

The Core Competency Development of Security Guard License in the Eastern Area According to Business Security Act B.E. 2558

Chanuan Uakarn¹,
Kajohnsak Chaokromthong²,
Surachai Wattanachan³,
and Nittaya Sintao⁴

¹Kasem Bundit University, Thailand

²Rajamangala University of Technology Nonthaburi, Thailand

³National Institute of Development Administration, Thailand

⁴Stamford International University, Thailand

¹cuakarn@gmail.com

²kajohnsak7@gmail.com

³surachai9972@gmail.com

⁴nitppm2@gmail.com

Abstract - The research method using mixed methods approach: Qualitative and Quantitative Research. The research instrument consisted of questionnaire for collecting data from the population of 213 security guards license domicile in Chonburi, Rayong and Chanthaburi by using Model of Samuel B. Green (1991). The Quantitative Research was complementary information by In-Depth Interviewing of experienced security experts for 10 years. The research found that the Dependent Variables were personality with Causal Relationships which not an obstacle to Intervening Variable as Human Resource Development Mechanisms on security guards license and work experience of security guards license with a mean of 9.44 out of 10. The Independent Variables were core competency of security guard license consisting of knowledge, communication capability and field skills which used in security guard license career with a mean of 91.39 out of 148.

Keywords - Security Guard, Business Security Act, Core Competency Development

I. INTRODUCTION

Business Security Act B.E. 2558 (2015) was the First Thailand's Business Security Act which published in the Royal Thai Government Gazette on November 5, 2015. The Act shall be enforced of 120 days after publication on March 4, 2016 [4]. Business security had continued growth rate which the important supporting factor was expansion of demand from government sector, private sector, housing estate, townhouse, condominium, office building and factory both inside and outside industrial estate. Where business security service has close relationship with life and property safety and effect on social order. Nowadays there are many business operators of security service with different business standard, so this should be defined the standard of business security and the standard of security guard and empowered the potential of security guard. It will be useful for customers and strengthen social order; therefore Business Security Act has been enacted for business security operators and security guard license that concerned and directly affected on this Business Security Act.

II. THEORY

Ministerial Regulation of Security Guard License Authorization B.E. 2560 (2017) by virtue of the provisions section 5 paragraph one, section 33 paragraph two, section 37 paragraph three and section 38 paragraph two of the Business Security Act B.E. 2558 (2015), the Prime Minister issues the Ministerial Regulation as follows:

Whoever wants to apply for a license of security guard license, an application shall be submitted to the Registration Officer as follows [3]:

- 1) Copy of Identification Card.
- 2) Copy of Household Registration.
- 3) 3 (2.5×3 cm.) recent photographs; no hat and glasses (taken within the last 6 months).
- 4) Copy of Certificate of Education.
- 5) Certificate in Security Training from accredited training institution.
- 6) Medical Certificate of drug addiction or Chronic Alcoholism or any communicable disease according to Medical Council; Applications for Authorization under paragraph one and the registrar issues his certificate as evidence.

III. OBJECTIVE

- 1) To study the Core Competency level of security guard license under Business Security Act B.E. 2558 (2015) in the eastern area.
- 2) To study personal factors affecting on security guard license under Business Security Act B.E. 2558 (2015) in the eastern area.
- 3) To study career development factors relating to security guard license under Business Security Act B.E. 2558 (2015) in the eastern area.

IV. RESEARCH HYPOTHESIS

Hypothesis1: Personality has Causal Relationships with the Core Competency of security guard license in the eastern area.

Hypothesis2: Factors of Human Resource Development has Causal Relationships with the Core Competency of security guard license in the eastern area.

V. SCOPE OF THE RESEARCH

This research was the study of the Core Competency Development of security guard license under Business Security Act B.E. 2558 (2015) in the Eastern Area such as Chonburi, Rayong and Chanthaburi. The researcher had emphasized on Dependent Variables were personal factors such as sex, age, education level, occupation, monthly income and duration of registration of security guard license. Intervening Variables including: 1) Factor of Human Resource Development Mechanisms, 2) work experience of security guards license and Independent Variables were the core competency of security guard license under Business Security Act B.E. 2558 (2015) in the eastern area such as, 3) career knowledge, 4) communication capability, and 5) field skills. The scope of population and samples of this research consisted of security guard license and experienced security experts by using Model of Samuel B. Green (1991) [1-2]. The samples were 213; the scope of research area was 6 Amphurs including Amphur Mueng and Amphur Sriracha of Chonburi; Amphur Mueng and Amphur Mabtapud of Rayong; Amphur Mueng and Amphur Tamai of Chanthaburi in the eastern area.

