

The Core Competency Evaluation of Security Guard License in the Eastern Area According to Business Security Act B.E. 2558 (2015)

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Abstract - The objectives of this research are: 1) To specify the Core Competency of Security Guard License; 2) To evaluate Actual Core Competency of Security Guard License; 3) To analyze variables that have Causal Relations with the Core Competency of Security Guard License; and 4) To recommend the policy of the Core Competency Evaluation of Security Guard License According to Business Security Act B.E. 2558 (2015) in the Eastern Area. The research method using Quantitative Research and Qualitative Research. The research instrument consisted of questionnaire for collecting data from the sample size of 116 security guards license domicile in Chonburi, Rayong and Chanthaburi by using Model of Samuel B. Green (1991). The Quantitative Research was complementary information by 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; work experience of Security Guards License; Professional codes of conduct of Security Guards License and

communication capability in Security Guards License career with a mean of 48.91 out of 80. The Independent Variables were Core Competency of Security Guard License consisting of knowledge, performance and field skills using in Security Guard License career with a mean of 68.54 out of 100.

Keywords - Security Guard License, Business Security Act, Core Competency Evaluation

I. INTRODUCTION

Business Security Act B.E. 2558 (2015) was the First Thailand's Business Security Act which published in the 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. After enforcement, there should have the Core Competency Evaluation of Security Guard License in order to know the past performance and 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.

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 according to Business Security Act B.E. 2558 (2015) in the Eastern Area.

2) To evaluate Actual Core Competency of Security Guard License according to Business Security Act B.E. 2558 (2015) in the Eastern Area.

3) To analyze variables that have Causal Relations with the Core Competency of Security Guard License according to Business Security Act B.E. 2558 (2015) in the Eastern Area.

4) To recommend the policy of the Core Competency Evaluation of Security Guard License according to Business Security Act B.E. 2558 (2015) in the Eastern Area.

IV. RESEARCH HYPOTHESIS

Hypothesis 1: Personality has Causal Relations with the Core Competency of security guard license in the Eastern Area.

Hypothesis 2: Factors of Human Resource Development, Experience, Professional codes of conduct and communication capability have Causal Relations 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 Evaluation of Security Guard License according to 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, 2) Work Experience of Security Guards License, 3) Professional codes of conduct of Security Guards License, and 4) Communication Capability of Security Guards License Career. And Independent Variables were the Core Competency of Security Guard License according to Business Security Act B.E. 2558 (2015) in the Eastern Area such as: 1) Career Knowledge, 2) Communication Capability, and 3) Field Skill. 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 116; the scope of research areas were 6 Amphurs with intense Security Business 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 Evaluation of Security Guard License according to Business Security Act B.E. 2558 (2015) in the Eastern Area were summarized as follows:

1) Characteristics of Research Sample

The samples were Security Guard License where male 73.3% and female 26.7%; age between 42-49 years at 31.9%; single at 30.2%; junior high school at 40.5%; registered for license more than 1 year and 7 months at 31.9%; employee and contractor at 32.8% and monthly income of 10,001-20,000 baht at 41.4%.

- Personality variable had significant effect ($F = 11.537$ and $p \leq 0.001$) on Work Experience of Security Guard License as Intervening Variable at 24.8-39.1%; Causal Relations Variable at significant level between personality variable and Work Experience of Security Guard License ($\beta_{sex} = 0.175$, $p \leq 0.05$; $\beta_{status} = -0.172$, $p \leq 0.01$ and $\beta_{duration\ of\ registration} = 0.477$, $p \leq 0.001$; and $\beta_{monthly\ income} = 0.136$, $p \leq 0.05$).

- Personality variable had significant effect ($F = 9.347$ and $p \leq 0.001$) on Human Resource Development as Intervening Variable at 37.7-33.7%; Causal Relations Variable at significant level between personality variable and Human Resource Development ($\beta_{age} = 0.275$, $p \leq 0.05$; $\beta_{status} = -0.314$, $p \leq 0.001$; $\beta_{education} = -0.196$, $p \leq 0.05$; $\beta_{occupation} = 0.273$, $p \leq 0.001$).

