Abstract—The objective of this study is to study the development and training factor that affecting the performance of the Suan Sunandha Rajabhat university manpower. The samples used in the study consisted 200 sampling of the manpower university. The instrument used to collect the data was questionnaire. The statistics used for data analysis were frequency, percentage, mean value, standard deviation and hypothesis testing using Independent Samples. One-Way Analysis of Variance to compare the difference of groups. The study indicated that the most employees focus on training in the high level. And the second factor significant is coaching by the senior and orientation in case of changing jobs or changing positions. The manpower performance effective in three aspects are the quality of work, working time and working technic. In additional the different manpower departments have different attitudes of develop and training and correlated with the performance of manpower in the same direction.

Keywords—Development training, employees job satisfaction, work performance, Sunandha Rajabhat University.

I. INTRODUCTION

In the globalization nowadays the organization is surround by the highly competition with the rapidly change of environment from both external and internal. The external environment including economic, political, social and cultural, the internal environment such as the operations, finance and human resource. Therefore, the executive have to corporate with the human resources to focus on improve the competency of the organization manpower at all level.[1] The Suan Sunandha Rajabhat university operations become critical issue and challenge with the economic and social development of the country. The organization needs to be better management of the organization operation part to achieve the mission objectives of the university. The administration also concentrate to systems management of the organization and management staff the consistency with the policy of the university plan. Suan Sunandha Rajabhat University must focused on providing personnel with the skills, knowledge ability to keep up the advancement of technology has developed unceasingly. Rajabhat Suan Sunandha should focus on the issue such as development and personnel training in terms of knowledge, abilities and skills to achieve goals and target set by the organization.[2]

II. LITERATURE REVIEW

A. Training and Development

The training means the process will allow the trainees to have knowledge (Knowledge) and expertise (skills) to complete of the learning and behavior change in a better way by set up of training objective according

1. To increase knowledge and expanding knowledge or strengthen intelligence to the person that can be apply to the present situation in a day.
2. To development the skills of the person to be able to work effectively particularly it can be a lot more skill and dexterity.
3. To give the incentive to the manpower who working for the organization and make amends for the staff.

Type of training

1. Training Orientation (Orientation Induction) is the training of the new staff who came to introduce new guidance or practices in their organizations. Including the history of the organization, regulations, company rule and the area of work.
2. The training by providing practical reality (On the Job Training) is the most popular training to do the real work takes place in a real environment and training and the trainees will get more talented and skilled, it will gradually increase accountability in higher level.
3. The Apprenticeship Training are training to use this kind of individual expertise skill to share it to other people.
4. Internship Training to equip the trainees to gain experience from the practical.
5. Special Purpose Program This type of training will be held special course that aim it joint with either organization will also send staff to training the other organizations to apply the knowledge gained to develop self-receiving and assigned to the efficiency of work and damage to a minimum.[3]

Training Method

1. Training methods is a method for formal training. The speaker has a role and there.
Influence guests training in matters of content detail.
2. Brainstorming (Brainstorming) are brainstorming to find ways to resolve the various issues and how this can also take the experience from participants used in the solution.
3. The discussion circle (a Talking Circle) as a way around the circle, then the table, access training, but each comment in order to find a way to resolve the issue appropriately.
4. An analysis of the case studies (Case Study Analysis), is the training, the training participants. Analysis of the problem. This method is a method like daokat, participants get to comment.
5. The meeting discussion (Conference) are trained using two or more people come together, consultants and exchanging knowledge, attitude comments.
6. Care field (Field Visit) is training the training can be learned from real space.
7. Demonstration is shown training.
8. Seminars (Seminar) is a training method applied in the development of a personnel in the group.

