The Causal Relationship Demonstrate of Human Asset Administration to Organizational Commitment of Representatives in LED Lighting Industry

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Abstract:- The researcher aims to study The model that explains how human resource management affects how committed employees are to their organization in the light industry and Develop a standard human resource management model for the organizational commitment of employees in the LED Lighting Industry. Human resource management is important in driving the industry leading to further development. The researcher is therefore interested in studying The way companies manage their employees affects how those employees work within the company commitment. LED Lighting Industry. to develop industrial production in Thailand in the 4.0 era. by collecting data from 385 employees LED Lighting Industry. And use the questionnaire as a tool Insights utilized in information investigation were clear measurements comprising of recurrence, rate, cruel, and standard deviation This text talks about why companies need to manage their employees. It includes things like finding new workers, teaching them skills, and evaluating how they are doing at work. Compensation and benefits on the organizational commitment of Employees LED Lighting Industry. the various aspects are the feeling aspect. Continuity and social norms with analysis and analysis of Inferential statistics means using data to make generalizations or predictions about a larger group of people or things. is the analysis of Structural equation modeling is when you use mathematical equations to show how different things are related to each other. It is often called SEM for short. The study found that. is a way of managing workers that focuses on how one thing causes another thing to happen. to the organizational commitment of employees. in LED Lighting Industry. Hypothesis 1(H_1) Causal Human Resources Management Model has an impact on how organizations manage their employees. Organizational Engagement of Employees in Light Industry DE=0.418* Accepted and Hypothesis 1(H_2) Management Model Development Human resources influence the organizational commitment of employees in LED Lighting Industry. with influencing standards. DE=0.342*,IE=0.247*Accept.

Keywords:- A model about how things are connected, managing people at work, and the loyalty of workers to the company. LED Lighting Industry.

I. INTRODUCTION

Thailand LED lights are expected to become very popular in the next few years because there will be more building projects and better tools for building. Because Thailand is spending more money on better lighting and making sure that new buildings have good standards and rules, the market for LED lights is going to grow a lot over the next 5 to 10 years. More people need more energy, and this is making the oil and gas industry speed up. People are also using light towers as backup options. This means that there will be a bigger need for LED lights from 2020 to 2026. The use of LED lights for hard-to-reach places is expected to make them more popular and help the LED lighting market in Thailand grow in the future. This is because LED lights are profitable for this kind of use. The market went down a lot because of COVID-19. Construction stopped to stop the virus from spreading. A company called 6Wresearch predicts that the market for LED lighting in Thailand will get bigger by about 22. 9% every year from 2020 to 2026. In Thailand, people like using light-emitting diodes (LEDs) because they are cheap, needless fixing, last a long time, and use less energy than other lights. Moreover, as cities grow quickly, the government tries to save energy, and big companies invest more in Thailand's LED market due to world politics and trade issues, the LED lighting market is expected to grow in the coming years.
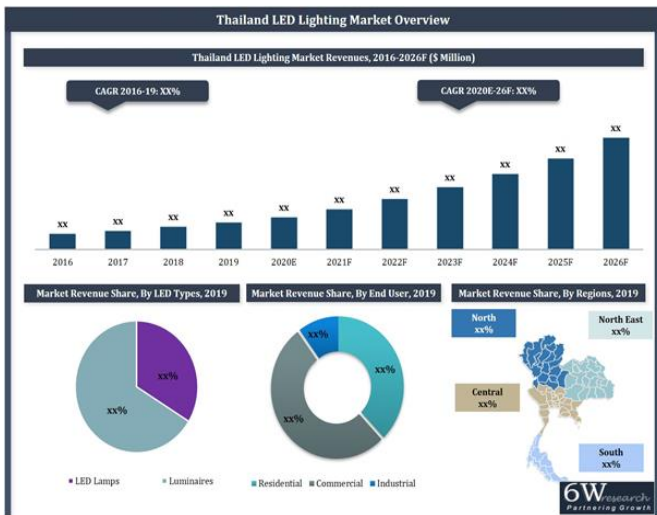
Fig.1. An introduction to the market for LED lighting in Thailand.

