The researcher proceeded with the following steps:

1. Request for a letter of recommendation and introduction of the researcher from the Faculty of Political Science and Public Administration, Rajabhat Maha Sarakham University. To the Chairman of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China for permission and cooperation in collecting data with the sample group to ask for cooperation in collecting data.

2. The researcher explains the data collection method to the research assistant and collects data.

3. Conduct research data collection To verify the accuracy and completeness of the data and analyze the data

#### Data Analysis

Data was analyzed with a computer program. by proceeding with the following steps:

1. Check the integrity and validity of all returned questionnaires.

2. Code according to the Coding Form

3. Determine the 5-level rating scale measurement criteria according to Likert's method (Srisa-at, 2010: 93 - 95)

4. The data of the voting questionnaire will be processed and analyzed by the computer.

5. Analyze the level of personnel development and work efficiency of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

From the criterion of stratification, scores from the number of strata equal to 5 strata (score from 1 to 5) can be calculated from this formula.

$$\begin{aligned}&= \frac{\text{Highest Score} - \text{Lowest Score}}{\text{number of levels}} \\&= \frac{5 - 1}{5} \\&= 0.8\end{aligned}$$

#### Statistics used in data analysis

1. Statistics used in the general data analysis of the respondents, including frequency and percentage.

2. It is used to analyze the personnel development and performance level of Zhuoyue Human Resources Service Co., Ltd. of the Chinese People's Republic of China, including the average level and standard deviation.

3. Reference Statistical data is used to analyze the data of the sample group to refer to the overall research. Researchers will use the main statistical data of these assumptions, including the number of products of the product of Pearson.

#### Results

Part 1 Results of the analysis of personnel development of employees at Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, consisting of:



Part 1: General information of the respondents includes gender, age, and education level.

Table 1 Number and percentage of general information of respondents (n = 80)

General information	Frequency	Percentage
1. Gender		
1.1 Male	45	56.25
1.2 Female	35	43.75
Total	80	100.00
2. Age		
1.1 18-30 years	13	16.25
1.2 31- 40 years	25	31.25
1.3 41-50 years	19	23.75
1.4 51 years and older	23	28.75
Total	80	100.00
3. Education level		
3.1 Primary and secondary education	4	5.00
3.2 Vocational Certificate or equivalent	16	20.00
3.3 Bachelor's degree or equivalent	48	60.00
3.4 Master's degree or higher	12	15.00
Total	80	100.00

From Table 1, the results of the general data analysis of 80 respondents found that 45 people were male, accounting for 56.25 percent, followed by females, 35 people accounting for 43.75 percent. The sample group was 31-40 years old. There were 25 people, accounting for 31.25 percent, followed by those aged 51 years and over, 23 people, accounting for 28.75 percent, 41-50 years old, 19 people, accounting for 23.75 percent, and 18-30 years old, 13 people, accounting for 16.25 percent. Each of 16.25 people has an education level of bachelor's degree or equivalent, totaling 48 people, accounting for 60.00 percent, followed by the level of Vocational certificate or equivalent, 16 people, accounting for 20.00 percent, master's degree or higher, 12 people, accounting for 15.00 percent, and primary and secondary education, 4 people, accounting for 5.00 percent.

**Part 2** Results of analysis of the personnel development level of employees at Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

Table 2 Overall and regional talent development levels of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

Personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China	$\bar{X}$	S.D.	Interpret results
Training	4.29	0.32	The most
Education	4.21	0.39	The most





<b>Personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China</b>	$\bar{X}$	S.D.	Interpret results
Development	4.11	0.32	A lot
Learning	4.24	0.40	The most
Total	4.21	0.22	The most

From Table 2, it is found that the level of personnel development of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall, it was at the highest level (4.21). When considering each aspect, it was at the highest level in 3 areas, ordered by average from highest to lowest, namely Training (Training) (4.29), followed by The learning aspect (Learning) (4.24) and the education aspect (Education) (4.21) was at a high level, 1 aspect being development. (Development) (4.11).

