

Independent study title: Analysis of Humanized Management in Small and Medium-Sized Enterprises in Bishan District, Chongqing

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Abstract

The research objectives were as follows: 1) to study the problems in the humanized management of small and medium-sized enterprises in Bishan District, Chongqing; 2) to analyze the factors of humanized management in Bishan District, Chongqing; and 3) to propose guidelines for improving the humanized management of small and medium-sized enterprises in Bishan District, Chongqing. This research adopted both qualitative and quantitative research approaches. Qualitative data were collected by conducting in-depth interviews with 8 CEOs of SMEs. Data analysis was conducted using thematic analysis. Quantitative data were gathered through the distribution of questionnaires to 388 employees in SMEs in Bishan District, Chongqing Municipality. Confirmatory Factor Analysis (CFA) was utilized to analyze humanized management in SMEs in Bishan District, Chongqing Municipality. Additionally, this research involved the evaluation of the consistency, suitability, feasibility, and usefulness of the guidelines for improving the humanized management of SMEs in Bishan District, Chongqing by three experts.

The research findings revealed that: 1) the problems in humanized management of small and medium-sized enterprises in Bishan District of Chongqing revealed issues such as neglect of employee potential training, insufficient emphasis on humanization, and a need for clear guidance; 2) the CFA results indicated that the nine variables were categorized into the following classes: class 1 (Recognizing an employee's potential, Self-Control, Team cohesion); class 2 (Employee Participation, Mutual respect, Responsibility, Working Relationship); class 3 (Leader Expectation, Team Support). Further theoretical analysis of class 1 was conducted to provide guidance suitable for humanized management research in the Bishan District of Chongqing Municipality and 3) to enhance humanized management in Bishan District's SMEs, the focus should be on recognizing and developing employee potential, fostering self-control, promoting team cohesion, and encouraging active employee participation. Emphasize mutual respect, clearly define roles and responsibilities, and cultivate positive working relationships. Ensure transparent leadership expectations, offer support to teams, and engage in continuous humanized management research to stay updated with best practices. These measures collectively create a supportive and thriving work environment, contributing to organizational success and employee well-being.

Keywords: Humanized Management, Human resource management, Small and Medium-Sized Enterprises

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