The phrase "human resource management" (HRM) has been commonly used for the past decade or fifteen years. Unfortunately, there is no text provided for me to simplify. Can you please provide the original text. Area of work used to be called "personnel administration". Industrial welfare was the very first way of managing and taking care of employees in a workplace. Usually, the study did not concentrate on how different ways of working together affect a company's overall performance or how these ways of working are connected systematically. The field did not have a common way of thinking or approach. Human resource management (HRM) was created in the late 1970s because businesses were facing more competition due to things like globalization, deregulation, and new technologies. HRM was a way for businesses to better manage their employees and stay competitive. These pressures caused companies to worry more about planning ahead - thinking about how the market might change and making sure all parts of the company work well together to be successful. The HR team of a company takes care of the employees. It's a way for a company to manage its employees well from the beginning of the hiring process until after they're hired. Before hiring someone, you need to plan how you will do it. The group has to choose which jobs will be available soon and what skills someone will need to do those jobs. During the process of choosing people to work for the company, the organization picks its workers. Selection practices involve finding people who are the best fit for a job by searching for candidates, evaluating their skills and capabilities, and picking the ones who are the most suitable for the position.

Fig.2 Functions HRM refers to the management and administration of employees within an organization.

➤ *Research Objectives*

The researcher aims to study the way people are managed in a company has an effect on how the company works. This is called the causal relationship model of human resource management. commitment of employees in the light industry and Develop a standard human resource management model for the organizational commitment of employees in the LED Lighting Industry.

II. RESEARCH METHODOLOGY

The way a company treats its employees can affect how committed they are to the company. Please provide the original text that needs to be simplified. the light industry to develop industrial production in Thailand in the 4.0 era by collecting data from 385 employees in the light industry. And use the questionnaire as a tool there were some statistics used to analyze data. They were called descriptive statistics and they included the frequency, percentage, mean, and standard deviation. Causes of The way a company hires, trains, evaluates performance, and pays employees affects how committed those employees feel towards the company in the light industry. This is called human resource management. We use math to understand how people behave and follow rules in society.is the analysis of Structural equation modeling is a method in statistics that looks at the way different variables are related to each other. We call it SEM for short.

III. RESULTS

Table 1 Summary table of research hypothesis testing results

Hypothesis Research	Influence	Accept/Reject
Hypothesis 1 (H$_1$) The way that a company manages its employees affects how committed those employees are to the company. the light industry.	DE=0.418*	Accept
Hypothesis 2 (H$_2$) Human Resource Management Model	DE=0.342*, IE=0.247*	Accept

Hypothesis Research	Influence	Accept/Reject
Development Influences on Organizational Engagement of Employees in Standardized Light Industry		

The results showed the causal relationship A way of managing the people who work in a company or organization. to the organizational commitment of employees. in light industry Hypothesis 1(H_1) Causal The way a company manages its employees can affect the employees and the company's success. This is known as the A way to manage people at work. Getting Employees Involved in the Organization Light Industry DE=0.418* Accepted and Hypothesis 1(H_2) Management Model Development Human resources influence the organizational commitment of employees in a light industry with influencing standards. DE=0.342*,IE=0.247*Accept.

IV. DISCUSSION AND CONCLUSION

The results were discovered in this study.

- Training and Development On the learner side, learning and skills required in the current job in the organization can be developed with qualified personnel. Knowledgeable and therefore able to create quality work for the organization will gain a reputation. and more profitable.

- Performance appraisal Salary increases and bonus payments based on salary performance are important to all employees. And one of the career advancements is being considered for a salary increase. Performance assessment results can be used as a basis for a reasonable pay increase. Including being an important indicator for considering annual bonuses as well which can help to motivate to work and increase the effectiveness of work.

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