Table 3 Personnel training and development level of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (Training) classified by item.

<b>Training</b>	$\bar{X}$	S.D.	Interpret results
1. The company promotes training for personnel within the company for use in their work.	4.33	0.47	The most
2. The company promotes training for off-site personnel for use in their work.	4.23	0.45	The most
3. The company has arranged for knowledgeable speakers to provide knowledge and understanding to the training participants.	4.38	0.72	The most
4. The company regularly organizes training to change behavior in knowledge, skills, attitudes, morals, and ethics.	4.24	0.53	The most
5. The company has a policy to train new employees to learn skills and increase work efficiency.	4.28	0.57	The most
Total	4.29	0.32	The most

From Table 3, it is found that the level of personnel development of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. In terms of training (Training), the overall level is at a high level (4.29). When considering each item, it is at the highest level. Every item is ordered according to the average from highest to lowest. That is, the company has arranged for lecturers with knowledge and ability. To provide knowledge and understanding to the training participants (4.38). Secondly, the company promotes training for personnel within the company for use in their work (4.33). The company has a training policy. Employees new to work to learn skills and increase work efficiency (4.28). The company regularly organizes training to change behavior in knowledge, skills, attitudes, morals, and ethics (4.24). The company promotes personnel training. outside the premises to use for work (4.23).



Table 4 Staff talent education and development level of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (Education) classified by item.

Education	$\bar{X}$	S.D.	Interpret results
1. The company encourages its officers to receive higher education.	4.30	0.70	The most
2. The company has provided scholarships for employees.	4.05	0.53	A lot
3. The company encourages employees to study and acquire knowledge so that they can analyze problems in their work.	4.29	0.68	A lot
4. The company promotes guidelines for performing duties according to one's knowledge and needs.	4.19	0.68	The most
Total	4.21	0.39	The most

From Table 4, it can be found that when the education field is considered separately, the talent development level of employees of Hohhot Excellence Human Resources Service Co., Ltd. in the education field is generally at a high level (4.21). The top two items, ordered from high to low mean, are: The company encourages employees to pursue higher education (4.30), followed by the company encourages employees to learn and acquire knowledge to be able to analyze. Job performance questions (4.29) had 2 items at a high level, ordered from highest to lowest mean. That is, the company promotes guidelines for performing duties based on one's knowledge and needs (4.19), followed by the company providing scholarships to employees (4.05).

Table 5 Personnel development level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (Development) classified by item.

Development	$\bar{X}$	S.D.	Interpret results
1. The company promotes and supports growth in higher career positions.	4.00	0.66	A lot
2. The company promotes development that leads to change according to the needs of the organization.	4.14	0.72	A lot
3. The company encourages employees to change to develop and keep up with the environment.	3.96	0.60	A lot
4. The company encourages employees to develop their abilities.	3.93	0.59	A lot
5. The company encourages employees to be kind.	4.19	0.48	A lot
6. The company encourages employees to be independent.	4.26	0.47	The most
7. The company encourages employees to organize activities to create a learning experience for the organization's personnel.	4.00	0.66	A lot
Total	4.11	0.32	A lot

From Table 5, it is found that the level of personnel development of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, in the area of development (Development), classified by item, is overall at a high level (4.11). When considering each item at the highest level, 1 item is: The company encourages employees to be independent (4.26). It is at a high level. 6 items, arranged by average from highest to lowest, are The company encourages employees to be kind (4.19), followed by the company promoting development that leads to change according to the needs of



the organization (4.14), the company promoting and supporting growth in higher job positions (4.00), the company encouraging employees to Organize activities to create learning and experience for the organization's personnel (4.00). The company encourages employees to change to develop and keep up with the environment (3.96). And the company encourages employees to develop their abilities (3.93.).

Table 6 Personnel learning development level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (Learning) classified by item.

