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The Analysis of Components and Indicators of the Attributes of Good Personnel in the Organization

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Abstract

The purpose of this research was to study and present the model of components and indicators of the attributes of good personnel in the organization. The researcher applied the mixed-methodology research in conducting this research; beginning with the qualitative research then followed by the quantitative research. The research results show that the suitability of the attributes of good personnel in the organization, in total, was at high level. In particular, Virtue and Working had the highest mean score, followed by Personality, Self-Reliance, Human Relations, Knowledge, and Good Immunity respectively. With regard to Second Order Confirmatory Factor Analysis, the results show that the model of the attributes of good personnel in the organization was consistent with empirical data. Its Chi-Square Probability Level, Comparative Fit Index, Goodness of Fit Index, Root Mean Square Error of Approximation, and Standardized Root Mean Squared Residual were 2.09, 1.00, 0.93, 0.04, and 0.04 respectively. From the results of the Confirmatory Factor Analysis on the model of the attributes and indicators of good personnel in the organization, the researcher derived 7 main components and 45 indicators, sorted by the factor loading, as follows:

The component equation of attributes of good personnel in the organization $GOODMAN = 0.99 \text{ Working) } (WORK) + .97 \text{ Good Immunity) } (GOOD) + .95 \text{ Human Relations) } (HUMAN) + .93 \text{ Self-Reliance) } (SELF) + .89 \text{ Knowledge) } (KNOW) + .88 \text{ Virtue) } (VIRTUE) + .85 \text{ Personality) } (PERSON)$

Keywords: Analysis of components, attribute, indicators, good personnel

1. Introduction

Economic prosperity has brought about the prosperity of the material. Every organization has to be modernized to cope with changes. An important factor that each organization has to deal with is about the personnel that are the resources which affect the success or failure of organization.

The more countries are developed, the more people lack morals and ethics. This problem is widespread; it also reflects the deficiencies and moral degradation of people in urban society that has changed because of the globalization and prosperity with priority on hedonism. Therefore, people have to compete for living, and focus on personal benefit by neglecting the suffering of others or the degradation of environment. The generosity, kindness and mutual support have gradually disappeared from Thai society which will become more and more complex in the future.

The problem happened in the society becomes that of the organization because part of society's members is organization's members. From the study of Ratprasert et al. (2014), adopting patronage system, glorifying people with money and lacking consciousness are the cause of corruption. Moreover, Fermin (2014) said that when the organization accepts employees with inappropriate behavior to work, this kind of employee often expresses undesirable behavior that makes the organization inferior. The process of recruiting and selecting employees from within and outside the organization is similar, which is to consider their educational transcript. Some organization specifies the educational institution of the applicant. Another aspect is to prioritize the applicants who have more special knowledge and skills than others without considering whether they are appropriate with the organization or not. Sometimes these too smart people cannot work with their colleagues. However, the process of recruitment and selection is merely the primary step because no one can know whether the new employee is good or not, and how he or she works (Stone and Kendall, 1956).

The characteristics of good personnel or good people are discussed in a variety of ways. In the era of ancient Greek, good people are those who commit everything with wisdom and reason. The good things are acknowledged for reasons (Phramaha Chulorm Chuleaun, 2003). Regarding the Chinese philosophy, good people must have a moral principle in mind and adhere to morality (Wikipedia, 2017). In Thai society, the teaching from Buddhist is referred. It indicates that the perfect person is a truly good and valuable member of humanity as a true human who can lead the society towards peace and happiness (Phra Dhamma Pitaka (P.A. Payutto), 2000).

Consequently, when getting the right person to work and the organization must move forward, the selection of personnel that can promote prosperity along with the success of the organization is essential. The research in the past that studied the attributes of good personnel in the organization that combined the characteristics of good people according to the religion and philosopher in the past is not very widespread. The researcher realized its importance and was interested in studying the analysis of the components and indicators of the attributes of good personnel in the organization. The researcher also hoped to apply this research results as a tool in considering the attributes of good personnel which can be developed to be the valuable human capital for the organization and human resources desired by the current world society.