B. The Benefits of Training
The benefits of training in personal development and organization of EV increased because they enhance their capabilities, including changing attitudes. Values of the recipient training and competency in performing tasks better then the training also increases the efficiency and the effectiveness of task duration and cost as well as employees. Executive level and level. Enterprise training is useful, as follows:

Firstly, the Employee benefits in the level.
1. The training will help promote understanding, which is to add value to the employee allowing employees to have confidence in the practice.
2. The training will help to reduce the accident or error. When employees understand the system the definitive work.
3. The training will help promote higher skills and abilities. It will achieve results quickly, causing the force supports in the work.

Second, convicted of benefit in exchanging views forcefully, executives or bosses.
1. The training will help to make the results of the work comes out better.
2. The training will help save costs. Save time. Don't waste time on teaching.
3. The training will help to solve and fix the error. The more qualified jobs.[4]
4. The training will help to strengthen leadership and skillful people played brilliantly, thinking.

Third, the Benefit levels, agencies and organizations.
1. The training will help to reduce labor costs.
2. The training will help to save costs, the office.
3. The training will help reduce workplace accidents.
4. The training will help you increase productivity, both direct and indirect, to the organization.
5. The training will reduce the loss of materials and various infrastructure costs.

C. Concepts and Theories about Performance
Efficiency is a term that is widely used have the following meaning and get ideas and meanings, about performance. As follows:
The performance was meant to encourage the management method will get much better results by wasted the expense is to reduce personnel costs down while increasing accuracy.

Mean result
Operations resulting in the satisfaction to mankind and receive profits from operations. (Human Satisfaction and benefit produced) summarizes the elements of the concept performance with 4 sides is.
1. The quality of the work must be high quality, is the manufacturer and the user will be required to receive the benefits and great value and must be valid according to the objectives of the organization.
2. Workload that occur will have to match what the organization set both goals and objectives.
3. What time is the time it takes to perform tasks, there must be appropriate and legitimate principles the enterprise set.
4. The expense is to be done at each step, there must be costs involved to achieve optimum performance, organizations need to control cost and personnel management, low and make the most profit.[5]

The quality of the work must be high quality. The manufacturer and the user benefits value and competitiveness-Satisfactory. The time is the time it takes to perform the work must be in the correct manner, based on the principles and suitable for most tasks.
3. How is the workload and the expectation that the organization will need to have a way to work effectively there are rules and procedures, and provide the appropriate workload.
4. The expense is in operation must be appropriate to the task, and how the investment is to invest and make the most profit have control and reporting, and data charges. The secret of enterprise Research, therefore, have chosen the concept just three to make a study of the development and training of staff affects the performance of the employee, it means that the organization must have both efficiency and effectiveness can be measured by several dimensions based on individual objectives as follows: 1. Performance in the sense of the costs or the cost of production (Input) include: people, money management and the materials and technologies that are most beneficial, and there is minimal loss.
2. Efficiency in the administrative mitikrabuan (the Process) is required by using standard technology and use the appropriate time.[6]

III. METHODOLOGY
This study is a descriptive study (Descriptive research) using a query to keep the information coming from the sample study, Suan Sunandha Rajabhat university executive-related training and development that affects the performance of the university manpower conduct the study as follows:

Populations and samples
1. Population
The population used in this study include manpower working in Suan Sunandha Rajabhat University total 354 people.
2. Sample

Sample size calculation formula for the sample group case, knowing the number of population of Taro Yamane.

For this study a study determines the proportion of the population who are interested in education by level the 95
percent confidence level. This research is equal to 188 people backing up incomplete query 5% total manpower in Suan Sunandha Rajabhat University 200 by information from questionnaires regarding training and development that affect the performance of the manpower. [7]

Data Analysis
When collecting the data successfully queries have come to complete the procedure follow by:
1. Verify the integrity and completeness of the question.
2. Will take a query that has come down the rating code.
3. Leading analysts query the data by using the computer program was. Statistics, SPSS (Statistical Package for the Social Sciences) to static-based processors involved in order to test hypotheses
4. Bring information classified by category and enumeration frequency (Frequency Distribution).
5. Analyze personal information about respondents analyze data by using the distribution enumerator frequency and the percentage (Percentage)
6. Statistical analysis using linear inference (Inferential Statistic) to test the hypotheses as follows: using Independent sample statistics t-test to compare differences between the personal data on the performance of employees, there are 2 groups.
The research conceptual framework is shown in Fig. 1.