Learning (Learning)	$\bar{X}$	S.D.	Interpret results
1. The company encourages employees to have individual-level learning with attitude changes. knowledge and values	4.23	0.48	The most
2. The company encourages employees to have group-level learning that increases knowledge. Organizational learning skills and capabilities	4.18	0.65	A lot
3. The company promotes self-learning through various media such as books, journals, and online media.	4.19	0.75	A lot
4. The company has self-learning, giving direct experience.	4.38	0.72	The most
5. The company promotes self-learning through computer systems such as researching via the Internet and e-learning.	4.23	0.71	The most
<b>Total</b>	<b>4.24</b>	<b>0.40</b>	<b>The most</b>

From Table 6, it is found that the level of personnel development of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Learning (Learning) classified by item Overall, it is at the highest level (4.24). When considering each item, it is at the highest level. The 3 items are ranked according to the average value from highest to lowest, namely, the company has self-learning, giving direct experience (4.38) Second is that the company encourages employees to have individual-level learning that changes their attitudes. Knowledge and Values (4.23) The company promotes self-learning through computer systems such as researching through the Internet, and e-learning (4.23) at a high level in 2 items, sorted by average from highest to lowest. That is, the company promotes self-learning. Through various media such as books, journals, and online media (4.19), followed by the company encourages employees to have group-level learning that increases knowledge. Organizational learning skills and capabilities (4.18).

**Chapter 3** Results of analysis of the work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

Table 7 Work efficiency level of employees in all aspects of the overall Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.

Work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.	$\bar{X}$	S.D.	Interpret results
Quality of work	3.88	0.45	A lot
Workload	3.51	0.59	A lot





Work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.	$\bar{X}$	S.D.	Interpret results
Time aspect	3.59	0.85	A lot
Expenses	3.66	0.52	A lot
Total	3.66	0.45	A lot

From Table 4.7, it is found that the work efficiency level of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall, it is at a high level (3.99). When considering each aspect, it is at a high level in all aspects. Sort by average from highest to lowest. is the quality of the work (3.88), followed by the cost (3.66), the time (3.59), and the quantity of work (3.51).

Table 8 Work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China--- work quality level.

Quality of work	$\bar{X}$	S.D.	Interpret results
1. The quality of work done is accurate and consistent. according to the specified standards	3.81	0.75	A lot
2. You work according to regulations. Regulations of the organization strictly	4.29	0.48	The most
3. You have knowledge and understanding of work procedures, resulting in good quality work with no defects.	3.63	0.91	A lot
4. You can complete assigned tasks. and is in line with the plans, policies, and goals set by the office very well	3.79	0.71	A lot
Total	.388	.045	A lot

From Table 8, it is found that the work efficiency level of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Quality of work Overall it is at a high level (3.88). When considering each item at the highest level, 1 item is that you work according to regulations. Regulations of the organization strictly (4.29) are at a high level. 3 items are arranged according to the average value from highest to lowest. That is, the quality of the work that is done is accurate and accurate. according to the specified standards (3.81), followed by your being able to complete assigned tasks and are in line with the plans, policies, and goals set by the office very well (3.79) and you have knowledge and understanding of the work procedures, resulting in good quality work with no defects (3.63).

Table 9 Work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China---Workload level.

Workload	$\bar{X}$	S.D.	Interpret results
1. The amount of work you perform meets the specified objectives and goals.	3.56	0.85	A lot
2. You can carry out your work completely and completely according to the Assigned	3.51	0.84	A lot





Workload	$\bar{X}$	S.D.	Interpret results
3. You have used your knowledge and abilities to improve your work.	3.53	0.81	A lot
4. You have knowledge and understanding of the work procedures to achieve the amount of work as planned.	3.45	0.53	A lot
Total	3.51	0.59	A lot

From Table 4.9, it is found that the work efficiency level of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Workload Overall, it is at a high level (3.51). When considering each item, it is at a high level. Every item is ordered according to the average from most to least, namely the amount of work that you perform according to the objectives and goals set (3.56), followed by It means that you use your knowledge and abilities to improve your work (3.53). You can perform your work completely and completely as assigned (3.51). And you have knowledge and understanding of the procedures for performing work. resulting in the amount of work as planned (3.45).

