

Human Resource Management Practices and Their Impact on Employee Performance: A Case Study of ABC Co., Ltd.

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Abstract—The objectives of this research were to study 1) packaging purchasing factors, 2) packaging purchasing efficiency, 3) comparing packaging purchasing efficiency ABC Co., Ltd. classified by personal data, and 4) packaging purchasing efficiency factors affecting efficiency purchasing of packaging, ABC Company Limited, and the sample group used in the study consisted of 63 executives and employees of ABC Company Limited by using the questionnaire as a study tool. The collected data were analyzed using percentages and mean t-tests. ANOVA was performed using F-test, (One-way ANOVA) and Multiple Regression Analysis.

The results of the study revealed that most of them were female, aged 31-40 years, single status, and had a bachelor's degree. Employee position: Average working age is to 1-5 years. The overall average packaging purchasing factor of ABC Company was high. Overall, average packaging efficiency at a high level, gender, age, educational level, job title, and age of employment had no different effect on the purchasing efficiency of ABC Co., Ltd. packaging. Seller Relationship Management Significantly influenced the purchasing efficiency of ABC Company Limited at a level of 0.05.

Recommendations: There should be coordination among all parties involved. For efficiency in purchasing packaging, the market trend of each raw material, especially paper, was monitored, which has been subjected to fluctuations in prices all the time. There is time to buy and deliver clear and appropriate packaging. To manage the risk of shortage of raw materials for production both in the company and the seller, building a good relationship between each other will help smooth operations and create satisfaction.

Keywords— Purchasing Factor, Efficiency, Packaging.

I. INTRODUCTION

Here are some ideas and tips on Human Resource Management (HRM) practices and their impact on employee performance: Effective recruitment and selection: Implementing rigorous hiring processes to ensure the right fit between candidates and job roles can significantly boost employee performance. (Mahamud, Et al 2019) This includes using structured interviews, skills assessments, and personality tests to identify candidates who align with the organization's culture and values. Comprehensive onboarding: A well-designed onboarding program helps new employees integrate

quickly into their roles and the organization. (Mahamud,2021) This can include orientation sessions, mentorship programs, and clear communication of expectations, which can lead to improved performance and job satisfaction. Continuous learning and development: Investing in employee training and development programs can enhance skills, boost confidence, and improve overall performance. This can include workshops, online courses, cross-training opportunities, and leadership development programs. Performance management systems: (Tanphan, Et al 2022)

Implementing fair and transparent performance evaluation processes can motivate employees to perform better. Regular feedback, goal-setting, and performance reviews help align individual objectives with organizational goals. Competitive compensation and benefits:

Offering attractive salaries and comprehensive benefits packages can help attract and retain top talent. This includes not only monetary compensation but also health insurance, retirement plans, and work-life balance initiatives. (Mahamud, Et al 2021)

Employee engagement initiatives: Fostering a positive work environment through team-building activities, recognition programs, and open communication channels can boost morale and productivity. Career progression opportunities: Providing clear career paths and growth opportunities within the organization can motivate employees to perform at their best and reduce turnover.

