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THE EIGHTH NATIONAL SYMPOSIUM AND THE FOURTH INTERNATIONAL SYMPOSIUM

*“Research and Innovation for the Development
of Society toward Sustainability”*

ONLINE CONFERENCE PROGRAM, APRIL 26TH, 2020 BETWEEN 9.00 AND 17.45
BANGKOKTHONBURI UNIVERSITY



THE EIGHTH NATIONAL SYMPOSIUM AND THE FOURTH INTERNATIONAL
 SYMPOSIUM BANGKOKTHONBURI UNIVERSITY
 “RESEARCH AND INNOVATION FOR THE DEVELOPMENT
 OF SOCIETY TOWARD SUSTAINABILITY”

ONLINE CONFERENCE PROGRAM

APRIL 26TH SUNDAY, 2020

BANGKOK THONBURI UNIVERSITY IN COLLABORATION WITH

NATIONAL RESEARCH COUNCIL OF THAILAND

SPORT AUTHORITY OF THAILAND

CHANDRAKASEM RAJABHAT UNIVERSITY

KENT STATE UNIVERSITY

GUIZHOU NORMAL UNIVERSITY

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BAUMAN MOSCOW STATE TECHNICAL UNIVERSITY

THE ASSOCIATION OF RESEARCHERS OF THAILAND

RAJAMANGALA UNIVERSITY OF TECHNOLOGY RATTANAKOSIN

PHANOMWAN COLLEGE OF TECHNOLOGY

FO GUANG UNIVERSITY

UNIVERSITAS NEGERI MEDAN,

WESTERN SYDNEY UNIVERSITY

THE FACULTIES SHALL HAVE THE CONFERENCE PROCEEDINGS AND POSTER PRESENTATIONS.

- HUMANITIES AND SOCIAL SCIENCES
- SCIENCE AND TECHNOLOGY
- HEALTH SCIENCES

PREFACE

Bangkokthonburi University is the institution of education that focuses on increasing the academic knowledge by supporting the researchers, scholars and the graduate students to create and develop their works for developing the new knowledge in the community and country level which responds to the objective of creation the academic strength, and to support for creating the development, spreading the knowledge, exchanging the experiences, and creating the cooperation in creating the interdisciplinary.

Bangkokthonburi University shall arrange the eighth national symposium and the fourth International symposium Schedule of online conference program. under the title of “**Research study and innovation for the socially sustainable development**” which will be cooperated from the public and private section, such as, National research council of Thailand, The association of researchers of Thailand, Rajamangala university of technology Rattanakosin, Chandrakasem rajabhat University, Phanomwan college of technology, Sport authority of Thailand, Kent state University, Fo guang University, Guizhou normal University, Universitys negeri medan, Bauman Moscow state technical University, Riga technical University, Western Sydney University.

Bangkokthonburi University hopes that this conference will be the opportunity in creating the beneficial knowledge for developing the interdisciplinary in various fields, and lead to the academic development in the future.



(Associate Professor Dr. Bangon Benjatikul)

President of Bangkokthonburi University

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Roles of Human Resource Managers in the Context of Globalization: A Case Study of Training and Development Domain

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Abstract

The main objectives of the study were twofold : First, to determine the general characteristics of modern human resource managers; and 2) to ascertain the nature of HRD (training and development) provided by modern human resource managers. The study was documentary in nature. The needed data were collected from books, journals, the internet, and some audiovisual materials. The collected data were analyzed by means of categorizing, systematizing, synthesizing, and summarizing. The data analysis has shed light on the following facts :

1) The modern human resource manager must have tasks, knowledge, skills, abilities and work activities; moreover, the modern human resource manager must possess important work styles deemed essential for the work performance in the modern world such as concern for others, integrity, initiative, independence, persistence, dependability, stress tolerance, leadership and self-control .

With regard to training and development, they are defined as follows: “training” is defined as any attempt to improve employee performance on a currently held job or related to it, whereas “development” refers to learning opportunities designed to help employees grow.

