

# Contents

	Page
Abstract	(1)
Acknowledgments	(3)
Contents	(5)
List of Tables	(7)
List of Figures	(9)
<b>Chapter 1 Introduction</b>	<b>1</b>
Background and Significance of Research Problem	1
Research Objectives	3
Research Hypotheses	3
Research Scope	3
Conceptual Framework	3
Definition of Terms	4
Expected Benefits	7
<b>Chapter 2 Literature Review</b>	<b>11</b>
Digital Transformation	11
High-Performance Work System	16
Designing of High-Performance Work System	25
Related Research	27
<b>Chapter 3 Research Methodology</b>	<b>29</b>
Research Design	29
Population and Sample Size	30
Research Instruments	30
Data Collection	31
Data Analysis	31

## Contents (continued)

	Page	
<b>Chapter 4</b>	<b>Research Result</b>	<b>33</b>
	PEST Analysis of the Digital Development of Enterprise HRM	33
	General Model of External Factor Analysis (EFA)	35
	Analysis of the Current Situation of Human Resource Management in Company D at this Stage	38
	Internal Factor Analysis (IFA) form of D Company	43
	Analysis of Questionnaire Results	46
	Analysis of Interview Results	50
	SWOT Analysis of Digital Development of HRM in Company D	56
<b>Chapter 5</b>	<b>Conclusion, Discussions and Recommendations</b>	<b>63</b>
	Conclusions	63
	Discussions	69
	Recommendations	72
<b>References</b>		<b>75</b>
<b>Appendix</b>		<b>85</b>
	Appendix A List of Experts for Research Instrument Assessment	89
	Appendix B Certificate of Exemption from Human Research Ethics Review	93
	Appendix C Questions for Expert Interview	97
	Appendix D Example of Interview Record	101
	Appendix E Environment of Digital Transformation Analysis forms	105
<b>Biography</b>		<b>117</b>

## List of Tables

Tables		Page
4.1	External Factor Analysis (EFA) Form of D Company	37
4.2	D Company Result of core Competence Analysis	38
4.3	Internal Factor Analysis (IFA) Form of D Company	45
4.4	Result of High Performance Work System form Questionnaire Survey	47
4.5	SWOT Analysis of D Company	59
4.6	The Results of Formulating Strategies using the TOWS Matrix	60



## List of Figures

Figures		Page
1.1	Conceptual Framework	4
1.2	Digital Transformation	5
5.1	High Performance Work System	67