1.1. Research Purposes

- To study the components of the attributes of good personnel in the organization.
- To analyze the relationship between the components of the attributes of good personnel in the organization.
- To analyze the confirmatory factors of the indicators of good personnel in the organization.
- To present the model of components and indicators of the attributes of good personnel in the organization.

1.2. Research Hypotheses

- The components of the attributes of good personnel in the organization have a relationship with statistical significance.
- The confirmatory factors of the model of 7 components of the attributes of good personnel in the organization: Virtue, Self-Reliance, Personality, Knowledge, Working, Human Relations and Good Immunity, are relevant to the empirical data.

1.3. Research Paradigm

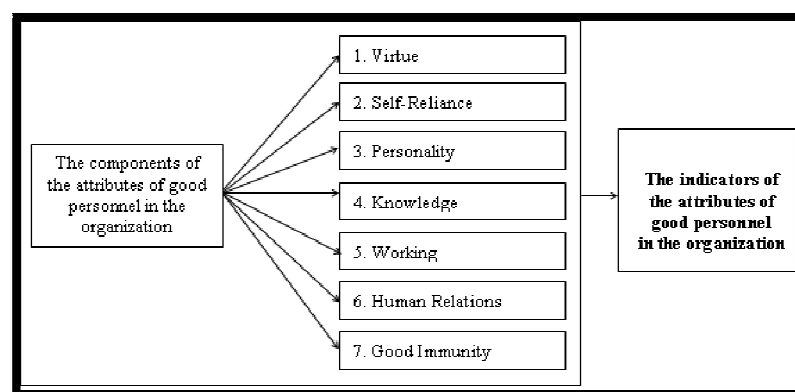


Figure 1: Research Paradigm

2. Literature Review

Regarding the revision of information about variables in this research, the researcher revised the knowledge about philosophies, religious principles and concepts from various scholars, as follows:

Socrates presented the virtue of good politician, consisting of 1) wisdom, 2) courage, 3) temperance, 4) justice and 5) piety). Plato said that virtue is the action that is appropriate to that duty. The virtue of reason is wisdom. The virtue of soul is courage. The virtue of craving of bad behavior is a lack of adequacy or self-control. The last virtue is justice which can be generated with the existence of the previous three virtues (Stace, 1920; translated by Changkwan-yuen, 1971). Moreover, Aristotle emphasized that people will be good only from the cultivation of good habits. In addition, the courage is an intermediary between foolhardiness and cowardice; the generosity is an intermediary between small-mindedness and extravagance; the good humor is an intermediary between stillness and anger; the Politeness is an intermediary between vulgarity and flattering; the modesty is an intermediary between shamelessness and shyness; and the sufficiency is an intermediary between stubbornness and insolence (Stace, 1920; translated by Changkwan-yuen, 1971).

Confucius presented the basic principles of ethics focusing on refining the habits and developing oneself to be reasonable person, which consists of 1) mercy – the expression of love and caring for the well-being of others; 2) righteousness – the right and righteous action; 3) appropriateness – to have the feeling of justice and equality; 4) knowledge – the capability of self-cultivation about good habits; and 5) credibility – knowing to be a reliable and trustworthy person (Wongsawan, 1998). Lao Zi publicized important teachings which are 1) the three treasures: benevolence, saving and humility; 2) good life has to be harmonized with nature; and 3) the characteristics of good people and the happiest life is to live simple life and to make benefits for others without expecting a return.

In addition, Lao Zi mentioned 4 life philosophies: 1) know yourself correctly, 2) win yourself, 3) know to be sufficient by yourself, and 4) rely on Taoism (Phra Chuanchai Suttapanyo, 2017). The Indian philosophy has 3 important aspects, which are 1) Purushartha – the life goal of human as the four issues from theory of value, consisting of wealth, pleasure/desire, norm and liberation; 2) Genesis – the cause that imprisons human in transmigration that human needs to know to handle in order to achieve the desirable goal; and 3) source of knowledge – Indian philosophy came from various

institutes, such as Nyaya said that the correct knowledge is necessary for achieving liberation which is the highest goal of human (Thammasaranekoon, 2017).