VI. RESARCH RESULTS

The research of the Core Competency Development of security guard license according to Business Security Act B.E. 2558 (2015) in the Eastern Area were summarized as follows:

A. Characteristics of Research Sample

The samples were security guard license where male 86.9% and female 13.1%; age between 42-49 years at 29.1%; married at 49.3%; junior high school at 66.7%; registered for license more than 1 year and 7 months at 46.5%; employee at 85.4% and monthly income of 10,001-15,000 baht at 47.9%.

1) Personality variable had significant effect ($F=3.708$ and $p \leq 0.01$) on the Core Competency of security guard license where Independent Variable at 24.8–20.9%; Causal Relationships Variable at significant level between personality variable and the Core Competency level of security guard license ($\beta_{\text{age}} = -0.132$, $p \leq 0.05$; $\beta_{\text{registered}} = -0.043$, $p \leq 0.05$ and $\beta_{\text{monthly income}} = 0.026$, $p \leq 0.05$).

2) Personality variable had significant effect ($F=1.036$ and $p \leq 0.05$) on career knowledge where Independent Variable at 34.0–25.5%; Causal Relationships Variable at significant level between personality variable and career knowledge ($\beta_{\text{age}} = 1.156$, $p \leq 0.05$; $\beta_{\text{education level}} = 0.023$, $p \leq 0.05$).

3) Personality variable had significant effect ($F=1.488$ and $p \leq 0.05$) on communication capability where Independent Variable at 20.8–16.4%; Causal Relationships Variable at significant level between personality variable and communication capability ($\beta_{\text{registered}} = 0.125$, $p \leq 0.05$; $\beta_{\text{occupation}} = -0.434$, $p \leq 0.05$).

4) Personality variable had significant effect ($F=3.284$ and $p \leq 0.05$) on field skills where Independent Variable at 26.3–25.7%; Causal Relationships Variable at significant level between personality variable and field skills ($\beta_{\text{registered}} = 0.145$, $p \leq 0.05$; $\beta_{\text{occupation}} = -0.234$, $p \leq 0.05$).

5) Personality variable had significant effect ($F=8.149$ and $p \leq 0.01$) on Human Resource Development where Independent Variable at 21.8–19.1%; Causal Relationships Variable at significant level between personality variable and Human Resource Development ($\beta_{\text{sex}} = 0.176$, $p \leq 0.01$; $\beta_{\text{status}} = -$

0.195 , $p \leq 0.01$ and $\beta_{\text{registered}} = -0.182$, $p \leq 0.01$).

6) Personality variable had significant effect ($F=9.713$ and $p \leq 0.01$) on work experience of security guards license where Independent Variable at 24.9–22.3%; Causal Relationships Variable at significant level between personality variable and work experience of security guards license ($\beta_{\text{education}} = 0.167$, $p \leq 0.01$; $\beta_{\text{registered}} = 0.326$, $p \leq 0.01$ and $\beta_{\text{monthly income}} = 0.276$, $p \leq 0.01$).

B. Factors of Experience and Human Resource Development

Intervening Variables of the second group were Experience and Human Resource Development of security guards license.

1) Experienced factor of security guards license had significant effect ($F=14.45$ and $p \leq 0.05$) on the core competency of security guard license where Independent Variable at 27.2–22.7%; Causal Relationships Variable at significant level between experienced variable of security guards license and the core competency of security guard license ($\beta_{\text{experienced}} = 0.082$, $p \leq 0.05$).

2) Human Resource Development factor of security guards license had significant effect ($F=5.378$ and $p \leq 0.05$) on the core competency of security guard license where Independent Variable at 25.2–22.5%; Causal Relationships Variable at significant level between Human Resource Development variable of security guards license and the core competency of security guard license ($\beta_{\text{resource development policy}} = 0.158$, $p \leq 0.05$) as shown in Fig. 1.