Table 10 Work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China---Working time level.

Time aspect	$\bar{X}$	S.D.	Interpret results
1. You can complete the assigned work promptly.	3.65	0.89	A lot
2. You have knowledge and understanding of work procedures. Complete the work in the specified time.	3.61	0.86	A lot
3. You can devote your time to work fully to achieve the goals you have set.	3.56	0.88	A lot
4. You are always improving your work so that it works. together	3.55	0.87	A lot
Total	3.59	0.85	A lot

From Table 10, it is found that the work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, in terms of time, is overall at a high level (3.59). When considering each item, it is at a high level in every item. Sorted by average from highest to lowest, you can complete the assigned work promptly and very well (3.65), followed by that you have knowledge and understanding of the work procedures. Complete the work within the specified time (3.61). You can fully dedicate your time to work to achieve the set goals (3.56). And you always improve your work so that the work can be completed (3.55).





Table 11 The work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China--Expenses level.

Expenses	$\bar{X}$	S.D.	Interpret results
1. You can manage costs used in operations cost-effectively.	3.89	0.83	A lot
2. You can manage the costs used in operations to achieve the desired results.	3.44	0.52	A lot
<b>Total</b>	<b>3.66</b>	<b>0.52</b>	<b>A lot</b>

From Table 4.9, it is found that the work efficiency level of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. In terms of expenses, the overall level is at a high level (3.66). When considering each item, it is at a high level. Every item is arranged in order of average from highest to lowest, meaning you can manage the costs used in operations in a worthwhile manner. (3.89), followed by being able to manage costs used in operations to achieve desired results (3.44).

Part 2 Results of analysis of the relationship between personnel development and employee performance at Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

The researcher has collected data. The relationship between the variables used in this research study uses the analysis of the coefficient of association between the independent and dependent variables using Pearson's Product Moment Correlation (r) method to find a linear relationship called the coefficient of association. (Correlation Coefficient) where the correlation coefficient is positive (+) meaning that the two sets of data change accordingly, that is, if the value of one variable is high, the value of the other variable will also be high. If the value of one variable is low, the value of the other variable will also be low. A negative (-) federation coefficient means that two sets of data change in opposite directions, that is, vice versa. If the value is zero (0), it means that the two sets of data are not related, not related, or mutually invariant. That is, if the value of one variable is high, the value of the other variable will be low. If the value of one variable is low, the value of another variable will be high. From the Correlation coefficient, there is a criterion for measuring the degree of relationship (Williams, 1971: 121).

value rxy	Level of relationship
.91 - 1.00	There is a very high relationship.
.71 -.90	There is a high level of relationship.
.51 -.70	There is a moderate relationship.
.31 -.50	There is a low level of relationship.
.00 -.30	There is a very low level of correlation.

The coefficient of correlation between the independent variables should have a maximum value not exceeding 0.85 to avoid the problem of Multicollinearity which means the independent variables are too , highly related to each other. Until it is inappropriate to bring pairs of variables that are too highly related to each other into the two equations (Prasitrat, 2012: 25). The researcher divided the results and presented the results of the data analysis. Relationship between variables used in the study As shown in Table 4.16.



Table 12 The correlation between personnel development and overall employee performance in Huoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. (n = 80)

Initial variable / Dependent variable	Quality of work	Workload	Time aspect	Expenses	Work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.
Training (Training)	-.398	.278	.107	-.073	-.214
Education	-.405	.365	-.142	-.219	-.283
Development	-.314	.172	-.291	-.129	-.227
Learning (Learning)	-.448	.143	-.114	-.169	-.219
Overall personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China	-.348	.215	-.148	-.136	-.292

\* Statistically significant at the 05 level.