Immanuel Kant described the ethical rules in the theory of ethics by using the concept of "duty" as the core, which can be seen from the often-mentioned ethics rules by using the word "duty" instead. Acts that have ethical values or the right actions are committed with good will. Without it, any virtue: intelligence, aptitude, courage, and purposefulness, might become bad things. In addition, Sir William David Ross suggested 7 primary duties: 1) fidelity, 2) reparation, 3) gratitude, 4) justice, 5) beneficence, 6) self-improvement, and 7) non-maleficence (Wongsappakan, n.d.). In addition, John Stuart Mill stated that the principle used in judging an action whether it is right or wrong is its result, which is benefit and happiness for the large amount of people. It is called 'The Greatest Happiness Principle'. Regarding Thomas Hobbes, being good or evil depends on the person. Anything that a person likes or wants or something that matches with the person's preference and desire is good. In contrast, anything that a person hates or despises is bad or evil (Phra Jaturong Ajarasupho, 2008). John Locke thought that the rules of morality are not deeply embedded in the conscience since birth. The judgment that something is right or wrong depends on pleasure and pain as criteria, which means people judge something is good because it satisfies them (Issarangkoon Na Ayudhaya, 1999).

Friedrich Nietzsche divided the basic moral system into 2 types. The first is the master morality: people who have this kind of characteristics are strong, self-confident, and self-assured in both thought and practice. They adhere only to the ideals and practices with the confidence from their good deliberation. When there are problems, they will find the solution and create their own moral rules then do it seriously and immediately to achieve their set goal. The second is the slave morality: it is the morality for those who do not dare to face problems by themselves (Nietzsche, 1883).

The Philosophy of Sufficiency Economy is about the balanced and sustainable practice guidelines which can cope with all changes in the aspects of economy, society, environment and culture, by adhering to the principle of middle path. It consists of 1) moderation – not too much or not too little in everything, 2) reasonableness – the decision about the level of moderation should be reasonable, 3) self-immunity – to prepare the readiness to cope with changes. These all should be based on the basic conditions: 1) knowledge – having the academic knowledge in all relevant aspects, and 2) ethics and virtue – the recognition of ethics, such as honesty, tolerance, perseverance and consciousness in living (Yodprutikarn, 2007).

Regarding the principles of Buddhism, good people have to behave according to Sappurisa-dhamma 7, which consists of 1) Dhammaññutà (knowing the principle and cause), 2) Atthaññutà (knowing the meaning and consequence), 3) Attaññutà (knowing oneself), 4) Mattaññutà (knowing how to be temperate), 5) Kālaññutà (knowing the proper time), 6) Parisaññutà (knowing the society), and 7) Puggalaññutà (knowing the individual) (Phra Brahmaganabhorn (P. A. Payutto), 2016).

Regarding the principles of Christianity, the behaviors that affect good people are divided into 4 important matters: 1) Prudence 2) Justice 3) Strength and 4) Thrifty. In addition, there are Ten Commandments, which are divided into 2 parts. The first part mentioned about the duties of human to treat God; it consists of (1) You shall have no other Gods but me, (2) You shall not make for yourself any idol, nor bow down to it or worship it, and (3) You shall not misuse the name of the Lord your God. The second part mentioned about the duties of human to treat each other; it consists of (4) You shall remember and keep the Sabbath day holy, (5) Respect your father and mother, (6) You must not commit murder, (7) You must not commit adultery, (8) You must not steal, (9) You must not give false evidence against your neighbor, and (10) You must not be envious of your neighbor's goods. You shall not be envious of his house nor his wife, nor anything that belongs to your neighbor (Pastor Joseph Wutlert Hae-lom, 2012).

