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A Development Model of Professional Code of Ethics of Human Resource Developers

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ABSTRACT

This research aimed: (1) to study the components of performing under the professional code of ethics of human resource (HR) developers, (2) to create a development model of professional ethics of HR developers, and (3) to assess such development model. There were 3 sampling groups used for studying, which include: (1) 400 HR developers from both private and public sectors, (2) the sampling group used for assessing the appropriateness of the drafted development model of the professional code of ethics of the developers are from 5 qualified persons and specialists, and (3) the sampling group used for assessing an appropriateness and possibility on implementing such development model totaling 18 persons from academics relating to human resource development, and executives from both private and public sectors. Tool used for data collection was a questionnaire tested its quality with confidence of 0.91. The statistics used for data analysis included frequency, percentage, mean, standard deviation, Anova analysis, and discriminant analysis in order to analyze important components in the development of professional code of ethics of human resource developer, which related to the categorization of HR developers by private and public sector.

The research result found that:

1. The components of performing duty under the professional code of ethics of HR developers in overall are significant at the highest level ($\bar{X} = 4.59$), especially in integrity, legality without prejudice and non-discrimination ($\bar{X} = 4.63$), followed by performing duty without conflict of interests ($\bar{X} = 4.62$), confidentiality and proper information disclosure ($\bar{X} = 4.58$), existence as a role model of professional code of ethics ($\bar{X} = 4.58$) and competency development to be professional excellence ($\bar{X} = 4.55$), respectively. The discriminant function on component importance categorized by agencies is as follows: public agencies = $-70.929 + 11.188x_1 + 10.863x_2 + 1.966x_3 + 1.935x_4 + 4.597x_5$ and private agencies = $-70.688 + 11.401x_1 + 10.495x_2 + 2.681x_3 + 0.976x_4 + 4.936x_5$. From the discriminant function, it showed that either public agency or private agency has considered integrity, legality without prejudice,

and non-discrimination as the most importance of the code of ethics, while the existence as a role model of professional code of ethics was considered less importance than other code of ethics.

2. The result from building the development model of professional code of ethics of HR developers showed that in overall such model was appropriate at the highest level ($\bar{X} = 4.70$ points) and its appropriateness covered every aspect which included rationale and background, objectives of the model, and components of professional code of ethics of HR developers in many aspects.

The result from model assessment in appropriateness and possibility on implementing the development model of professional code of ethics of HR developers found that the most appropriate aspect was integrity, legality without prejudice and non-discrimination ($\bar{X} = 4.86$), followed by performing duty without conflict of interests ($\bar{X} = 4.83$). As for the possibility on implementing the principle/guideline on developing the professional code of conducts of HR developers found that confidentiality and proper information disclosure ($\bar{X} = 4.52$) showed the highest possibility, followed by competency development to be professional excellence ($\bar{X} = 4.39$).

Keywords: Model, professional code of ethics, development of professional code of ethics of HR developers.

1. INTRODUCTION

Code of ethics is an important tool assisting professionals to have underlying principle and guideline for proper and correct practice, leading to efficiency and effectiveness in their performance and obtaining respectfulness and confidence from related persons. The condition of the society, culture and tradition, and technology impact influencing human behaviors may cause any mistake on performing duty and on consciousness and awareness to perform duty correctly and properly. To follow criteria or requirement specified as principle or guideline on how each person can perform in each different and various profession, especially the profession having related interest, this may affect performing duty in the extent interest-based standard. Meanwhile, in the society having many people, it is difficult to control thoroughly. Therefore, the problem on performing duty of each profession has occurred.

The professional code of ethics therefore is an important part supporting the performers to be able to apply as a guideline in order to behave properly when performing duty. Viriya Chinnano (2014) summarized the importance of the professional code of ethics that the professionals were persons who practiced their expertise more than general persons did. Therefore, they had a chance to apply their knowledge for their own benefits, while general persons did not know. For instance, a doctor may intentionally treat the patient with slow recovery. Polices may use his power to persecute people for benefits or bribe. Teachers may take advantage from their students which has current been shown in the society. Finally, the society would call for the code of ethics from professionals. The code of ethics was established by organizations or associations of that profession according to 3 following purposes: (1) to be a guideline for professionals to correctly perform, (2) to raise the profession to be accepted and praised in the society, and (3) to maintain honor and prestige of professions. In addition, the importance of code of ethics to be applied as standard practice under the professional principle to build the acceptance from practice or behavior that should be or should be exempted has reflected the importance of professional code of ethics as followings (Pongda Chalermklin, 2014). (1) Code of ethics supports standard and quality assurance controlling when performing duty. (2) Code of ethics supports controlling ethics of professionals and goods production. (3) Code of ethics enhances quality and quantity standard for work. (4) Code of ethics encourages the ethics of professionals and producers. (5) Code of ethics reduces fraudulent problems and exploitation.