C. Hypothesis Testing Results

1) The results of hypothesis testing 1 found that the sample of personality such as security guards license had significant effect ($F=3.708$ and $p \leq 0.01$) on the Core Competency of security guard license where Independent Variable at 24.8–20.9% by Multi Regression Analysis; Causal Relations Variable at significant level between personality variable and the Core Competency level of security guard license had significant Causal Relationships

($\beta_{\text{age}} = -0.132, p \leq 0.05$; $\beta_{\text{registered}} = -0.043, p \leq 0.05$ and $\beta_{\text{monthly income}} = 0.026, p \leq 0.05$).

2) The results of hypothesis testing 2 found that Human Resource Development factor and experience had significant Causal Relationships ($F=5.085$ and $p \leq 0.01$) on the Core Competency of security guard license in the eastern area where Independent Variable at 20.8–19.1% by Multi Regression Analysis; Causal Relationships Variable at significant level between Human Resource Development factor and experience and the Core Competency of security guard license in the eastern area ($\beta_{\text{Human Resource Development factor and experience}} = 0.153, p \leq 0.01$).

VII. RESULTS AND DISCUSSIONS

A. Dependent Variables

Personality as follows: The sample of population;

1) Sex: Most are male who not an obstacle to the core competency development of security guard license in the eastern area.

2) Age of security guard license between 42–49 years; most are any obstacles to the core competency development of security guard license.

3) Marital status was an obstacle to Human Resource Development of security guard license.

4) Education 66.7% was junior high school besides senior high school found that education supported experience of security guard license.

5) Registered for license more than 1 year and 7 months 46.5% had effect on to the core competency of security guard license in the eastern area and supported experience of security guard license.

6) Occupation: Most were employees; at 85.4% an obstacle to the core competency development of security guard license in the eastern area.

7) The sample of population had monthly income 10,001–15,000 baht; at 47.9% mostly high and effect on experience of security guard license.

B. Intervening Variables

Factors of Experience and Human Resource Development as follows:

1) Experienced factor of security guards license had effect on the core competency of security guard license as Independent Variable found that experience supported to communication capability of security guard license for examples communication by communication devices, communication by memorandum and conversation with the employers where experience supported field skill development such as security tools, security equipment, fire protection and martial arts.

2) Human Resource Development factor of security guards license had effect on the core competency of security guard license as Independent Variable found that human resource development supported to career knowledge of security guard license such as security tools and equipment, fire protection, martial arts and first aid.

C. Independent Variables

Core Competency of security guard license in the eastern area:

1) Good career knowledge of security guard license after registered for security guard license:

- Security such as duty and morals, general law knowledge and location security knowledge.

- Security tools and equipment such as patrolling and reporting, traffic management and traffic signal and internal/external radio.

- Fire protection and prevention as fire protection methods and use of fire extinguisher.

- Martial arts such as hand to hand self defense, suspension for quarrel and use of weapon, knife and baton.

- First aid such as Cardiopulmonary Resuscitation, carrying and moving with crib and First aid.

2) Good communication capability in security guards license career such as conversation where the employer communicated by memorandum to related people and language.

3) Good in Field Skill of security guards license career such as security tools and equipment, fire protection and prevention and martial arts.

VIII. POLICY RECOMMENDATIONS FOR THE CORE COMPETENCY DEVELOPMENT OF SECURITY GUARD LICENSE IN THE EASTERN AREA

1) Knowledge for security guards license career; training which the lecturers should provide Dharma, morals, virtue, honesty and accountability besides duty and ethics, security standard, general law knowledge, manners and human relationship.

2) Communication Capability for security guards license career; training which the lecturers should provide communication knowledge by transmitting message toward communication devices and language.

3) Field Skill for security guards license career; training duration should be increased 4 hours, fire protection and prevention, security tools and equipment and first aid.

REFERENCES

(Arranged in the order of citation in the same fashion as the case of Footnotes.)

- [1] Uakarn, C. (2014). "The Core Competency Development of Thai Engineers to Accommodate the ASEAN Economic Community in 2015". *Kasem Bundit Journal*: Vol. 15(1), January-June.
- [2] Uakarn, C. and Chaokromthong, K. (2017). "The Core Competency Evaluation of Thai Engineers and Thai Architects after Accommodating ACPE and AA of the AEC in 2015". *International Journal of the Computer, the Internet and Management*, Vol. 25(3), September-December.
- [3] Royal Thai Government Gazette. (2017). "Ministerial Regulation on Allowed to Security Guard License (2560)". Book 134 Sec 45 A., 21 November 2017.
- [4] Royal Thai Government Gazette. (2015). "Business Security Act (2558)". Book 132 Sec 104 A., 5 November 2015.