Regarding the principles of Islam, the characteristics of good personnel means person who follow moral principles, especially knowing their duties. The duty of the educator must disseminate knowledge to others without expecting a return; and for those who do not know must study to be knowledgeable. The duty to be grateful to the benefactor. The duty of friend or colleague to express good wishes to each other, to behave well and live together happily. The duty of leader and supervisor to treat the follower or team member with compassion, to use power with justice, to have courage to make a decision and to be a good role model. The duty of population or member of society or organization is to follow the rules strictly (Department of South Asian, Middle East and African Affairs, n.d.).

In addition to the philosophy and religious principles, there are many important persons and academicians mention the attributes of good personnel, as follows;

His Majesty King Bhumibol Adulyadej had given the royal speech about good people in the graduation ceremony of Thammasat University, on April 20th, 1977 (Center of Central Administration, Chulalongkorn University, n.d.),

"...Doing good deeds, the most important is yourself. Others are not important and there is no need to be worried or have to wait for him. When start doing good things, even though no one has cooperated, good results must certainly happen..."

The characteristics of desirable employee of modern organization are 1) having high responsibility, 2) adapting to various situations well, 3) having new creative ideas, 4) communicating well, and 5) having passion to work and want to succeed (Pantapalangoon, 2013). Moreover, Martin John Yates stated about the principles used in considering and evaluating qualification and characteristics of personnel, for example, trait, professional characteristics profile, and business characteristics (Pancharoen, 1994). In addition, Orawongsupatat (2009) presented the concept about attributes of professional employee, for instant, 1) having explicit dream, 2) loving what you do and your job, 3) having explicit goal in daily work life, 4) planning his or her work, and 5) working hard with tolerance, dedication and perseverance.

3. Research Methodology

The researcher used the mixed methodology research in conducting this study. The populations in this study were the organizational personnel from both public and private sector in 50 districts of Bangkok, which there are a lot and the exact number is unknown.

In order to obtain a complete sample, therefore, the sample size was used in a very good level of 500 samples with the quota sampling method. The researcher used the accidental sampling to find the sample until the required amount is reached. The questionnaire is used as the research tool. The research conduct is divided into 2 steps. Regarding the qualitative research, the researcher studied the secondary data with the methods of documentary research, retrieved the concepts and theories from document and research relating to the components of attributes of good personnel, then did the content analysis and synthesized the components including the sub-components in each main component. Regarding the quantitative research, the researcher created the questionnaire to collect the data from 500 samples, and then analyzed the data with the statistics, such as frequency, percentage, mean, standard deviation, t-test, Pearson Correlation and Confirmatory Factor Analysis (CFA).

4. The Analysis Results of Qualitative Data

4.1. The Results of Qualitative Research

The researcher studied the concept about good person or good personnel in the organization, and then did the content analysis and synthesized the data. Finally, the researcher retrieved 7 components, which are Virtue, Self-Reliance, Personality, Knowledge, Working, Human Relations and Good Immunity.

4.2. The Analysis Results of Quantitative Data

4.2.1. The Analysis of the Components of Attributes of Good Personnel in the Organization

With regard to the mean and standard deviation of the suitability of the components of attributes of good personnel in the organization, the results show that the suitability in total was at high level ($\bar{x} = 4.08$). In particular, Virtue and Working had the highest mean score ($\bar{x} = 4.14$), followed by Personality ($\bar{x} = 4.10$), Self-Reliance ($\bar{x} = 4.09$), Human Relations ($\bar{x} = 4.08$), Knowledge ($\bar{x} = 4.04$), and Good Immunity ($\bar{x} = 3.99$) respectively (see table 1).

The Components of Attributes of Good Personnel in the Organization	\bar{x}	S.D.	Translation
Virtue	4.14	.47	High
Self-Reliance	4.09	.49	High
Personality	4.10	.57	High
Knowledge	4.04	.53	High
Working	4.14	.52	High
Human Relations	4.08	.54	High
Good Immunity	3.99	.56	High
Total	4.08	.47	High

Table 1: Mean and Standard Deviation of the Suitability of the Components of Attributes of Good Personnel in the Organization

4.2.2. The Analysis of Relationship between the Components of Attributes of Good Personnel in the Organization

With regard to the correlation between the components of attributes of good personnel in the organization, the results show that every pair had a relationship with statistical significance at .01. The relationship between Human Relations and Working had the highest correlation at .873, whereas the relationship between Personality and Virtue had the lowest correlation at .595 (see table 2).