(6) Code of ethics highlights the image of being ethical persons. (7) Code of ethics identifies the guardian role under the law of professionals.

The adherence of correctness under professional ethics norm, therefore, is an important part providing clear principle or guideline to the performers. Hence, the professionalism has established the professional code of ethics as a tool for behavior control and creating good practice standard according to roles and responsibilities. It could be stated that the benefit of code of ethics affecting duty performing of professionalism has been accepted by the society. (Na-Nan, Chairasit, and Pukkeeree, 2017a; Na-Nan, Thanibenjasith, Sanamthong and Pukkeeree, 2016) Pongda Chalermklin, 2014)

The profession of human resource development is another profession directly affecting the performance under the scope of roles and responsibilities. To perform as HR developers, of course, would affect positively if the way to perform is correct and appropriate. Meanwhile, it would affect negatively if the way to perform is against correctness and fairness. To support the performance to be accepted and respected, the behavior of professional code of ethics of HR developers, therefore, was established as follows: (Benjawan Sarangnit, 2009). (1) The behavior included treating others with integrity, legality, and non-discrimination, performing the duty with honesty and thinking of public interest more than personal interest, and performing under the law and regulations, as well as, adhering both theoretical and moral principle for good results or benefits to organizations and public. In addition, it included to perform or support the human resource management without prejudice or non-discrimination, including without sex, social position, race, nationality, religion, society, and politics. (2) The behavior included to develop knowledge and competency to be professional excellence in order to know the change of technology or update new management knowledge in the profession and to maintain professional standard, and develop knowledge, competency, skill, and capability in profession, as well as, to increase productivity and create, encourage, and motivate for the change (Na-Nan, Chairasit, and Pukkeeree, 2017b). (3) It is required to uphold confidentiality and information sharing for the benefit of human resource management with awareness and consideration on data prioritization, upholding confidentiality, and data exchange or disclosure to only need-to-know persons for the benefit of assignment and decision-making. (4) Human resource management without any conflict of interests – decision making or performing duty in the scope of human resource management must be for organization's benefit only. Personal, family, or peers must not influence the achievement of such decision-making. (5) Existence of being role model in professional code of ethics of human resource management and development refers to the act of behavior as a role model for other people and a role of encouragement on creating ethical culture and value in the organizations.

2. DEFINITIONS

1. Model means the identification of components showing the relationship among components which links ideas or principles into working process or activity which are targets clearly reflecting directions or hierarchy.
2. Code of ethics means standards of behavior and moral consideration on action of people/ organization whether correct or incorrect, appropriate or inappropriate. Code of ethics therefore is a guideline for people in organizations to adhere and follow when performing duty and such

guideline must be consistent with social status, good dramatic principle, and be benefit to society and behavior.

3. Professional code of ethics means a standard of morality of an action or behavior in overall of a profession established for professionals in order to maintain and encourage honor, reputation, and status of members. The professional code of ethics can be recorded in writing.
4. Professional code of ethics of HR developers means the code of behavior determining rules as a guideline for performing of HR developers to add value for oneself, duty, organization, and nationwide in both public and private sectors. This code of ethics can be divided into 5 key components: (1) integrity, legality without prejudice, and non-discrimination, (2) development of knowledge and competency to be professional excellence, (3) proper upholding confidentiality and information disclosure for the benefit of human resource management, (4) being a role model in professional code of ethics of human resource development, and (5) taking action on human resource development without conflict of interest. The details are as follows:
 - 4.1. Integrity, legality without prejudice, and non-discrimination means to perform duty with honesty by considering public interest than personal interest, and directly follow the law and regulations, adhering both theoretical and moral principle for good results or benefits to organizations and public. In addition, it included to perform or support the human resource management without prejudice or non-discrimination, including without sex, social position, race, nationality, religion, society, and politics.
 - 4.2. Development of knowledge and competency to be professional excellence means to be an expert and know the change of technology or update new management knowledge in the profession, and to maintain professional standard and develop knowledge, competency, skill, and capability in profession, as well as, to increase productivity and create, encourage, and motivate for the change.
 - 4.3. Proper upholding confidentiality and information disclosure for the benefit of human resource management means to be aware of and consider on data prioritization, upholding confidentiality, and data exchange or disclosure to only need-to-know persons for the benefit of assignment and decision-making.
 - 4.4. Being a role model in professional code of ethics of human resource development means to behave as a role model for other people and a role of encouragement on creating ethical culture and value in the organizations.
 - 4.5. Taking action on human resource development without conflict of interest means decision making or performing duty on human resource management must be for organization's benefit only. Personal, family, or peers must not influence the achievement of such decision-making.