- Personality variable had significant effect ($F = 14.397$ and $p \leq 0.001$) on Professional codes of conduct of Security Guard License as Intervening Variable at 48.3-44.9%; Causal Relations Variable at significant level between personality variable and Professional codes of conduct ($\beta_{sex} = -0.159$, $p \leq 0.05$; $\beta_{status} = 0.164$, $p \leq 0.05$; $\beta_{duration\ of\ registration} = 0.651$, $p \leq 0.001$; $\beta_{occupation} = 0.160$, $p \leq 0.05$).

- Personality variable had significant effect ($F = 13.189$ and $p \leq 0.001$) on Capability of Security Guard License as Intervening Variable at 46.1-42.6%; Causal Relations Variable at significant level between personality variable and Capability of Security Guard License ($\beta_{sex} = -0.161$, $p \leq 0.05$; $\beta_{duration\ of\ registration} = 0.700$, $p \leq 0.001$).

- Personality variable had significant effect ($F = 57.738$ and $p \leq 0.001$) on Career Knowledge as Independent Variable at 78.9-77.5%; Causal Relations Variable at significant level between personality variable and Career Knowledge ($\beta_{sex} = -0.111$, $p \leq 0.01$; $\beta_{age} = 0.222$, $p \leq 0.001$; $\beta_{duration\ of\ registration} = 0.472$, $p \leq 0.001$; $\beta_{monthly\ income} = -0.154$, $p \leq 0.01$).

- Personality variable had significant effect ($F = 11.277$ and $p \leq 0.001$) on Communication Capability as Independent Variable at 42.2-38.5%; Causal Relations Variable at significant level between personality variable and Communication Capability ($\beta_{age} = 0.209$, $p \leq 0.05$; $\beta_{duration\ of\ registration} = 0.490$, $p \leq 0.001$; $\beta_{monthly\ income} = -0.236$, $p \leq 0.01$).

- Personality variable had significant effect ($F = 25.076$ and $p \leq 0.001$) on Field Skill as Independent Variable at 61.9-59.4%; Causal Relations Variable at significant level between personality variable and Field Skill ($\beta_{duration\ of\ registration} = 0.664$, $p \leq 0.001$; $\beta_{sex} = -0.119$, $p \leq 0.05$).

2) Factors of Experience; Human Resource Development; Professional Codes of Conduct and Performance

Intervening Variables of the second group were Experience, Human Resource Development,

Professional codes of conduct and Performance of Security Guards License [1].

- Experienced factor of Security Guards License had significant effect ($F = 45.226$ and $p \leq 0.001$) on the Core Competency of Security Guard License as Independent Variable at 28.4-27.8%; Causal Relations Variable at significant level between experienced variable of Security Guards License and the Core Competency of Security Guard License ($\beta_{\text{experienced}} = 0.533$, $p \leq 0.001$).

- Human Resource Development factor of Security Guards License had significant effect ($F = 15.412$ and $p \leq 0.001$) on the Core Competency of Security Guard License as Independent Variable at 11.9-11.1%; Causal Relations Variable at significant level between Human Resource Development variable of Security Guards License and the Core Competency of Security Guard License ($\beta_{\text{Human Resource Development}} = 0.345$, $p \leq 0.001$).

- Professional codes of conduct factor of Security Guards License had significant effect ($F = 74.915$ and $p \leq 0.001$) on the Core Competency of Security Guard License as Independent Variable at 39.7-39.1%; Causal Relations Variable at significant level between Professional codes of conduct variable of Security Guards License and the Core Competency of Security Guard License ($\beta_{\text{Professional codes of conduct}} = 0.630$, $p \leq 0.001$).

- Performance factor of Security Guards License had significant effect ($F = 177.571$ and $p \leq 0.001$) on the Core Competency of Security Guard License as Independent Variable at 60.9-60.6%; Causal Relations Variable at significant level between Performance variable of Security Guards License and the Core Competency of Security Guard License ($\beta_{\text{Performance}} = 0.780$, $p \leq 0.001$) as shown in Fig. 1.