Variables	\bar{x}	S.D.	VIR	SEL	PER	KNO	WOR	HUM	GOO
VIR	4.14	.47	1.000						
SEL	4.09	.49	.739**	1.000					
PER	4.10	.57	.595**	.690**	1.000				
KNO	4.04	.53	.625**	.720**	.854**	1.000			
WOR	4.14	.52	.701**	.753**	.729**	.820**	1.000		
HUM	4.08	.54	.764**	.738**	.710**	.750**	.873**	1.000	
GOO	3.99	.56	.738**	.770**	.664**	.731**	.829**	.838**	1.000

Table 2: Correlation between the Components of Attributes of Good Personnel in the Organization
** With Statistical Significance At .01

4.2.3. The Confirmatory Factor Analysis of the Indicators of Attributes of Good Personnel in the Organization

With regard to the second order confirmatory factor analysis, the results show that the model of the attributes of good personnel in the organization was consistent with empirical data. Its Chi-Square Probability Level, Comparative Fit Index, Goodness of Fit Index, Root Mean Square Error of Approximation, and Standardized Root Mean Squared Residual

were 2.09, 1.00, 0.93, 0.04, and 0.04 respectively. This shows that the model of components and indicators of attributes of good personnel in the organization passed the criteria for determining all consistency index values. The model was consistent with empirical data at good and fair level (see figure 2).