3. RESEARCH METHODOLOGY

1. The methodology used for this research was mixed between quantitative and qualitative methods (mix method). The sampling group used for this study was divided into 3 groups. First group

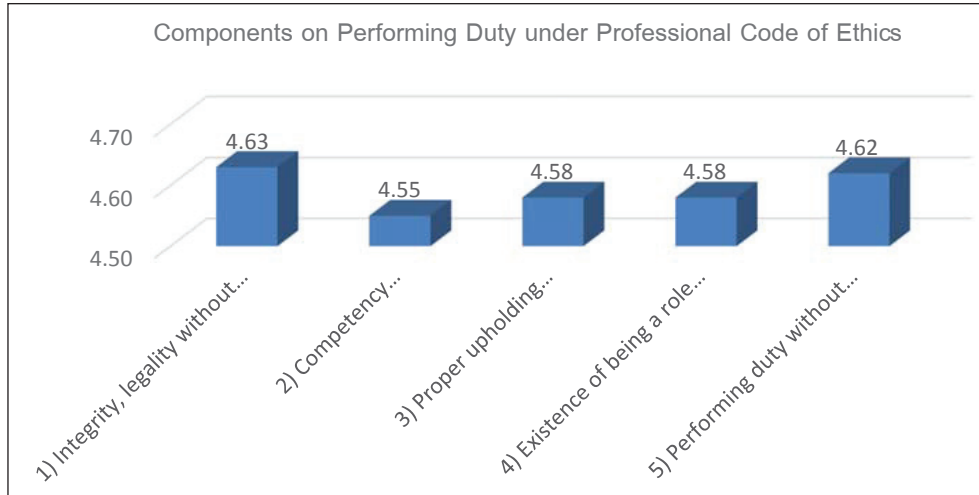
was from 400 human resources from both public and private sectors. From the finished table showing the calculation of sampling group of Yamane (1960, p.1088-1089), it showed that the infinity ∞ (Infinity: ∞) was the number of uncertain population causing the erroneous number of population (Suwimol Tirakanan, 2011, P.174-177). Therefore, the sampling group was specified according to criteria on data collection by quota sampling without proportion of 400 people from both private and public sectors. Second group was a sampling group used for assessing the appropriateness of drafted development model of professional code of ethics of HR developers, including 5 qualified persons and specialists. Lastly, third group was a sampling group used for assessing the appropriateness and possibility on implementing the development model of professional code of ethics of HR developers that was 18 academics relating to human resource development and executives from private and public sectors.

2. Tools used in this research contains 3 types as follows:
 - 2.1. Tools used for studying components of performing duty under professional code of ethics of HR developers from HR developers in both private and public sectors. The researcher used a questionnaire.
 - 2.2. Tools used for building a model for developing a model of professional code of ethics of HR developers which can be developed into the manual of developing professional code of ethics. The assessment form for appropriateness of drafted model was used.
 - 2.3. Tools used for assessing the development model of professional code of ethics of HR developers in order to consider the appropriateness and possibility on implementing the model in the real practice.
3. Data analysis and statistics used in this research – The researcher collected responded questionnaires, reviewed for its completeness, and used the data for analysis. The computer program with statistical package was used. The statistics included percentage, means, standard deviation, *t*-test, F-test and Discriminant Analysis that were applied for analyzing important components in development of professional code of ethics of HR developers. In addition, it related to the categorization of HR developers by private and public sector. Moreover, to analyze means for interpreting its meaning, the criteria of researcher was according to average score and assessing by identifying range of scores into 5 classes.

4. RESEARCH RESULT

The study result obtained from research process relating to the development of professional code of ethics of HR developers can be summarized into 3 parts by objectives of the research.

1. **The study result on importance level of components on performing duty under the professional code of ethics of HR developers can be presented into 2 parts which are:**
 - 1.1 The study result on importance level of components on performing duty under the professional code of ethics of HR developers was presented in the table below.



Graph 1: Means, standard deviation, and importance level of components on performing duty under the professional code of ethics of HR developers in overall

Graph 1 indicating the components on performing duty under the professional code of ethics in overall, showed that the mentioned components were important at the highest level, especially in the aspect of integrity, legality without prejudice, and non-discrimination ($\bar{X} = 4.63$), followed by performing duty without any conflict of interests ($\bar{X} = 4.62$), proper upholding confidentiality and information disclosure ($\bar{X} = 4.58$), the existence of being a role model in professional code of ethics ($\bar{X} = 4.58$), and competency development to be professional excellence ($\bar{X} = 4.55$), respectively.

