

GUIDELINES FOR DEVELOPING EFFECTIVE TEACHING COMPENSATION REIMBURSEMENT

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ABSTRACT

Study of Guidelines for developing effective teaching compensation reimbursement
Objectives: 1. To study about reimbursement of teaching compensation of the College of Innovation and Management Suan Sunandha Rajabhat University 2. Study factors affecting the efficiency of teaching compensation reimbursement of the College of Innovation and Management Suan Sunandha Rajabhat University. The samples used in the study were Personnel College of Innovation and Management Suan Sunandha Rajabhat University The research tool was an online questionnaire. The reliability was 0.945. Statistics used in data analysis were percentage, mean and multiple regression analysis.

The results showed that Most of the respondents were female, representing 76.2 percent, most of the respondents were between 31 - 40 years old, representing 63.9 percent, most of their educational background was at master's level. representing 48.5 percent, most of their work experience was in the range of 5-8 years, representing 36.7 percent. Influence of factors affecting the efficiency of teaching compensation reimbursement of the College of Innovation and Management Suan Sunandha Rajabhat University It was found that the variables that affected were cognitive factors in the work done Working environment factors and relationship factors with people at work with statistical significance at .05

Keywords: Understanding of the Work, Work Environment, On Office Relationships, Performance

INTRODUCTION

Today's world is in an era of globalization, making changes happen rapidly and continuously. The goal of the work is at the heart of successful management (Ratirath Na Songkhla at el., 2022). The College of Innovation and Management must therefore focus primarily on improving work efficiency. To ensure that the operation is in order. Meeting employee expectations is something that directly affects employee performance. Organizations should have a hygienic and safe workplace environment. Promoting activities or projects to strengthen relationships in the organization, including having a consultation system to solve various problems of employees. (Sudarat Sadoyu and Sangjit Taisang, 2022)

From that background and importance. Therefore, we conducted research on Guidelines for developing effective disbursement of teaching remuneration The goal is to prevent operational errors and reduce the risk of errors in the disbursement of teaching remuneration by the College

of Innovation and Management. The study was conducted on the influence of factors affecting work efficiency, including: Understanding of the Work, Work Environment and On Office Relationships.

RESEARCH OBJECTIVES

Objectives of Research

1. Learn about teaching remuneration disbursement of the College of Innovation and Management. Suan Sunandha Rajabhat University
2. Study of factors affecting the effectiveness of teaching remuneration disbursement of the College of Innovation and Management Suan Sunandha Rajabhat University

Research Hypothesis

Understanding of the Work, Work Environment and On Office Relationships It positively affects Performance

RESEARCH FRAMEWORK

Conceptual Framework

Concept of Understanding of the Work

Arkkaradate Maichan (2017) said that knowledge and understanding of work means what each employee can perceive, understand, see the importance and practice. In relation to the work that they are assigned to follow the established work regulations, including receiving training. Pre-action testing Perform real work and practice that matches their knowledge and abilities.

Concept of work environment

Abdul Raziq and Raheela Maulabakhsh (2015) said that work environments refer to internal and external environments that affect the work of employees in two dimensions: the dimensions related to work or the context of different tasks, and the second dimension about the context of work that is divided into two categories: physical working conditions and social working conditions.

Concept of on Office Relationships

Beyer and Marshall (1981) Relationships within work consist of 3 dimensions: professional dimension; Interpersonal and decision-making dimensions

Concept of Performance

Phruetthisit Uthum (2016) Performance refers to the fact that each person who has the ability and the pleasure to strive to be willing to perform their duties is not limited to the ability to perform their duties. There are rules and regulations. Complete work on time, fast, cheap, quality and standard.

Based on all these concepts, the researchers adopted them as variables used in the research. as follows:

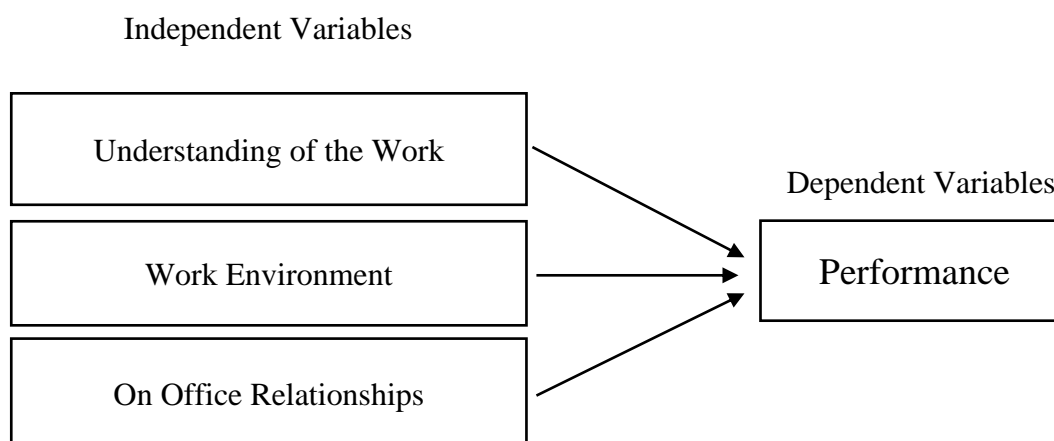


Figure 1: Understanding of the Work, Work Environment and On Office Relationships It positively affects Performance

RESEARCH METHODOLOGY

Population of Sampling Group

The population used in this study was the academic support staff of the College of Innovation and Management. Determine the sample size and how the sample is selected using the Krejcie and Morgan formula calculation method (1970).