Before training takes places, needs assessment is to be conducted. The needs assessment helps identify needs for training and helps identify criteria to evaluate outcomes.

By and large, training method are varied and many, some of which are the following: lecture, audiovisuals, independent study, E-learning on-the-job training, equipment simulation, games and simulation, case study, role playing, behavioral modelling, and sensitivity training. Finally, training is integrated with career development programs.

Keywords: human resource managers; training; development

This study was aimed at determining the general characteristics of modern human resource managers and at ascertaining the nature of HRD with regard to training and development. The needed data were collected from a wide variety of books, journals, and the internet; the collected data were analyzed by dint of categorizing, systematizing, synthesizing, and summarizing. The data analysis has shed light on countless facts.

In this research article, it is deemed appropriate to present only some facts that might be in the readers' interest.

Human resource managers of today world must have the following:

1) Tasks. They include the following: Compensation and benefits recruit, interview, and select personnel; allocating human resources, ensuring appropriate matches between personnel; and so on.

2) Knowledge. They include the following : personnel and human resources; English language; customer and personal service; administration and management; law and government; education and training; economics and accounting; psychology; and mathematics.

3) Skills. They are the following : active listening; management of personnel resource; time management; negotiation; social perceptiveness; and monitoring.

4) Abilities. They encompass the following: oral comprehension; oral expression; written comprehension; written expression; speech recognition; speed clarity; problem sensitivity; deduction reasoning; induction reasoning; and originality.

5) Work Activities. They are concerned with the following : establishing and maintaining interpersonal relationships; communicating with supervisors, peers or subordinates; making decisions and solving problems; staffing organizational units; getting information; judging the qualities of things, services, or people; resolving conflicts and negotiating with others; guiding, and motivating.

With regard to training methods,

1) Lecture. The lecture method is the commonly used technique for training employees. It is equally good as programmed teaching and television. It can reach a large audience at one time, and the audience is comfortable with it.

2) Audio and Video Media. A wide variety of audiovisuals can be used for training such as films, videos, slides, overheads, audiotapes, flip charts, and chalkboards. They can reach a large audience at one time; they allow for replay; and they can reduce training, travel and facility costs.

3) Independent Study. With this method, the trainee takes responsibility for learning the necessary knowledge and skills at his or her own pace. The method allows trainers to get at their own pace, and it minimizes trainers' time.

4) E-Learning. E-Learning is typically (although not always) an individualized learning method that allows for study of materials online. With the proliferation of e-learning, podcasts, and webinars, the control of learning is shifting from the trainers to the learners, although e-learning typically includes both self-paced and instructor-led online learning.

5) On-the-Job-Training. It includes learning job skills, apprenticeship; training and job station. Much industrial training is conducted at the job site (e.g. at the work site and in the context of the job). Often it is informal as when an experienced worker shows a trainee how to perform the job tasks. The benefits of the method are good transfer, limited trainer costs, and high trainee motivation.

6) Equipment Simulations. This kind of training involves machines or equipment designed to reproduce physiological and psychological conditions of the real world that are necessary in order for learning and transfer to occur. For example, driving simulations or flight stimulations are used to train employees as to driving or flying skills.

7) Case Study or Analysis. This training method is often used in management training to improve analytical skills. Trainers are asked to read a case report that describes the organizational, social and technical aspects of some organizational problem. Each trainee prepares a report in which he or she describes the problems and offers solutions. Apart from the 7 training methods mentioned above, there are several other methods that can be used for training such as games and simulations, role playing, behavioral modeling, and sensitivity training. Because of some constraints, these methods cannot be explained or described in detail here.

Policy Recommendations

- 1) Trainers should make use of various training methods deemed appropriate.
- 2) When using any training method, trainers should take cost-effectiveness into account
- 3) Since virtually all training methods have both benefits and limitations trainers should also scrutinize these things before using any training method.

Some Important Mistakes in English Usage

Since the researcher discussed the mistakes in English usage in the context of academic domain, academic writing seems to be far more important than any other things. So the researcher is determined to discuss mistakes in academic writing in some detail.