1.2 Importance of components on performing duty under the professional code of ethics of HR developers of people working in both private and public agencies

Table 1
Coefficient of importance of components on performing duty under the professional code of ethics of HR developers in many aspects categorized by agencies

Components on performing duty under professional code of ethics of HR developers	Agencies	
	Public	Private
1. Integrity, legality without prejudice, and non-discrimination	11.188	11.401
2. Competency development to be professional excellence	10.863	10.495
3. Proper upholding confidentiality and information disclosure	1.966	2.681
4. Existence of being a role model in professional code of ethics	1.935	.976
5. Performing duty without any conflict of interests	4.597	4.936
(Constant)	-70.929	-70.688
Fisher's linear discriminant functions		

Define that:

- X₁ means Code of ethics in integrity, legality without prejudice, and non-discrimination
- X₂ means Code of ethics in competency development to be professional excellence
- X₃ means Code of ethics in proper upholding confidentiality and information disclosure
- X₄ means Code of ethics in existence of being a role model in professional code of ethics
- X₅ means Code of ethics in performing duty without any conflict of interests

The discriminant function can be established by agencies as follows:

$$\text{Public agency} = -70.929 + 11.188x_1 + 10.863x_2 + 1.966x_3 + 1.935x_4 + 4.597x_5$$

$$\text{Private agency} = -70.688 + 11.401x_1 + 10.495x_2 + 2.681x_3 + 0.976x_4 + 4.936x_5$$

From the discriminant function, it found that both public and private agencies focused on the code of ethics in integrity, legality without prejudice, and non-discrimination at the highest level, while the code of ethics in the existence of being a role model in professional code of ethics was less focused than other code of ethics. Moreover, it found that the public agency considered the code of ethics in competency development to be professional excellence and the existence of being a role model in professional code of ethics more important than the private agency did. Meanwhile, the private agency considered the code of ethics in integrity, legality without prejudice, and non-discrimination, proper upholding confidentiality and information disclosure, and performing duty without any conflict of interests important.

The result of variation analysis found that people who had working experience with different service year would focus on different aspects of code of ethics with statistical significance at 0.05. Therefore, the researcher was interested in the discriminant analysis in working experience and service year in order to consider the discriminant capability of developing professional code of ethics that may affect working experience and service year of HR developers. In addition, the consideration included relationship between prioritization of components on performing duty under the professional code of ethics with working experience and service year of HR developers in the form of mathematical equation.

The discriminant analysis was conducted in order to consider the importance of components on performing duty under the professional code of ethics of HR developers of people having working experience with different service year. The study result was shown in Table 2.

Table 2
Relationship value (Wilk's Lambda) and capability test for categorizing the importance of components on performing duty under the professional code of ethics of HR developers in various aspects, categorized by experience

	<i>Wilks' Lambda</i>	<i>F</i>	<i>Sig.</i>
1. Integrity, legality without prejudice, and non-discrimination	.967	4.561	.004
2. Competency development to be professional excellence	.973	3.667	.012
3. Proper upholding confidentiality and information disclosure	.953	6.574	.000
4. Existence of being a role model in professional code of ethics	.975	3.446	.017
5. Performing duty without any conflict of interests	.957	5.896	.001

Table 2 showed that the code of ethics in proper upholding confidentiality and information disclosure influenced on categorizing the service year of HR developers at the highest level. This means that the experienced person with different service year would keep confidentiality and information disclosure properly at different level more than other code of conducts.

Table 3
Correlation on importance of components on performing duty under the professional code of ethics of HR developers in various aspects, categorized by experience

<i>Components on performing duty under professional code of ethics of HR developers</i>	<i>Experience</i>			
	<i>< 10 yrs</i>	<i>10-15 yrs</i>	<i>16-20 yrs</i>	<i>21 yrs or above</i>
1. Integrity, legality without prejudice, and non-discrimination	11.240	10.103	12.707	12.261
2. Competency development to be professional excellence	10.226	10.859	9.918	8.503
3. Proper upholding confidentiality and information disclosure	2.938	4.346	1.658	3.447
4. Existence of being a role model in professional code of ethics	1.430	.954	1.029	1.950
5. Performing duty without any conflict of interests	5.298	5.750	6.328	6.584
(Constant)	-72.111	-76.165	-74.700	-79.912
Fisher's linear discriminant functions				

Define that

X_1 means Code of ethics in integrity, legality without prejudice, and non-discrimination