From Table 12, the results of the analysis of the relationship between personnel development and employee performance at Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, overall have the lowest level of relationship, equal to -.292 When considering each aspect, it was found that

The training aspect has a low relationship with the quality of work, equal to -.398, followed by the quantity of work. The relationship is at a very low level, equal to 278. For time, the relationship is at a very low level, equal to 107, and for expenses. The correlation value is very low, equal to -.073.

The Education aspect has a low relationship with the quality of work, equal to -.405, followed by the quantity of work. The relationship is low, equal to 365 in terms of expenses. The correlation value is at a very low level, equal to -.219, and for time, the correlation value is at a very low level, equal to -.142.

The development aspect has a low relationship with the quality of work, equal to -.314, followed by the time aspect. The relationship value is very low, equal to -.291 in terms of workload. The relationship is at a very low level, equal to .172, and the cost aspect The relationship value is at a very low level, equal to -.129.

The learning aspect has a low relationship with the quality of the work, equal to -.448, followed by the expense aspect. The relationship is very low, equal to -.169, in terms of workload. The relationship is at a very low level, equal to 143, and for time, the relationship is at a very low level, equal to -.114.

**Part 3** Results of analysis of recommendations regarding personnel development and work performance of Zhuoyue Human Resources Service Co., Ltd. employees, Hohhot City, People's Republic of China.



Table 13 Suggestions on personnel development and work efficiency of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China.

<b>Suggestions regarding personnel development and work performance of Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.</b>		<b>Frequencies</b>
1. Training formats should be increased to be modern. and can bring knowledge Both theory and practice can be applied to real life.		25
2. There should be training that is consistent with responsibilities. Methods are developed and are continuous.		21
3. A sufficient budget should be allocated for training so that trainees can apply their knowledge for real development.		17
4. Employees should be taken to study and study in successful departments so that they can be applied as models in their work.		13
5. There should be scholarships for employees to continue their education.		9
6. There should be lecturers to provide knowledge about specific operations.		5
7. There should be training that matches the interests of employees.		3
8. Kuan Company creates awareness among employees to be aware of services. Ready to develop the organization to be accepted in the business group.		

From Table 13, it was found that suggestions regarding personnel development and employee performance at Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, are as follows: Increase the form of modernization training, so that theoretical knowledge and practical knowledge applied to practical work, and organize training consistent with the job responsibilities of employees. Training should be targeted and purposeful. A sufficient budget should be provided for training so that trainees can put their knowledge to good use and apply what they have learned to practical work. Employees should be taken to study in a successful agency to apply as a role model for work. Employees should be provided with financial support for further education. There should be training that corresponds to the interests of employees. There should be professional lecturers with knowledge about specific operations for employees. Training should be provided in line with employees' interests, and the company should cultivate employees' sense of service and be recognized in the enterprise.

## Discussion

From the study results in Factors Affecting the Development of Roi Et City, The researcher has explained the results according to the following hypotheses.

1. Research hypothesis on the level of personnel development of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall, it is at a high level. The results of the research found that the level of personnel development of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall, it is at the highest level. The research results are consistent with the research of Permchai (2020: 168) who studied the human resource development model of the Phetchaburi Provincial Police. The results of the research found that the human resource development of Phetchaburi Provincial Police was found to be overall at a very high level. Considering each aspect, it was found that The areas with the highest averages were: Competency development, followed by development of potential for development and creativity. skill development Developing knowledge, abilities, and attitudes.

However, it is not consistent with the research of Kraiklang & Kraiklang (2021: 58) who conducted a research study on the need for the development of support personnel. Case study of the Faculty of Engineering and Architecture The results of the study found that the need for self-development of support







personnel in the Faculty of Engineering and Architecture as a whole and in each area was at a high level in every aspect. The training/seminar/study field has the highest level of need for self-development compared to all areas.

It is not consistent with the research of Srisuksai (2021: 86) who conducted a research study on personnel development to increase the work efficiency of judicial officers under the Office of the Judiciary, Region 8. The results of the research found that the development Personnel of the judicial officers under the jurisdiction of the court office Justice in Region 8 is overall at a high level.