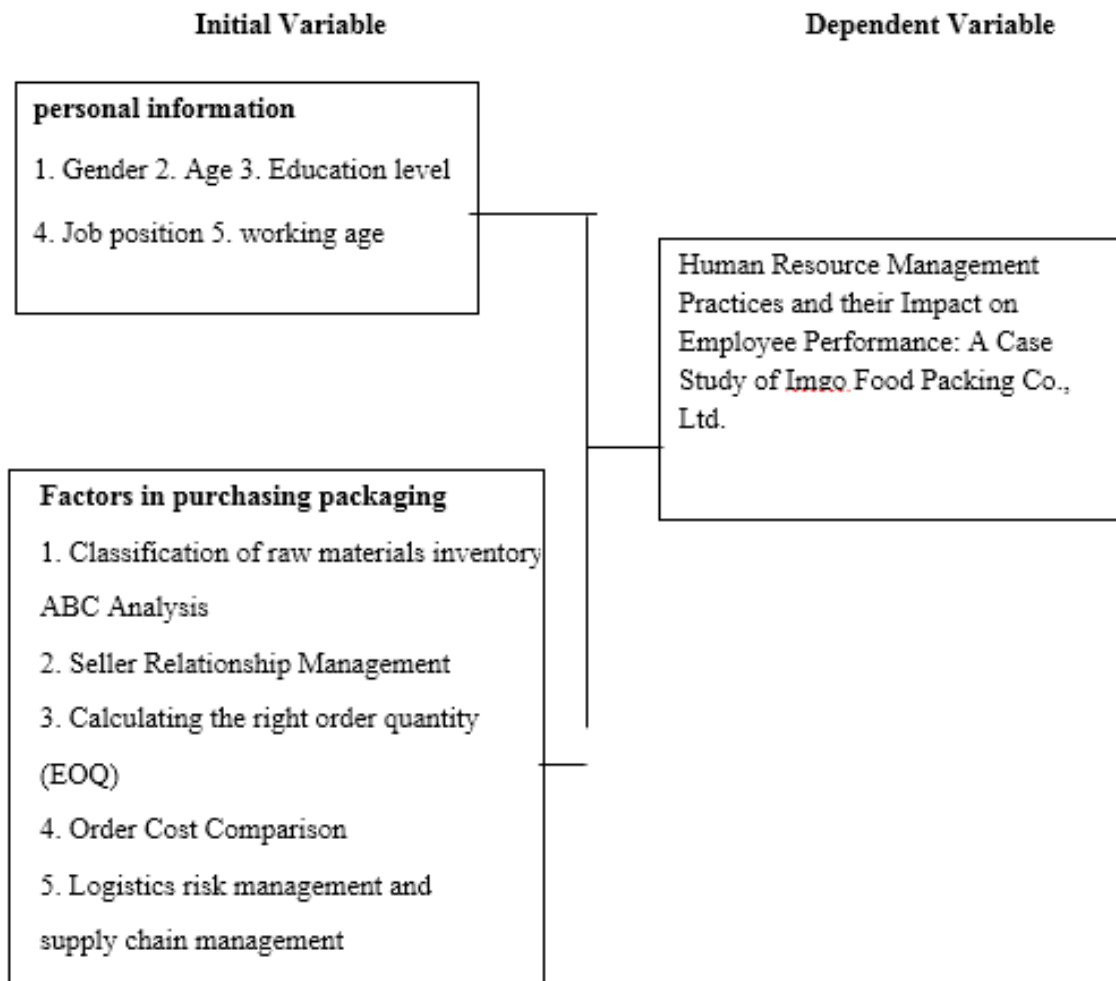
Diversity and inclusion: Promoting a diverse and inclusive workplace can lead to increased creativity, innovation, and overall performance as employees feel valued and respected. Work-life balance: Implementing flexible work arrangements, such as remote work options or flexible hours, can improve employee satisfaction and productivity. Health and wellness programs: Offering wellness initiatives, such as gym memberships, mental health support, or stress management workshops, can contribute to improved employee well-being and performance.

Technology integration: Leveraging HR technology for tasks like performance tracking, learning management, and employee self-service can streamline processes and improve overall efficiency. Effective communication: Maintaining open and transparent communication channels between management and employees can foster trust, alignment, and better performance.

(Danchaiyaphum, K., & Mahamud) Employee empowerment: Encouraging autonomy and decision-making authority can boost employee confidence and motivation, leading to improved performance. Succession planning: Identifying and developing potential leaders within the organization can ensure smooth transitions and maintain high performance levels. (Mahamud, 2021)

Regular pulse surveys: Conducting frequent employee feedback surveys can help identify areas for improvement and address issues before they impact performance. By implementing these HRM practices, organizations can create a

(Conceptual Framework)



positive work environment that fosters employee growth, satisfaction, and ultimately, improved performance.

II. RESEARCH OBJECTIVES

To study the factors Human Resource Management Practices and Their Impact on Employee Performance: A Case Study of Imgo Food Packing Co., Ltd.