3) Hypothesis Testing Results

- The results of hypothesis testing 1 found that the sample of personality such as Security Guards License had significant effect ($F =$

51.166 and $p \leq 0.001$) on the Core Competency of Security Guard License as Independent Variable at 76.8-75.3 % by Multi Regression Analysis; Causal Relations Variable at significant level between personality variable and the Core Competency of Security Guard License had significant Causal Relationships ($\beta_{\text{sex}} = -0.116$, $p \leq 0.05$; $\beta_{\text{age}} = 0.217$, $p \leq 0.001$; $\beta_{\text{duration of registration}} = 0.733$, $p \leq 0.001$ and $\beta_{\text{monthly income}} = -0.135$, $p \leq 0.01$).

- The results of hypothesis testing 2 found that Experience; Human Resource Development; Professional codes of conduct and Performance of Security Guard License had significant Causal Relationships ($F = 142.147$ and $p \leq 0.001$) on the Core Competency of Security Guard License in the Eastern Area as Independent Variable at 55.5-55.1 % by Multi Regression Analysis; Causal Relationships Variable at significant level between Experience; Human Resource Development; Professional codes of conduct and Performance with the Core Competency of Security Guard License in the Eastern Area ($\beta_{\text{Experience; Human Resource Development; Professional codes of conduct and Performance}} = 0.745$, $p \leq 0.001$).

VII. RESULTS AND DISCUSSIONS

1) *Dependent Variables*: Personality as follows:

The sample of population: (1) Sex: Most are male who not an obstacle to the Core Competency Evaluation of Security Guard License in the Eastern Area, (2) Age of Security Guard License between 42-49 years; most are not obstacles to the Core Competency Evaluation of Security Guard License, (3) Marital status was some obstacles to Human Resource Development of Security Guard License, (4) Education 40.5% 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 the Core Competency of Security Guard License in the Eastern Area and supported experience and Human Resource Development of Security Guard License Career, (6)

Occupation: Most were employees and contractors at 32.8% not an obstacle to Professional codes of conduct but some obstacles to the Core Competency Evaluation of Security Guard License in the Eastern Area, and (7) The sample of population had monthly income 10,001-20,000 baht at 41.4% mostly high and effected on Communication Capability of Security Guard License.

2) *Intervening Variables*: Factors of Experience and Human Resource Development; Professional codes of conduct of Security Guard License and Communication Capability of Security Guard License Career as follows:

- 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 Career 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.

- 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.

- Professional codes of conduct of Security Guard License had significant effect on the Core Competency of Security Guard License such as basic moral principles, clear performance, accountability and verifiability, systematic performance according to Terms and Conditions of associated laws and Ethical Training that organized by Business Security Committee.

- Performance of Security Guard License Career had significant effect on the Core Competency of Security Guard License such

as respect and faith in their career including avoid any actions that may affect image and reputation.

3) *Independent Variables*: Core Competency of Security Guard License in the Eastern Area as follows:

- Good career knowledge of Security Guard License after registered for Security Guard License: (1) Security such as duty and morals, general law knowledge and location security knowledge, conversation, manner and human relations, (2) Security tools and equipment such as communication, patrolling and reporting, traffic management and traffic signal and internal/external radio, (3) Fire protection and prevention as fire protection methods and use of fire extinguisher and Fire Fighting Measures, (4) Martial arts such as hand to hand self-defense, suspension for quarrel, people and vehicles detection technique and use of weapon, knife and baton, and (5) First aid such as Cardiopulmonary Resuscitation, carrying and moving with crib and First aid.

- Good communication capability in security guards license career such as conversation with the employer, communicated by memorandum to related people and language.

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

VIII. POLICY RECOMMENDATIONS FOR THE CORE COMPETENCY EVALUATION 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 of Security Guards License 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, communication by devices and language and communication by transmitting message to the third person.

3) Field Skill for Security Guards License Career; Training Duration should be increased to 4-6 hours in term of fire protection and prevention, security tools and equipment, first aid and martial arts.

