



Personnel Development



How to Make
Friends

Here is where your
presentation begins

**WORK
SHOP**

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Definitions



Human resource development refers to processes aimed at changing the way we work, knowledge, competence, skills and personnel attitude go a better way for personnel to which has been developed and works as intended of the agency effectively

Objectives of human resource development

1. Want employees in the organization to develop skills, work skills, as well as have a better body of knowledge in order to be able to use it to work more efficiently.
2. in order to seal the leakage of various defects that causes erroneous operation as well as fixing various bugs to achieve better performance more efficient
3. to focus on human resources Let everyone feel the care of the organization Encourage the development of potential and ability to be better and better. make concrete progress
4. as part of a tool for measuring employee performance Evaluate performance as well as forecasting the potential of the organization
5. This can be used for planning, business planning, as well as setting the direction of the organization in the future.
6. so that employees are loyal to the organization It also retains employees who want to work with the organization for a long time.
7. So that everyone from employees, human resources (HR), management, and organizations see the importance of human resource development.

principles of human resource development

1

Assess
situations and
real needs
(Real Situations
and Needs
Assessments)

2

Design methods for
human resource
development
(Development
Programs Design).

3

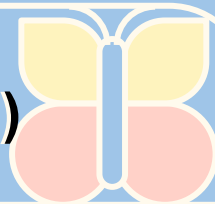
Evaluation is an
extremely important
process in the
human resource
development
process.

4

Conclusion and Feedback
Once the process has
been completed, the
difference should be
summarized as a
database of that person.



จุดมุ่งหมายของการพัฒนาการทำงานของบุคลากร (ต่อ)



ใฝ่หาความรู้ เพิ่มเติมอยู่ เสมอ

การหาความรู้เพิ่มเติมจะช่วยให้สมองได้รับการพัฒนาอยู่ตลอดเวลา ซึ่งการหาความรู้เพิ่มเติมไม่จำเป็นจะต้องเป็นความรู้ที่เกี่ยวกับงานที่ทำอยู่ในขณะนั้นเพียงเท่านั้น แต่เราสามารถหาความรู้ในด้านอื่น ๆ ที่เรายังไม่รู้เพื่อเรียนรู้เพิ่มเติม

วางแผนก่อน ลงมือทำ

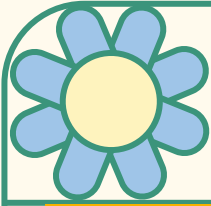
ในการทำงานนั้น นอกจากการกำหนดวัตถุประสงค์ในการทำงานแล้ว การวางแผนช่วยให้งานบรรลุผลสำเร็จได้อย่างมีประสิทธิภาพ

ตั้งเป้าหมาย ในการทำงาน

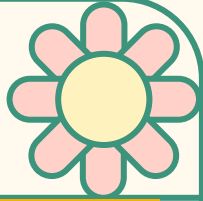
เป็นปลายทางที่ต้องให้ไปถึง ไม่ว่าจะในชีวิตการทำงานหรือในชีวิตประจำวัน โดยเฉพาะการกำหนดเป้าหมายในการทำงานนั้น ถือเป็นหัวใจสำคัญของการทำงาน เพราะในการบริหารงานใด ๆ ก็ตาม มักจะเห็นที่ความสำเร็จตามที่ได้ตั้งใจไว้หรือกำหนดไว้ ไม่ว่าจะกำหนดเอาไว้ในรูปแบบใดก็ตาม

การสื่อสารที่ดี

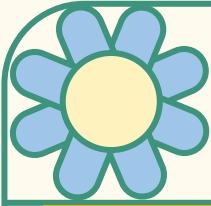
เนื่องจากการสื่อสารเป็นเครื่องมือในการบอกความต้องการของตนเองต่อผู้อื่น นอกจากนี้การสื่อสารยังมีความสามารถหรือทักษะที่ทุกคนมีมาตั้งแต่กำเนิดแม้แต่เด็กทารกที่ยังไม่สามารถที่จะพูดก็มีทักษะในการสื่อสารเพื่อให้ได้ตามที่ตนต้องการ



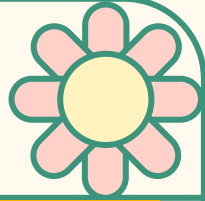
Benefits of Human Resource Development



1. Help develop skills and new knowledge to employees Make employees progress in their field of work
2. Make the organization more competitive in business
3. Help increase work standards for the organization.
4. Make employees love their work even more. because of seeing the value, benefits, and development in work And create value for employees as well as work that is done better as well
5. Employees can find solutions to various problems. has become more efficient as well as may discover more of their own ability to work as well



Benefits of Human Resource Development



6. Help create a good working atmosphere. Build commitment to teamwork Including helping to make the system work more efficiently as an organization

7. Create a good corporate culture. It is an organizational culture of potential development. And help create good goals for the organization to drive the organization towards success that is better and better.

8. Create pride for employees in the organization. As well as improving, changing

9. Help organizations collect useful information about employees as well as organizational development in various ways. This will be useful for future personnel development planning.