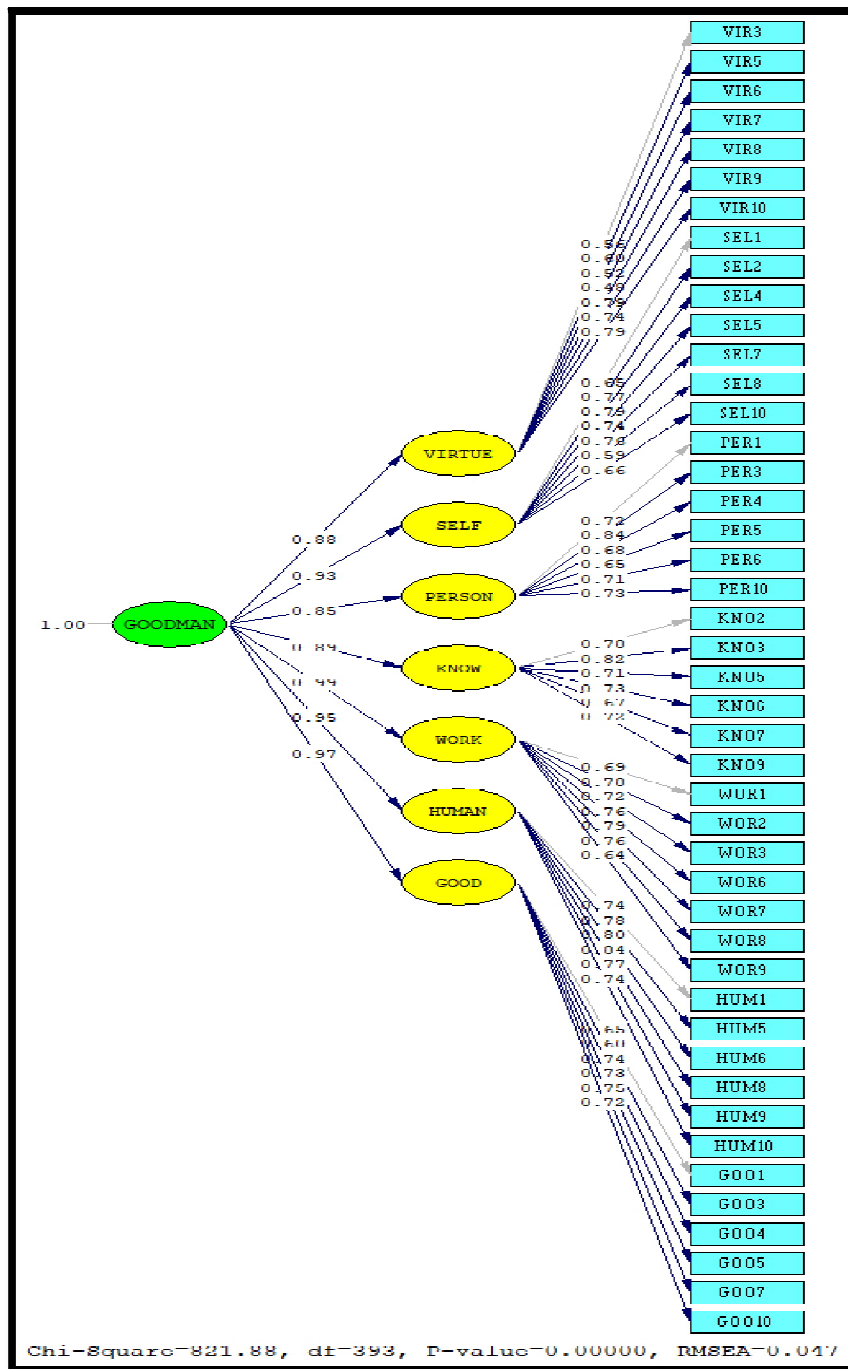


Figure 2: The Model of Components and Indicators of Attributes of Good Personnel in the Organization from the Second Order Confirmatory Factor Analysis

With regard to the confirmatory factor analysis of the model of components and indicators of attributes of good personnel in the organization, the researcher derived 7 main components, which can be written in the form of equation of the components of attributes of good personnel in the organization, sorted by the factor loading, as follows:
 The component equation of attributes of good personnel in the organization $GOODMAN = 0.99 \text{ Working) WORK) + .97 \text{ Good Immunity)GOOD) + .95 \text{ Human Relations)HUMAN) + .93 \text{ Self-Reliance) SELF) + .89 \text{ Knowledge) KNOW) + .88 \text{ Virtue)VIRTUE) + .85 \text{ Personality) PERSON)$

The Components of Attributes	The Indicators of Attributes of Good Personnel in the Organization
Working (WORK)	1. Paying attention to train themselves to be ready to work for the best of the public (WOR6)
	2. Daring to accept mistakes and developing skills and expertise to correct mistakes (WOR7)
	3. Being responsible for your own work and the work of the team (WOR2)
	4. Working with others with caution in every environment (WOR3)
	5. Helping others succeed in their work even if they are not directly related to yourself (WOR8)
	6. Having a sense of duty and know the purpose of the work (WOR1)
	7. Planning the work and proceeding it systematically (WOR9)
Good Immunity (GOOD)	1. Getting ready for all situations that occur unexpectedly (GOO7)
	2. Being enthusiastic in studying the events that have a positive and negative effect on the organization (GOO4)
	3. Having confidence in 'What goes around, comes around' (GOO10)
	4. Helping guide the people in the organization to realize the danger of abuses (GOO5)
	5. Being healthy and able to work effectively (GOO1)
	6. Adhering to ideology and having confidence in the right thing (GOO3)
Human Relations (HUMAN)	1. Trying to do good and promoting others to be good (HUM8)
	2. Showing verbal expression and actions that do not cause trouble to both themselves and others (HUM5)
	3. Treating themselves to be a good friend to people at all levels (HUM6)
	4. Having generosity, sacrifice and public spirit (HUM9)
	5. Having a good relationship with other people both inside and outside the organization (HUM1)
	6. Behaving in keeping the organization's secrets well (HUM10)
Self-Reliance (SELF)	1. Utilizing self-efficacy in full capacity according to position without causing damage to organization (SEL4)
	2. Having strength, confidence and decisive decisions when faced with obstacles (SEL2)
	3. Being courageous in fighting against problems and obstacles (SEL7)
	4. Having the judgment in solving problems by themselves (SEL5)
	5. Expressing a live of accurate life and being responsible for your own life (SEL10)
	6. Having principles and knowing the purpose of your work (SEL1)
	7. Being themselves in both ideas and practices (SEL8)
Knowledge (KNOW)	1. Having aptitude and knowledge in your career and related careers (KNO3)
	2. Being committed to studying knowledge to be a good model (KNO5)
	3. Using reason to understand the various situations in the organization (KNO2)
	4. Having knowledge, ability, special skills that are consistent with the job (KNO6)
	5. Having a broad vision for your career and work (KNO7)
	6. Having knowledge in the situation, knowing the laws/regulations related to the organization (KNO9)
Virtue (VIRTUE)	1. Having gratitude by showing loyalty to the organization (VIR10)
	2. Expressing good tolerance for various situations (VIR8)
	3. Dedicating and sacrificing to the organization and focusing on common interest (VIR9)
	4. Expressing mercy, please and generosity to others (VIR5)
	5. Adhering to the unity of shared values and organizational culture (VIR6)
	6. Expressing good intentions to others, both in front and behind (VIR3)
	7. Expressing love and peace in the organization (VIR7)
Personality (PERSON)	1. Having courage and determination to do the right thing (PER3)
	2. Having the ability to adapt themselves well to society in the organization (PER10)
	3. Being polite, gentle and humble) PER1(
	4. Knowing the adequacy and placing themselves appropriately according to the role (PER4)
	5. Always thinking positively and creating innovation for the public (PER6)
	6. Having the ability to control your emotions and feelings (PER5)