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

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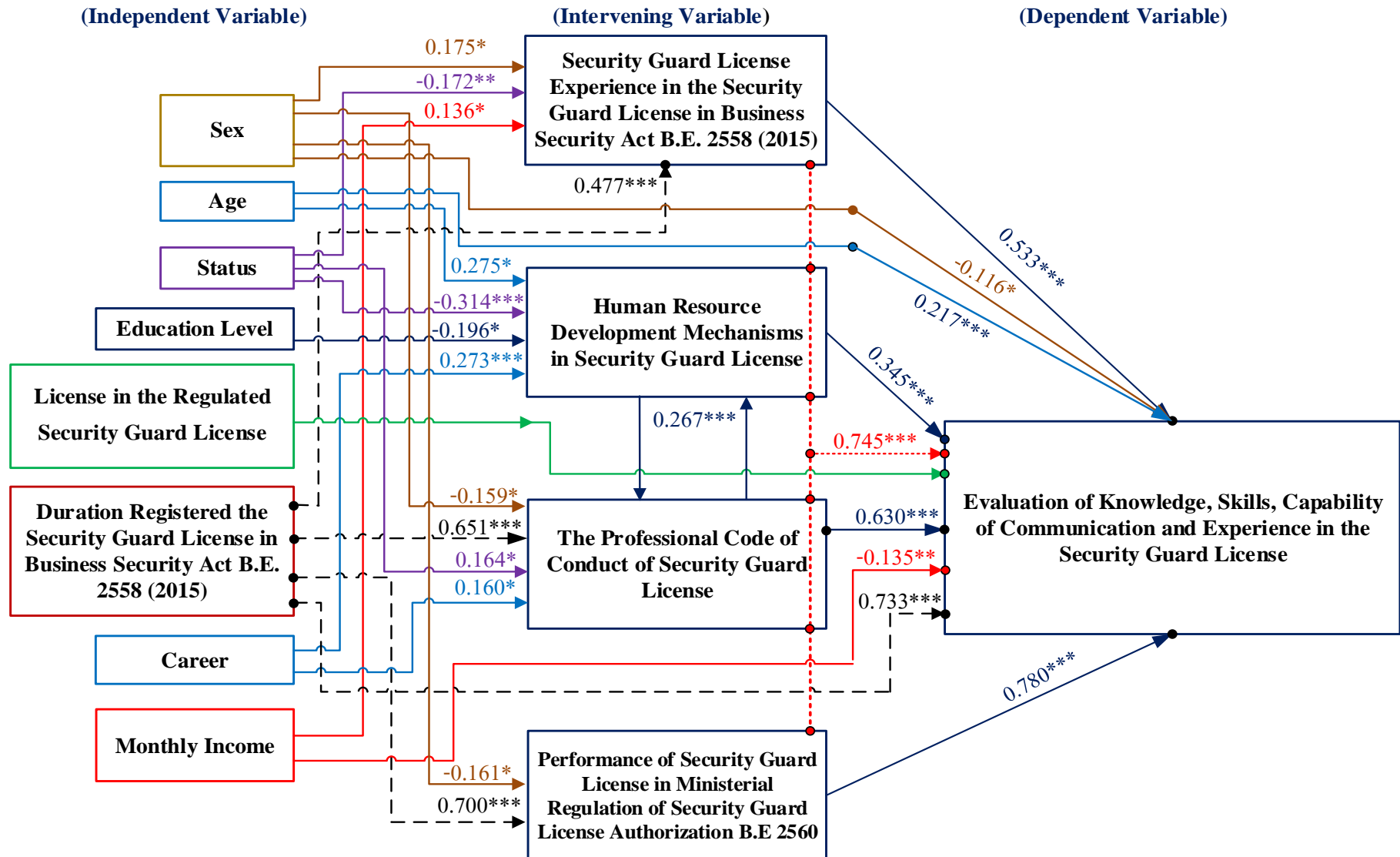


Fig. 1 Causal Relationship Model of the Independent Variables, Intervening Variables and Dependent Variables