III. RESEARCH METHODOLOGY

A study on factors affecting packaging purchasing efficiency ABC Co., Ltd. aims to study packaging purchasing factors ABC Co., Ltd. Study packaging purchasing efficiency ABC Co., Ltd. Comparison of packaging purchasing efficiency ABC Company Limited Restricted by personal data and studying packaging purchasing factors that affect packaging purchasing efficiency, ABC Company Limited. has set the method of study as follows

A. Scope of research

Scope of Content Content Study on the efficiency of procurement of packaging ABC Co., Ltd. based on concepts 1) classification of inventory materials using ABC Analysis 2)

supplier relationship management 3) calculation of order quantity Economical purchase (EOQ), 4) ordering cost comparison, and 5) logistics risk management. Supply chain management and work efficiency theory (Peterson and Plowman, 1953) by studying quality, quantity, time and cost.

The scope of population and groups are: Executives and employees of ABC Co., Ltd. 63 people

Area Boundaries ABC Company Limited

Time limits Starting June 2021 – September 2021

B. Research Results

According to the study, there were 63 respondents, most of whom were female. Age ranged from 31–40 years old, single status, bachelor's degree Employee level positions The average work period is 1-5 years.

C. Overview of Purchasing Factors

From the study, it was found that The importance level of packaging purchasing factors in all 5 aspects, with the average value included at a very important level (= 4.30) and when considering the level of importance At a very important level, 5 items consist of seller relationship management (= 4.35),

ordering cost comparison (= 4.33), logistics risk management and supply chain management (= 4.30) Classification of inventory by ABC Analysis (= 4.27) Calculation of optimum purchase point (EOQ) (= 4.23) respectively, details are shown in Table 1

Shows the level of importance of packaging purchasing factors in various aspects.

Number	Packaging Purchasing Factors	\bar{x}	Level	Number
1	Seller relationship management	4.35	high	1
2	Order Cost Comparison	4.33	high	2
3	Logistics Risk Management and Supply Chain Management	4.30	high	3
4	Classification of raw materials inventory by ABC Analysis	4.27	high	4
5	Optimum Order Point (EOQ) Calculation	4.23	high	5
Average		4.30	high	

D. Packaging procurement efficiency

From the study, it was found that Packaging Purchasing Efficiency Factors Priority Levels The mean was included at a very significant level (= 4.38, S.D. = 0.72). At the most important level, 9 items, consisting of operating with transparency, fairness and verifiability (= 4.65 , S.D. = 0.63) The organization has control over work standards (= 4.51 , S.D. = 0.64), is accurate, complete, fast and orderliness of work (= 4.49 , S.D. = 0.69), having a good relationship with colleagues (= 4.43 , S.D. = 0.67), being able to solve immediate problems in time (= 4.41 , S.D. = 0.71), working on time specified by the standard (= 4.40 , S.D. = 0.71), the amount of work accomplished according to the standard (= 4.35 , S.D. = 0.79), knowledge and understanding of work procedures (= 4.35 , S.D. = .77) work according to the standard criteria set by the company (= 4.33 , S.D = 0.82), economical use of corporate resources in operation (= 4.14 , S.D = 0.76) and errors from work within acceptable criteria (= 4.11 , S.D = 0.76), respectively.

E. Research Suggestions

According to the study of packaging procurement efficiency factors, ABC Co., Ltd., the researcher has the following suggestions from this study:

1. The procurement of packaging is part of the supply chain, so cooperation from all parties involved, such as calculating the EOQ, is the closest to the required quantity. It will make packaging procurement efficiency improvements more successful. Especially the planning department that requires accurate forecasting to reduce the problem of shortage of raw materials.

2. The Purchasing Department should keep track of the market trend of each raw material, especially paper raw materials, whose prices fluctuate all the time. If the original manufacturer encounters supply chain disruption, it may cause higher product costs. Therefore, entering into the purchase

agreement will help reduce the risk in terms of rising costs. (Zailani, Jeyaraman, Vengadasan, & Premkumar, 2012)

3. Vendor relationship management that influences packaging procurement efficiency Buying time should be scheduled. and delivered clear and suitable for the movement of the packaging. To manage the risk of shortage of raw materials for production, both the company and the seller, building good relationships between them will help smooth operations and create satisfaction. (Sirichatchai, & Mahamud, 2016)

IV. RECOMMENDATIONS FOR FURTHER STUDIES

There should be a study on logistics and supply chain risk management to be able to Customer Service, Logistics, Inventory Control order execution Distribution communication, forecasting, inventory management. movement of goods waste management Movement of returned goods production schedule Is it more efficient?

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