Table 3: The Components and Indicators of Attributes of Good Personnel in the Organization

5. Discussion

Regarding the factor loading of 7 components, the results show that the indicators of attributes of good personnel in the organization had the highest and lowest factor loading, which can be discussed, as followed:

Regarding the component 'Work (WOR)', two indicators had same highest factor loading, which were Paying attention to train themselves to be ready to work for the best of the public (WOR6) and Daring to accept mistakes and developing skills and expertise to correct mistakes (WOR7). This might be possible that the respondent thought that the importance of being good personnel in the organization and working efficiently was not only to have work capability, but also to train themselves to have expertise and be always ready to work. When there is a mistake, they dared to accept both mistake and favor; the highest goal is to focus on the interest of the organization more than self-interest. This is relevant to the study of

Yusakul (2010) that Team Cooperation, Loyalty, Knowledge and Attitude, Management ability and Ready to work had an effect on Service Excellence. However, the results of this research is not relevant to the study of Makkaew (2014) that the ability and skills of updating themselves about new information in their field of work or related fields, and both their extensive and in-depth expertise had no effect on the competency of operational officials of Sathon District Office in Bangkok; while the knowledge of new science and technology had more effect. This might be because this research did not mention the work level, but the questions were in overall. Otherwise, the advance in technology, innovation, mechanism and equipment can replace man power and enhance the organization capacity; thereby, the operational employees did not see the importance of ability and skills in working and professional expertise.

Regarding the component 'Good Immunity (GOO)', the indicator that had the highest factor loading was Getting ready for all situations that occur unexpectedly (GOO7). It can be seen that it is relevant to the changing condition of economy, society and politics of the countries. Sometimes, it cannot be forecasted that this change will have positive or negative effect on the organization. Therefore, the good personnel of the organization must be always ready to handle all changes. This is relevant to the study of Mongkhonvanit and Chattiwong (2017) that the opinions of entrepreneurs prioritized the attributes in terms of readiness and willingness to serve the most. Moreover, it is relevant to the study of Phrakhrū Sujit Kitjanukul (Phra Chalio Khwaeng-In), (2013) that the recommendation from the open-ended questionnaire which had the highest frequency was Dhammaññutà (knowing the cause), because knowing the cause of all problem and finding the right solution at correct the original cause can really resolve the problem.

