

## R Relationships between core competencies and working efficiency

: A Case study of Prommaharaj Development Land Co., Ltd.

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### ABSTRACT

The research aimed to study the core competencies of personnel achievement ability, good service, accumulation of expertise in careers, adherence to morality and ethics, as well as teamwork, the relationships between core competency focus and working efficiency of supporting staffs was studied at Prommaharaj Development Land Co.,Ltd. The results show that the working efficiency was at a high level. However, supporting staff with different work experience and the different education have different opinions about the overall core competency focus ( $p < 0.01$ ). The research results were 1) Work performance competency of personnel in Prommaharaj Development Land Co., Ltd. was overall at a high level. The first performance competency, ranked in descending order of their mean scores, was collaborative competency, achievement oriented competency, and integrity competency, and 2) there was a relationship at a high level with statistical significance at .01 level between competency supporting factors and work performance competency of the personnel in Prommaharaj Development Land Co., Ltd. These two findings were congruent with the set hypothesis.

**Keywords:** Relationships, Care Competency, Working Efficiency, Supporting Staff

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## Introduction

People can be the important mechanism of the development process. Human Resource Development needs to be developed to have the quality, potential expertise. ( Turkish Online Journal, 2013) Organizations which have quality human capital to match the competency of the organization will make the organization move in the desired direction.( Robins RW, Caspi A, 2002). The focus core competency is the behavioral characteristics as a common feature of all personnel. The ability of personnel related to the success of the organization was expected by vision, mission, goals, plans and projects of the organization. This is important to focus on the core competencies of the company's employees. Working efficiency is the ability to completely and timely perform ( Kantaya Pampol. 2006). How effective is the organization, depends on the performance of the

personnel and the organization that must be carried out at the same time. (Hamel, G. and Prahalad, C.K. (1990).

## Methods

The 157 supporting staff included front office, housekeeping, food and beverage, maintenance, human resource and financial department were asked through the questionnaire to measure achievement, good service, expertise in career, adherence to righteousness and ethics, and also teamwork. The Five-Rating Scale was used ( 1=lowest , 2=low , 3=moderate, 4=high , 5=highest ) for the achievement, the supply and use of resources, Process, and the satisfaction of all parties.

Collected data were statistically analyzed by t-test, F-test (ANOVA and MANOVA), multiple correction analysis, Simple Regression Analysis and multiple regression analysis.

## Results

Table 1. Descriptive statistics for core competency of supporting staff at Prommaharaj Development Land Co., Ltd.

| Working efficiency of supporting staffs | $\bar{X}$   | S.D.        | Level of opinion | Rating scale |
|---|-------------|-------------|------------------|--------------|
| 1. Education                            | 4.01        | 0.68        | high             | 1            |
| 2. Different work experience            | 4.01        | 0.69        | high             | 2            |
| 3. Opinion self-esteem                  | 3.79        | 0.81        | high             | 4            |
| 4. Individuality of a particular person | 4.01        | 0.70        | high             | 3            |
| 5. Motivation / Attitude                | 3.73        | 0.82        | high             | 5            |
| <b>Total</b>                            | <b>3.91</b> | <b>0.74</b> | <b>high</b>      |              |

3.1 The table shows the overall performance of the occupants. When considering each aspect, it was found that the supportive factors were at the high level the first was education (mean=4.01, S.D. =0.68) , different work experience

( mean=4.01, S.D.=0.69) , individuality of a particular person ( mean=4.01,S.D.=0.70) , opinion self-esteem ( mean=3.79,S.D.= 0.81) the final was Motivation / Attitude (mean=3.73,S.D.= 0.82).

Table 2. Descriptive statistics for working efficiency of supporting staff at Prommaharaj Development Land Co., Ltd.

| Core competency                         | $\bar{x}$   | S.D.        | Level of competency | Rating scale |
|---|-------------|-------------|---------------------|--------------|
| 1. Personnel achievement ability        | 4.01        | 0.69        | high                | 2            |
| 2. Good service                         | 3.97        | 0.68        | high                | 4            |
| 3. Accumulation of expertise in careers | 3.91        | 0.75        | high                | 5            |
| 4. Adherence to morality and ethics     | 4.01        | 0.70        | high                | 3            |
| 5. Teamwork                             | 4.03        | 0.69        | high                | 1            |
| <b>Total</b>                            | <b>4.00</b> | <b>0.70</b> | <b>high</b>         |              |

3.2 The table shows the overall performance of the occupants. When considering each aspect, it was found that the supportive factors were at the high level; the first was teamwork (mean=4.03, S.D. =0.69), personnel achievement ability

( mean=4.01,S.D.=0.69) , adherence to morality and ethics (mean=4.01, S.D.=0.70), good service ( mean=3.79,S.D.= 0.68) and the final was accumulation of expertise in career ( mean=3.73, S.D.= 0.82) .

Table 3. Relationship between Core competencies and working Efficiency at Prommaharaj Development Land Co., Ltd.

| Working efficiency of supporting staffs | Core competency               |                |                                      |                                  |                |                |
|---|-------------------------------|----------------|--------------------------------------|----------------------------------|----------------|----------------|
|   | Personnel achievement ability | Good service   | Accumulation of expertise in careers | Adherence to morality and ethics | Team work      | Total          |
| 1. Education                            | 0.720**                       | 0.720**        | 0.781**                              | 0.708**                          | 0.731**        | 0.804**        |
| 2. Different work experience            | 0.750**                       | 0.717**        | 0.795**                              | 0.765**                          | 0.736**        | 0.827**        |
| 3. opinion Self-esteem                  | 0.707**                       | 0.717**        | 0.770**                              | 0.746**                          | 0.746**        | 0.810**        |
| 4. Individuality of a particular person | 0.794**                       | 0.779**        | 0.810**                              | 0.767**                          | 0.785**        | 0.864**        |
| 5. Motivation / Attitude                | 0.662**                       | 0.718**        | 0.703**                              | 0.689**                          | 0.717**        | 0.766**        |
| <b>Total</b>                            | <b>0.792**</b>                | <b>0.798**</b> | <b>0.842**</b>                       | <b>0.803**</b>                   | <b>0.812**</b> | <b>0.889**</b> |

\*\* Significance .01

3.3 The table shows that factors supporting the performance and working efficiency were supporting staff employees. Overall, there was a statistically significant relationship at 0.01 level with high correlation coefficient (r) (r = 0.889). At the .01 level, the first was Individuality of a particular person (r = 0.864), followed by different work experience (r = 0.827) and opinion self-esteem (r = 0.810) was ranked third,

Education (r = 0.804) was fourth, and finally was motivation / attitude (r=0.766).

### Discussion

The results discovered in this study were as follows:

#### 1. The Core competency

When considering each aspect, it was found that the supportive factors were at the highest level; the first was

teamwork, personnel achievement ability, adherence to morality and ethics, good service and the final was accumulation of expertise in careers.

2. Working efficiency of supporting staffs

When considering each aspect, it was found that the supportive factors were at the high level the first was education, different work experience, individuality of a particular person,

opinion Self-esteem the finally was motivation / attitude.

3. Relationship between Core competencies and working Efficiency at Prommaharaj Development Land Co., Ltd.

It was statistically significant at 0.01 level with high correlation coefficient (r) ( $r = 0.889$ ). At the .01 level, the first was Individuality of a particular person, followed by different work experience and opinion self-esteem.

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