

Title Study Model of Human Resource Management Among Small Business Enterprise in Singapore

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### Abstracts

This research project is intended to study the working adults which are considered the most important human resource in a small business group in Singapore. The project uses combined techniques for data gathering and it includes the journey to Singapore to collect the data as well. This research uses independent variables in consistent with McKinsey's theory of 7S conceptual frame work. Assumption of the model is that there are seven internal aspects of an organization that need to be aligned if it is to be successful. Therefore the study accordingly explores strategy, structure, system, staff, skill, style, and share value. This study concerns with the behavior of businessmen in a small business group in Singapore because Singapore's human resource is highly potential. The outcome is an analysis result from 100 questionnaires about respondents' behavior of small businessmen in Singapore. Researcher distributed questionnaires to commuters at Singapore MRT in 5 stations located in concentrate business area consisting of red line 26 stations, green line 31 stations, yellow line 13 stations, purple line 16 stations, and blue line 18 stations.

This research indicates that the opinion of questionnaire respondents toward human resource in Singapore is in good level as a whole picture. The opinion toward 7 aspects of human resource can be ranked as follows: share value, style, structure, staff, strategy, skill, and system. The staff aspect is in significant level therefore the model of human resource management in small business is developed using McKinsey 7-s Framework. The rotated component matrix is analyzed in strategy, share value, Style, Structure, Skill, System, and Staff.Suggestion for future study is to study on factors of success in small business management in Thailand by Lean management system. The system is one of the most efficient at present. It is accepted and applied by reputable organizations. Therefore, it is worth to study realistically applicable factors that lead to success.

**Keywords:** human resource Singapore business