![Fig. 1 Research Conceptual Framework](image)

IV. FINDINGS
The result show that manpower males are the number of 120 people and 60 percent female, there are a total of 80 people representing about 40 per cent by the manpower who answered a questionnaire in this mostly male rather than female.
The manpower who answered the questionnaire at this time, under 25 years of age, there are a total of 22 people, 11 percent. Age 25-30 years, there are a total of 79 people think 39.50% aged 31-35 years old, there are a total of 24 people, representing a 12 per cent aged 41-45 year old man with 21 percent. More than 45 years of age, there are a total of 10.50 23 percent to 11.5 by the majority of respondents have age 25-30 years of age is 31-35 and 36-40 years old, respectively. An employee who answered the questionnaire in this level of education, diploma of Bachelor/associate degree. There are a number of 28 people representing 14 bachelor's degree level, there are a total of 142 men and 71 percent level. Postgraduate education, there are a total of 30 people representing 15 percent of the respondents most education level are bachelor, degree, respectively. An employee who answered the questionnaire at this time, there are less than 10,000 baht per month income a total of 25 people, representing 12 percent 10000-20000 baht per month income a total of 116 people, 58 percent. 20001-30000 per month in revenue with the number of 35 people, 17 percent the monthly income greater than 30,000 baht for 24 people, there are a total of 12 per cent by the respondents the majority of revenue per month,10000-20000 per month income, 20001-30000 and monthly income lower than 10,000 respectively.

<table>
<thead>
<tr>
<th>TABLE I</th>
<th>DEMOGRAPHIC CHARACTERISTICS OF CORRESPONDENT FOLLOWED BY GENDER, AGE AND EDUCATION</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
<td>Frequency</td>
</tr>
<tr>
<td>Male</td>
<td>117</td>
</tr>
<tr>
<td>Female</td>
<td>83</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
</tr>
<tr>
<td>Age</td>
<td>Frequency</td>
</tr>
<tr>
<td>18-25 years old</td>
<td>110</td>
</tr>
<tr>
<td>26-35 years old</td>
<td>78</td>
</tr>
<tr>
<td>36-45 years old</td>
<td>3</td>
</tr>
<tr>
<td>Above 45</td>
<td>9</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
</tr>
<tr>
<td>Education level</td>
<td>Frequency</td>
</tr>
<tr>
<td>High School</td>
<td>70</td>
</tr>
<tr>
<td>Diploma/Certificate</td>
<td>10</td>
</tr>
<tr>
<td>Bachelor's Degree</td>
<td>110</td>
</tr>
<tr>
<td>Master's Degree</td>
<td>10</td>
</tr>
<tr>
<td>Total</td>
<td>200</td>
</tr>
</tbody>
</table>

**Analysis of the Performance of the Manpower**
The quality of their work is accurate, according to the quality of their work consistency with the objectives of the organization. There is an average value equal to 4.39, and 4.10, respectively, are in a much better level of quality of the work of the organization. The student compliance results that organizations for assessment to assess the quality of the job an average equivalent to 4.18, 4.05 pm and 4.00 respectively in a level better.
The budget spent on the job work is done in due time, able to work quickly, reduce the duration and operating procedure, reduce the complexity and operational mistakes. There is an average value equal to 4.20,4.03, 4.08, 3.93 3.89, respectively, and in a better level.
Technology to work properly and saving budget and bring that practice to be used in the improvement of quality in work next time an average equivalent to 4.35, and 4.31 levels, much better planning of work organization patterns defined follow the procedures strictly according to the rules of the organization. The priority of the task there is an average value equal to 3.92, 3.91, and 3.79 in a better level.