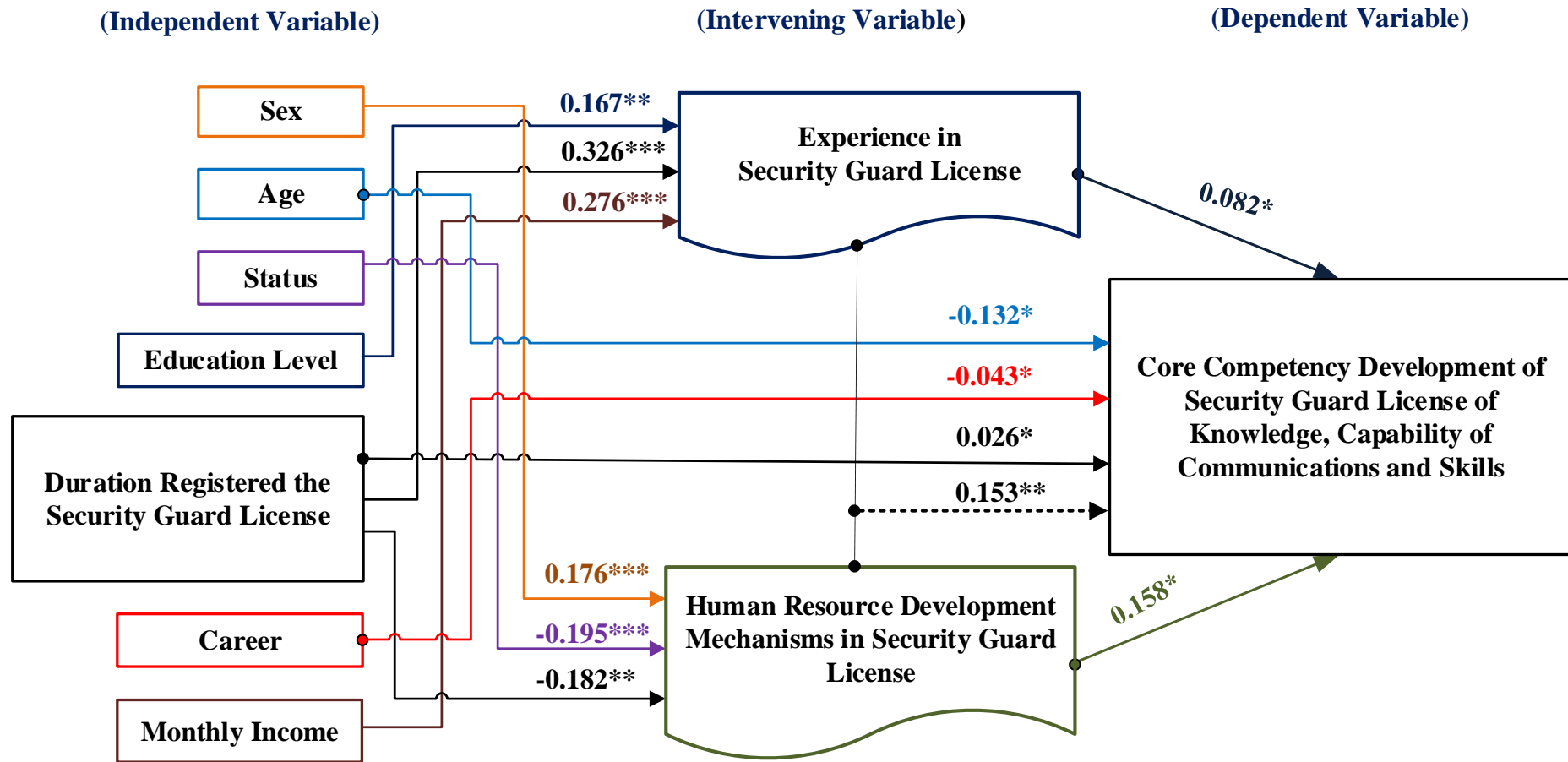


Fig. 1 Causal Relationship Model of the Independent Variables, Interviening Variables and Dependent Variables