10. Create a future for employees in the organization. including the organization itself

Important factors for organizational development

1. Organizational Infrastructure in various ways (Infrastructure) :

2. Systematic work process (Process & System) : a standardized , clear

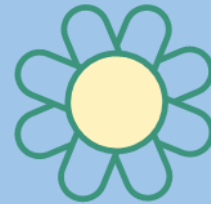
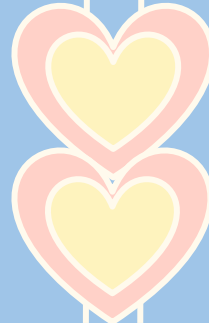
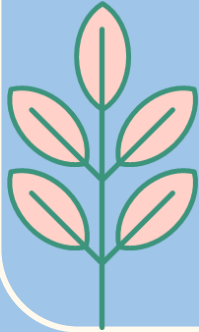
3. Human Resources (Human Resource):

4. Goals and Policy (Goal & Policy) :

Secrets to make a successful organization

1. Getting good leaders

A good leader can lead an organization to success. And a good leader should be able to determine the direction of the organization as well as know how to drive the organization in the most appropriate way as well.



Secrets to make a successful organization

2. Getting effective followers

When there is a good leader, there must be an effective follower to be a great developmental ingredient. A good follower knows how to apply the leader's management approach to his advantage. When there is a problem, how should it be solved? or how to perform the most effective work At the same time, they should be witty.



Secrets to make a successful organization

3. Participation of all sectors

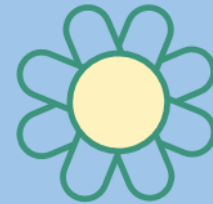
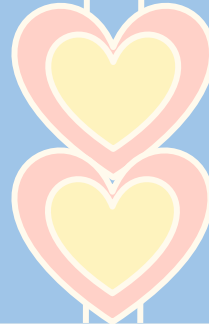
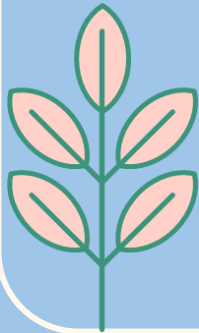
To develop an effective organization is that everyone must work together to drive the organization together. Being able to get everyone involved will make everyone feel part of the organization and willingly contribute to pushing the organization forward.



Secrets to make a successful organization

4. Have effective communication

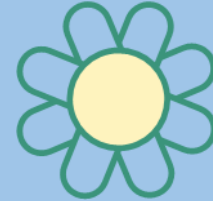
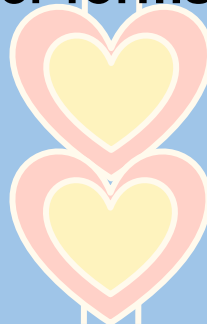
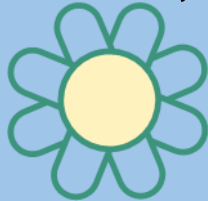
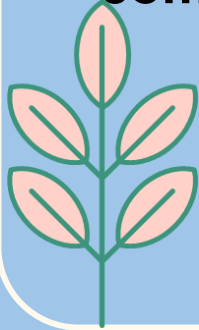
Communication, even though it may seem trivial, is one of the most important aspects of working in any part of an organization. Communication is accurate, clear and easy to understand.



Secrets to make a successful organization

5. Work Motivation

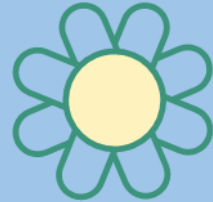
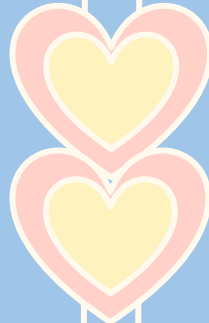
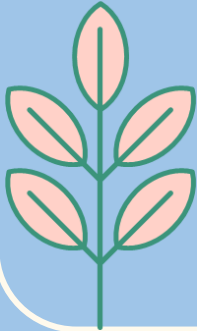
When we keep working Boredom and discouragement will inevitably occur. One thing that can turn things around for the better is good motivation to work. Motivation is not always about money or welfare. But also includes encouragement, compliments, rewards, and other forms of motivation as well.



Secrets to make a successful organization

6. Evaluation

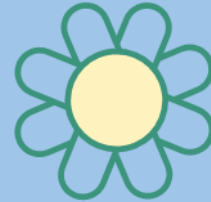
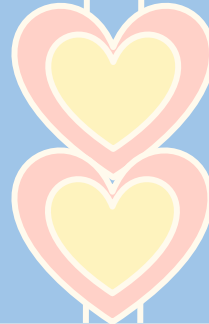
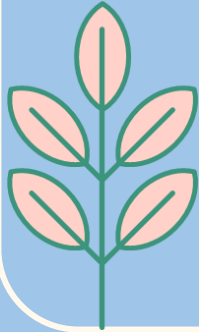
Most successful organizations always have a performance appraisal. and know how to apply the evaluation results to benefit Evaluation will let us know if what we are doing is successful or not.



Secrets to make a successful organization

7. Training and capacity development

Training is a process of personnel development in the organization to have knowledge and competency as well as to develop better potential. Of course, it is the starting point to make the organization develop effectively with it.



เครื่องมือที่
นิยมใช้
ในการพัฒนา
บุคลากร

1. On the Job Training
2. Job Assignment
3. Coaching
4. Job Rotation
5. Job Shadowing
6. Team Project
7. Self Learning
8. Site Visit
9. Training

Situation of human resources in the 21st century

Human Resource Development in Digital Age

- **Design Thinking**
- **Growth Mindset**
- **Future Skill**