<table>
<thead>
<tr>
<th>TABLE II</th>
<th>THE TRAINING AND DEVELOPMENT DESCRIPTIVE</th>
</tr>
</thead>
<tbody>
<tr>
<td>Manpower Performance</td>
<td>Mean</td>
</tr>
<tr>
<td>Quality</td>
<td>4.16</td>
</tr>
<tr>
<td>Time</td>
<td>4.02</td>
</tr>
<tr>
<td>Methods</td>
<td>4.05</td>
</tr>
</tbody>
</table>

*Significant at or below 0.05 level
Results of hypothesis testing

The difference gender have different in the quality of the work performance of manpower on the quality of their work is accurate, according to university objective, student compliance results that organizations define and evaluate results to assess the quality of the job. Has a value equal to 0.000 0.014, Sig. 0.000 0.014 0.008, respectively, and which is less than 0.05 represent the accepted hypotheses It means that the gender difference in the quality of the job performance of employees is accurate, according to university quality of work meets the objectives of the organization. Student compliance results that organizations define and evaluate your use of evaluating the quality of different tasks.

Difference gender between the efficiency of staff time have quick, reduce the duration and operating procedures work is done according to a defined period and article. The money spent on the job there is a value equals 0.009, 0.018. Sig. 0.000 and 0.008, respectively. Less than 0.05 represent the accepted hypotheses Meaning that difference gender have different of manpower performance. The different aspects and different gender of time efficiently to reduce the complexity and operational mistakes. There is a value which is equal to 0.397. Sig 0.05 Represents a rejection of the assumption Meaning that different sex employee's effective time to reduce the complexity and error that there is no difference.

| Table III | \begin{tabular}{|l|c|c|c|c|} \hline & \multicolumn{2}{|c|}{Hypothesis 1} & \multicolumn{2}{|c|}{} \\
& \textbf{Factor of} & \textbf{P-value} & \textbf{Result} & \textbf{} \\
& \textbf{Satisfaction} & & & \\
\hline Quality & Gender & 0.000* & Accept & \\
Time & Gender & 0.014* & Not Rejected & \\
Methods & Gender & 0.008* & Not Rejected & \\
\hline
\end{tabular} |

Difference gender between the efficiency of the staff sides, methods. In bringing the technology to work properly and appropriately follow the procedures strictly according to the rules of the organization and bring that practice to be used in the improvement of quality in work next time. Has a value equal to 0.000 0.025 Sig., and 0.000, respectively less than 0.05 represent the accepted hypotheses Meaning that different sex performance of staff how to In bringing the technology to work properly and appropriately follow the procedures strictly according to the rules of the organization and bring that practice to be used in the development and improvement of quality jobs in the following time varying and different sex performance of staff how to plan the work, according to the schema defined organization and the priorities of tasks. There is a fee equivalent to 0.156 0.053 Sig, and more than 0.05, respectively. Represents a rejection of the assumption Meaning that different sex performance of staff.[8]

V. CONCLUSION

Training and development experience.

It found that most employees receive specific training which is on many levels is teaching (senior teaching) and orientation in the changes or change the new position is moderate and attitude in the development of educational training.

It found that employees who answer most queries in attitude development, Educational training in the field of education, understanding how it works and technology is evolving. The developed and training allows the use of tools and equipment correctly, respectively in the significant level.

The performance of employees on the quality of work at the Suan Sunandha University side.

The quality of the job performance of employees, found that the majority of staff, quality of work is required by the university mission. The quality of their work, meet the Organization's objectives, which are in a much better performance levels of the employee of the time found that the most employees have to take the time to do their job worthiness to take on the job, and the work is done according to the specified period located in the better performance of your staff how to find that employees most effectively in bringing technology to work properly and appropriately and it is a bringing the results that have practical use in work quality improvement next time.[9]

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