Regarding the component 'Human Relations (HUM)', the indicator that had the highest factor loading was Trying to do good and promoting others to be good (HUM8). This issue might come from the amiability of Thai society; people often help each other. Otherwise, the respondent prioritized doing good deeds both to themselves and to others. This is relevant to the study of Kunlaya, Sirithiti, Unyaphan, and Sattaratanakhajorn (2015) that in the aspect of psychomotor skills, the organization wanted their personnel to have ability to work together among colleagues and with customers well, to have tolerance, to know place and time, and to have good human relations. Moreover, it is relevant to the study of Jongruk (2013) that the factors of being good organizational citizenship behavior were Thinking of others, Cooperation, Sense of duty, Sportsmanship and Helping others respectively.

Regarding the component 'Self-Reliance (SEL)', the indicator that had the highest factor loading was Utilizing self-efficacy in full capacity according to position without causing damage to organization (SEL4). From this issue, the good personnel in the organization must work according to their position with full capacity, without the host system that can cause damage to the organization. This is relevant to the study of Pinsuwan (2011) which found that the qualifications of sale staff to present the product had an effect on the customer satisfaction, decision to return to use the product or continually buy the product. This might affect the brand loyalty creation in the future. Moreover, it is relevant to the study of Phrakhrū Sujit Kitjanukul (Phra Chalio Khwaeng-In) (2013) that regarding Attaññutà (knowing oneself), the aspect with the highest mean score was To always have consciousness to know more about yourself, because that person can control the emotion and know what should or should not be done in the scope of ability.

Regarding the component 'Knowledge (KNO)', the indicator that had the highest factor loading was Having aptitude and knowledge in your career and related careers (KNO3). This issue is relevant to the demand of the work force market which the employer prefers people who have knowledge, experience, expertise and other special ability that support the career or the organization. This is relevant to the study of Suksai (2010) that the academic characteristics of manpower of the petrochemical industrial group comprised the knowledge of polymers and materials, power industry, plan and product control, industrial design, mechanical repairs, industrial quality control, computer and technology, foreign languages, research and development, industrial management, and environmental management.

Regarding the component 'Virtue (VIR)', the indicator that had the highest factor loading was Having gratitude by showing loyalty to the organization (VIR10). In this issue, the respondent might think of basic virtue to be good person in Thai society by expressing gratitude, knowing how to reward the benefactors, and being loyal to their organization. This is relevant to the study of Sittiwanakul, Wongsri, and Chongchanil (2014) that the desirable characteristics of core values with the highest mean score was the integrity. In addition, it is relevant to the study of Thangpreecharparnich (2010) about the desirable qualifications of accountant of the enterprises which found that most enterprise required the accountant who had moral, ethics and professional ethics the most.

Regarding the component 'Personality (PER)', the indicator that had the highest factor loading was Having courage and determination to do the right thing (PER3). From this issue, the good personnel in the organization must be confident to express what should be expressed and ensure that it is correct, legal or not against the organization's rules, as well as appropriate to the time and location. This is relevant to the study of Suksai (2010) that the personality characteristics of manpower of the petrochemical industrial group comprised of proper dress, politeness, strong health and enthusiasm, good temper and friendliness, punctuality, leadership, self-confidence, fairness, honesty, industriousness, intelligence, perseverance, discipline, and secrecy. In addition, it is relevant to the study of Thoungkham (2010) that employees' overall personality of production department had a relationship with employees' work efficiency.

6. Recommendations

- Considering the second order confirmatory factor analysis, it can be seen that the factor loading of each component was at high level and had similar value. This means every component was important to the attributes of good personnel in the organization. Therefore, all 7 components and indicators should be developed to be the criteria for selection and evaluation of the goodness of personnel in the organization.

- In addition to be used as criteria for personnel evaluation, the indicators of each component should be further developed to be the appropriate training curriculum for personnel in public and private sector in order to both create and cultivate the attribute of good personnel concurrently.
- There should be more research in private organizations in order to compare the component and attribute of good personnel, classified by business types, and to be criteria of personnel evaluation that is more suitable to each type of business.
- There should be more researches by studying the operation level of personnel which have opinion towards component and attribute of good personnel in the organization in order to get the in-depth information to create good personnel of the organization in the future.
- There should be an experimental research to develop the indicator of each component to be appropriate for enhancing the attributes of good personnel in the organization.

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