Research Instruments

Research on the implementation of teaching remuneration disbursements by the College of Innovation and the concept of cognition in the work done Concept of working environment Ideas about relationships with people in the workplace and ideas about productivity Data collection was conducted using an online questionnaire with 2 parts: Part 1, general information of respondents, 4 questions, and Part 2, factors affecting the effectiveness of teaching remuneration. Convert the questions from the concept of cognition in the work done. The concept of working environment the concept of relationships with people workplace and the concept of productivity 12 items.

Validation of the Tests

The questionnaire measured the confidence of the instrument, and calculated the Cronbach's alpha Coefficient of .945, which is within the acceptable threshold .80.

Data Collection

Conduct staff working at the College of Innovation and Management to complete questionnaires. The questionnaire is prepared in an online format and sent via mail. The query has returned all.

Data Analysis and Statistics

1. General information analyzed with descriptive statistics, including percentages, averages.
2. Take the factors that affect performance to correlate with teaching compensation disbursement performance variables with multiple regression analysis statistics.

RESULT AND FINDINGS

1. Demographic characteristic analysis

General information of respondents The majority of respondents were female, accounting for 76.2%, with 63.9% of respondents aged 31-40, and 48.5% of those with a master's degree.

2. The results of the analysis find a correlation with the teaching compensation disbursement performance variables.

Correlation analysis with multiple regression statistics Using multiple regression analysis statistics, define variables as follows: Cognitive factors in the work performed Stepwise analyzed the 95% confidence level, indicating that the primary hypothesis is rejected when the Sig. value is less than 0.05 and the test results are shown in Table 1

Table 1 shows the results of multiple regression analysis of factors by multiple regression analysis

	SS	df	MS	F	Sig.
Regression	43.192	3	14.397	24.414	.000
Residual	115.583	196	.590		
Total	158.775	199			

*Statistically significant at .01

According to Table 1, the results showed that teaching remuneration disbursement performance was linear correlated with the independent variable group at a statistical significance level of .01 and a linear predictive equation was generated. This can calculate the multiple-correlation coefficient. as follows:

Table 2 shows the results of the analysis of teaching remuneration disbursement performance by stepwise method

Independent Variables	b	Beta	t-value	p value
Understanding of the Work	.280	.433	7.053	.000
work environment	.199	.256	4.189	.000
On Office Relationships	.131	.128	2.089	.000
(Constant)	3.856		7.616	.038
R = .522 R ² = .272 F = 24.414 p value < .001				

From Table 2, the results of the analysis of the performance of the disbursement of teaching remuneration. It was found that the resulting variables were cognitive factors in the work performed (Beta = .433, p value = .000), work environment factors (Beta = .256, p value = .000) and relationship factors in the workplace (Beta = .128, p value = .000)

DISCUSSION AND CONCLUSION

Based on research Guidelines for developing effective disbursement of teaching remuneration The survey found that most respondents were female, accounting for 76.2 percent, with most respondents aged 31 to 40 years (63.9 percent), the majority of whom were with a master's degree (48.5 percent), and most of the work experience was in the 5-8 years range (36.7 percent).

The results of the analysis of the influence of factors affecting the effectiveness of teaching remuneration disbursements. It was found that the factors that most affect performance include cognitive factors in the work performed (Beta = .433, p value = .000), working environment

factors (Beta = .256, p value = .000) and relationship factors in the workplace (Beta = .128, p value = .000) respectively, in line with the concept of the Arkkaradate Maichan (2017). The Factors Affecting Performance Efficiency among Employee in Machine Installed Production Line, Songkla Province The study found that factors affecting the performance of industrial employees installing machinery Production lines in Songkhla Province All 5 aspects are very opinionated. When considering each aspect, it was found that at the highest level, 1 aspect is the working environment, 4 areas are knowledge and understanding of the work performed. Job security, work morale, and relationships with people in the workplace. It means that employees can perform their work efficiently. There are few operational errors, including employees who have knowledge and understanding of the work they do. Understand what is done that will benefit the operation and what should be avoided if you do not want the operation to go wrong. The working environment is also important because if there is a good or conducive environment in the workplace, it will result in quality work. As a result, the body of work that will come out of operating in an unfavorable environment is of poor quality. Workplace Relationships If the worker has a relationship with to work with, or Low supervisors will result in poor quality of work because it is based on opinion. In summary, all 3 factors are factors that affect the performance of the work. If any factor is lower, it may affect the remaining factors or affect the overall operational efficiency.

RECOMMENDATIONS

1. Recommendations for further application

1.1 In research on Guidelines for Developing Effective Teaching Compensation Reimbursement, it was found that knowledge and understanding of the work performed affects work efficiency. The agency should have a policy to teach new employees. Introduce or provide training so that new or existing employees have a real understanding of the work they do.

1.2 According to research on Guidelines for Developing Effective Teaching Compensation Reimbursement, the results of the research showed that the workplace environment affects work efficiency. It shows that the agency should be prepared in terms of the workplace in order to facilitate the operator to be able to work out as efficiently as possible

1.3 According to research on Guidelines for Developing Effective Teaching Compensation Reimbursement, the results showed that workplace relationships affect work efficiency. It shows that agencies should increase policies to dissolve behavior for employees, allowing employees to have more discussions. This will result in smooth operation without obstacles. Bosses at the junior, intermediate, and advanced levels should recognize the status of subordinates. Teaching and advising will make the most effective work.

2. Recommendations for future research

2.1 Studies should be conducted in larger samples to obtain stronger findings.

2.2 In the study of factors affecting operational efficiency, more factors should be added in order to obtain a comprehensive study that can be used as a guideline for the management of the agency.

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