

Relationships between Core Competencies and Working Efficiency: Case Study the L.P.N. Development Public Company Limited

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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 The L.P.N. Development Public Company Limited. The results show that the working efficiency were at a high level. However, Supporting staff with different work experience 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 The L.P.N. Development Public Company Limited. was overall at a high level. The first of performance competency, ranked in descending order of their mean scores, were collaborative competency, achievement oriented competency, and integrity competency and 2) There was relationship at a high level with statistical significance at .01 level between competency supporting factors and work performance competency of personnel in The L.P.N. Development Public Company Limited. These two findings were congruent with the set hypothesis.

Keywords - Relationships, Core Competency, Working Efficiency, Supporting Staff

I. 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). Which organizations have quality human capital to match the competency of the organization will make the organization move in the desired direction (Robins, R.W. and Caspi, A., 2002). Focus Core Competency is 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, P., 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).

II. METHODS

157 supporting staffs Include to front office, housekeeping, food and beverage, maintenance, human resource and financial department of were asked through questionnaire to measure achievement, good service, expertise in career, adherence to righteousness and ethics, and also teamwork. Five Rating Scale (1=lowest, 2=low, 3=moderate, 4=high, and 5=highest).

For the achievement, the supply and use of resources, Process, and the satisfaction of all parties. Collected data were statistics analyzed by t-test, F-test (ANOVA and MANOVA), multiple correction analysis, Simple Regression Analysis and multiple regression analysis.

III. RESULTS

**TABLE I
DESCRIPTIVE STATISTICS FOR CORE COMPETENCY OF SUPPORTING STAFF
AT L.P.N. DEVELOPMENT PUBLIC COMPANY LIMITED**

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
Total	3.91	0.74	high	

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 Finally was Motivation/Attitude (mean = 3.73, S.D. = 0.82).

**TABLE II
DESCRIPTIVE STATISTICS FOR WORKING EFFICIENCY OF SUPPORTING STAFF
AT L.P.N. DEVELOPMENT PUBLIC COMPANY LIMITED**

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
Total	4.00	0.70	high	

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 = 3.97, S.D. = 0.68) the finally was accumulation of expertise in careers (mean = 3.91, S.D. = 0.75).

TABLE III
RELATIONSHIP BETWEEN CORE COMPETENCIES AND WORKING EFFICIENCY
AT L.P.N. DEVELOPMENT PUBLIC COMPANY LIMITED

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**
Total	0.792**	0.798**	0.842**	0.803**	0.812**	0.889**

** Significance .01 **

3) The table shows that factors supporting the performance and Working efficiency was supporting staffs 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), the finally is motivation / attitude (r = 0.766).

IV. DISCUSSION

The results discovered in this study:

1) The Core competency. When considering each aspect, it was found that the supportive factors were at the high level the first was teamwork, personnel achievement ability, adherence to morality and ethics, good service the finally 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 L.P.N. Development

Public Company Limited 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, followed by Different work experience and opinion Self-esteem.

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

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