2. Research hypothesis on the work efficiency level of employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall, it is at a high level. The results of the research found that the work efficiency level of the employees of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China. Overall it is at a high level. The research results are consistent with Meethaworn & Tantiyawongsa (2021) conducted a research study on the evaluation of personnel development activities in the mold industry. Under the Mold Industry Capacity Upgrading Project, fiscal year 2010-2011, the results found that the implementation of the personnel development strategy is consistent with the goals of the Mold Industry Capacity Upgrading Project. Overall, operations have a high level of efficiency.

However, it is not consistent with the research of Napatchamon Srisuksai (2021: 86) who conducted a research study on personnel development to increase the work efficiency of judicial officers under the Office of the Judiciary, Region 8. The results of the research on increasing efficiency in Officer's work The Court of Justice Region 8 is overall at the highest level.

3. Research hypothesis on the relationship between personnel development and employee performance at Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China. is at a moderate level The results of the research found that the results of the analysis of the relationship between personnel development and the work performance of Zhuoyue Human Resources Service Co., Ltd., Hohhot City, People's Republic of China, as a whole, had the lowest level of relationship. -.292, the research results are consistent with the research of Kraiklang & Kraiklang (2021: 58) conducted a research study on the study of needs for the development of support personnel. Case study of the Faculty of Engineering and Architecture The results of the study found that the analysis of factors related to the level of self-development needs of support personnel. When classified by age It will have a relationship with the self-development of personnel. Overall support line It was found that the age group under 25 years and the age group 25 - 35 years have a demand. Self-development beyond the age range of 35 years and over. As for the self-development needs of support personnel, when classified by gender Type of personnel Highest level of education Work experience, marital status Income received from work per month The nature of work according to position, duty, and department within the faculty will not have any relationship with the overall self-development of support personnel.

Consistent with the research of Phoob (2021: 57), research was conducted on approaches to personnel development in local administrative organizations towards excellence: a case study of Bang Pla Subdistrict Municipality. Samut Sakhon Province The results of the study found that Conditions for personnel development in local government organizations towards excellence of Bang Pla Subdistrict Municipality Samut Sakhon Province Have been developed according to the following guidelines. There is orientation for new personnel, training, and scholarships. Education is promoted at a higher level. There is a workshop. Study tours, seminars, teaching, and counseling Development of technology to help support work Information systems have been developed. for office document management Development to reach a higher position There is sufficient budget for personnel development. Develop personnel in local government organizations towards excellence Bang Pla Subdistrict Municipality Samut Sakhon Province The problem of not having enough personnel to do the job causes the personnel to have a lot of workload and therefore lack interest in development. The curriculum provided by the training organization is not consistent with the position and needs of the trainees. Lack of attitude to self-development Lack of





motivation to work Lack of enthusiasm for self-improvement spread of coronavirus disease This makes sending personnel to receive training to increase their knowledge. It is necessary to delay sending personnel to receive training. Guidelines for preparing standards for personnel development in local government organizations towards excellence, Bang Pla Subdistrict Municipality Samut Sakhon Province The researcher proposes to formulate a strategy in 4 areas as follows: in the short term, Strategy 1: Improving regulations and rules to be appropriate. Medium-term strategy Strategy 2 is to develop the human resources of the municipality to have the desired competencies. Strategy 3 is to increase the efficiency of tools and mechanisms to drive development. and long-term strategy is strategy number 4: creating a modern organizational culture.

Consistent with the research of Phongthet (2021: 77), research was conducted on personnel development approaches that affect the creativity of personnel. Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province The research found that Personnel development guidelines Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province Overall, there is a high level of compliance. Can be separated into areas as follows: Formal personnel development guidelines Overall, there is a high level of compliance. Informal personnel development approach Overall, there is a high level of compliance and creativity among the personnel of Bang Tabun Subdistrict Municipality. Ban Laem District Phetchaburi Province Overall, there is a high level of compliance.