1. Errors in Failing to Use Negating Prefixes

1. They were not able to reach a compromise (inaccurate or not suitable in academic writing).

They were unable to reach a compromise (accurate or suitable in academic writing).

2. The substance was not poisonous (inaccurate).

The substance was nonpoisonous (accurate).

3. It was decided to not continue nuclear test ban talks (inaccurate).

It was decided to discontinue nuclear test ban talks (accurate).

4. The likelihood of winning the first prize in the lottery is not probable (inaccurate).

The likelihood of winning the first prize in the lottery is improbable (accurate).

5. The findings of the study were not interpreted (inaccurate).

The findings of the study were misinterpreted (accurate).

In terms of academic writing instead of writing “not”, a prefix such as un-, im-, dis-, mis-, creates more concise and formal word that carries the same negative meaning.

2) Errors in Using Quantifiers

Quantifiers express the number or amount of the noun they provide; the mistakes crop up when students fail to understand the countable noun and the uncountable noun.

As a rule, the following quantifiers are used with countable nouns:

- Many (of the)

- A few (of the)

- Few (of the)

- Several (of the)

- A couple (of the)

- Each (of the)

- A number of (the)
- The number of

The following quantifiers are used with uncountable nouns:

- A little
- Little
- A good deal of
- A great deal of
- Much (only negative)
- Much of the

The following quantifiers are used with countable and uncountable names:

- All (of the)
- Some (of the)
- Most (of the)
- A lot of

3) Errors Concerning the Use of Redundancy

In academic writing, students should avoid using redundancy. A word or phrase is considered redundant when it is needlessly repeated. In the following two examples, the underlined parts need to be changed to avoid redundancy:

The basic fundamentals of successful language learning are motivation and practice.

The fundamentals of successful language are motivation and practice.

You should not repeat the question again.

You should not repeat the question.

4) Errors Pertaining to the Use of Vague or “Empty” Words

Some words such as important, interesting, bad, and good are too general or vague. These words often weaken the intended meaning of a sentence because they make the readers guess what the writer means which may be inaccurate.

In the sentence that follows, the word important is unclear because all languages, not just English are important in the same way. As a result, the entire sentence has almost no meaning.

English is an important language in the world.

The meaning of this sentence can be clarified in two ways:

1. By giving a reason why something is important.

2. By replacing the word with another word or phrase that has a more specific meaning.

Examples:

English is an important language in the world because it has become the language of international communication.

English is a necessary language to know because it has become the language of international communication.

Furthermore, words and expressions which do not add to the meaning of a sentence are considered “empty”. These words and experiences should be removed.

Examples:

Premier Taksin Shinnawat is a widely respected person.

Premier Taksin Shinnawat is widely respected.

The experience of learning English can often be time-consuming.

Learning English can often be time-consuming.

5) Errors in Placing Adverbs of Frequency

The adverbs of frequency include the following:

- Always
- Occasionally
- Usually
- Rarely
- Frequently
- Seldom
- Often
- Sometimes
- Never

The findings of this study have disclosed the fact that a great number of students used adverbs of frequency in a random manner without gaining insights into the placing of adverbs of frequency.

With regard to the position of adverbs of frequency, students should follow the following rules:

Before a single verb:

1. Unlike systems of a common cold, flue usually begins suddenly.

After the verb to be:

2. Dolphins are highly intelligent mammals and are often friendly to divers.

After an auxiliary verb:

3. Lazy students have rarely been successful in their studies.
4. Smoking can often cause lung cancer.

At the beginning of sentences (not all adverbs of frequency)

5. Occasionally, some elephants will eat coconuts and sugarcane.

It is naturally that when a negative adverb of frequency is used at the start of a sentence, it causes a subject-verb inversion.

Compare the following examples:

6. African elephants rarely look for food in the same area for more than a few days.

7. Rarely do African elephants look for food in the same area for more than a few days.

8. Attempts to get rich overnight are seldom successful.

9. Seldom are attempts to get rich overnight successful.

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