Consistent with the research of Phongthet (2021: 77), research was conducted on personnel development approaches that affect the creativity of personnel. Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province The research found The relationship between personnel development approaches and creativity among municipal employees, regular employees, and hired employees. of Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province, with a Sig. (2-Tailed) value of 0.00, which is less than 0.05, meaning that the personnel development guidelines are related to the creativity of municipal employees, regular employees, and hired employees. of Bang Tabun Subdistrict Municipality Ban Laem District Phetchaburi Province Statistically significant at the 0.01 level, the correlation coefficient (r) is equal to 0.60, indicating that the variables of formal personnel development approaches have a low relationship. As for the informal personnel development variables, the relationship was moderate. On the issue of formal personnel development guidelines, it was found that the agency should encourage personnel to receive continuous training. To provide personnel with the skills to communicate and understand quickly Able to adapt knowledge gained from training to create new things. or help solve problems in operations Encourage personnel to have real practice so that personnel can think in various ways and can think of modifying work methods from one method to many methods. Education is encouraged. To enable personnel to have the initiative to develop and innovate new things related to their operations. and can be applied to work appropriately and the issue of informal personnel development guidelines, agencies should encourage personnel to learn on their own by observing work performance from co-workers, supervisors, supervisors, learning and receiving advice. about the way of life of people in the area from co-workers or bosses The boss/supervisor should provide the opportunity to make independent decisions. Able to apply knowledge to new methods of working. to be used in work Give opportunities to develop and Invent new things related to operations and be able to apply them appropriately.

Consistent with the research of Srisuksai (2021: 86), research was conducted on personnel development to increase the work efficiency of judicial officers under the Office of the Judiciary, Region 8. The results of the research found that the development of personnel affects the work efficiency of the judicial officers under the Office of the Judiciary, Region 8. It was found that personnel development in terms of training, training while working Self-learning aspect, And terms of job rotation, affect the work efficiency of the judicial officers under the Office of the Court of Justice, Region 8, with statistical significance at the.05 level. From the results of this research, recommendations will be made to the Office of the Court. Justice Region 8 to increase work efficiency and to comply with the strategic plan that the Office of the Court of Justice Region 8 has set up. The Office of the Court of Justice Region 8 should give





importance to the Age range of personnel and personnel development, training, on-the-job training, self-learning, and job rotation.

Consistent with the research of Namwongsa (2020: 131), he studied the influence of leadership on human resource development. and employee engagement that affects employees' willingness to work in the electronics industry The results showed that transactional leadership factors have a direct influence on human resource development. Transformational leadership has a direct influence on employee engagement. Human resource development has a direct influence on employee engagement. and employee engagement has a direct influence on intent to work in the organization with a statistical significance of 0.01, respectively. As for transformational leadership, there is no direct influence on human resource development. and transactional leadership had no direct influence on employee engagement at a statistical significance of 0.01, respectively. The qualitative research results were consistent and supported by the quantitative research results in every issue.

## Recommendation

### Policy recommendations

1. The company should arrange for speakers with knowledge and ability to provide knowledge and understanding to training participants so that they can use their knowledge effectively.
2. The company should encourage its staff to receive higher education.
3. The company should encourage employees to be independent in their work.
4. The company should encourage employees to learn on their own, giving them direct experience on their own.
5. The company's employees should perform their duties according to regulations. Strictly comply with the laws and regulations of the organization.
6. The amount of work that employees perform meets the objectives and goals that the company has set.
7. The company's employees should be able to complete assigned tasks within the specified time.
8. Encourage employees in the company to manage costs used in operations in a worthwhile manner.

### Further Research Recommendation

1. There should be a study of factors affecting personnel development and work efficiency of employees at Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.
2. There should be a study of the personnel development model and the work efficiency of employees at Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China.
3. Personnel development should be combined with the performance of employees at Zhuoyue Human Resources Service Co., Ltd., Hohhot, People's Republic of China. into practice By applying the principle methods to achieve maximum efficiency.

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