X_2 means Code of ethics in competency development to be professional excellence

X_3 means Code of ethics in proper upholding confidentiality and information disclosure

X_4 means Code of ethics in existence of being a role model in professional code of ethics

X_5 means Code of ethics in performing duty without any conflict of interests

$$\text{Less than 10 years} = -72.111 + 11.24x_1 + 10.2226x_2 + 2.938x_3 + 1.43x_4 + 5.298x_5$$

$$10-15 \text{ years} = -76.165 + 10.103x_1 + 10.859x_2 + 4.346x_3 + 0.954x_4 + 5.75x_5$$

$$16-20 \text{ years} = -74.7 + 12.707x_1 + 9.918x_2 + 1.658x_3 + 1.029x_4 + 6.328x_5$$

$$21 \text{ years or above} = -79.912 + 12.261x_1 + 8.503x_2 + 3.447x_3 + 1.95x_4 + 6.584x_5$$

Table 3 indicating the discriminant functions showed that experienced persons with different service year were mostly focused on the code of ethics in integrity, legality without prejudice, and non-discrimination the most, followed by competency development to be professional excellence, except the experienced person have 10-15 service years old more focusing on competency development to be professional excellence. Moreover, in every group of experience, the existence of being a role model in professional code of ethics was less focused than other code of ethics, especially experienced people having 10-15 service years being focused this code of ethics less than other groups.

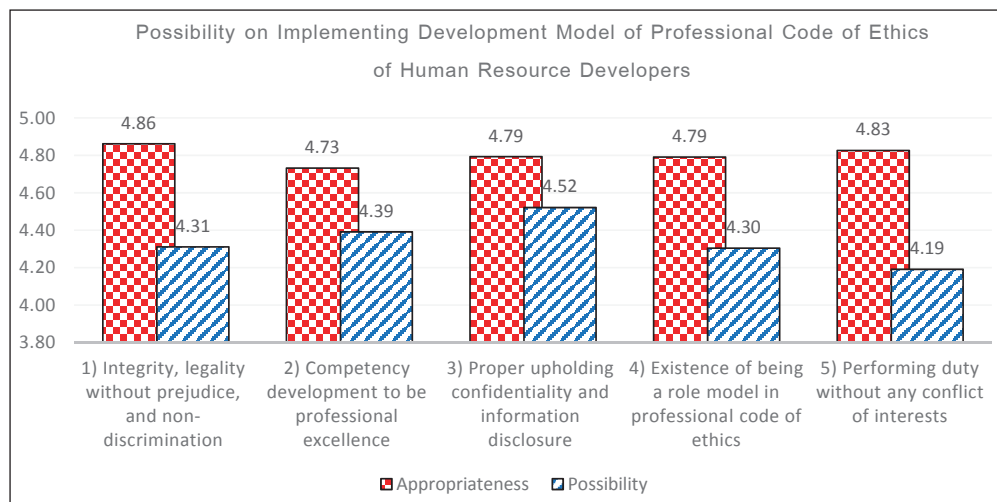
2. **The study result on development model of professional code of ethics of HR developers:** To build the development model of professional code of ethics of HR developers can be presented in the below Table.

Table 4 was an appropriateness assessment on building a development model of professional code of ethics of HR developers. It showed that in overall to build a development model of professional code of ethics of HR developers was most appropriate ($\bar{X} = 4.70$ scores), and it is appropriate in most of aspects, including principle and rationale of model, objectives of model, model of code of ethics, and components of professional code of ethics of HR developers.

Table 4
Means, standard deviation, and appropriateness level on building development model of professional code of ethics of HR developers

<i>Development model of professional code of ethics of HR developers</i>	\bar{X}	<i>SD.</i>	<i>Appropriateness Level</i>
1. Principle and rationale of model	4.87	.344	Highest
2. Objectives of model	4.91	.288	Highest
3. Model of professional code of ethics of HR developers	4.52	.593	Highest
4. Components of code of ethics development of HR developers			
4.1. Components in integrity, legality without prejudice, and non-discrimination	4.83	.388	Highest
4.2. Components in competency development to be professional excellence	4.65	.647	Highest
4.3. Components in proper upholding confidentiality and information disclosure	4.74	.449	Highest
4.4. Components in existence of being a role model in professional code of ethics	4.91	.288	Highest
4.5. Components in performing duty without any conflict of interests	4.91	.417	Highest
5. Overview of development model of professional code of ethics of HR developers	4.70	.559	Highest

3. The study result on appropriateness and possibility on implementing the development model of professional code of ethics of HR developers



Graph 2: Means, standard deviation, and level of appropriateness and possibility on implementing the development model of professional code of ethics of HR developers in overall

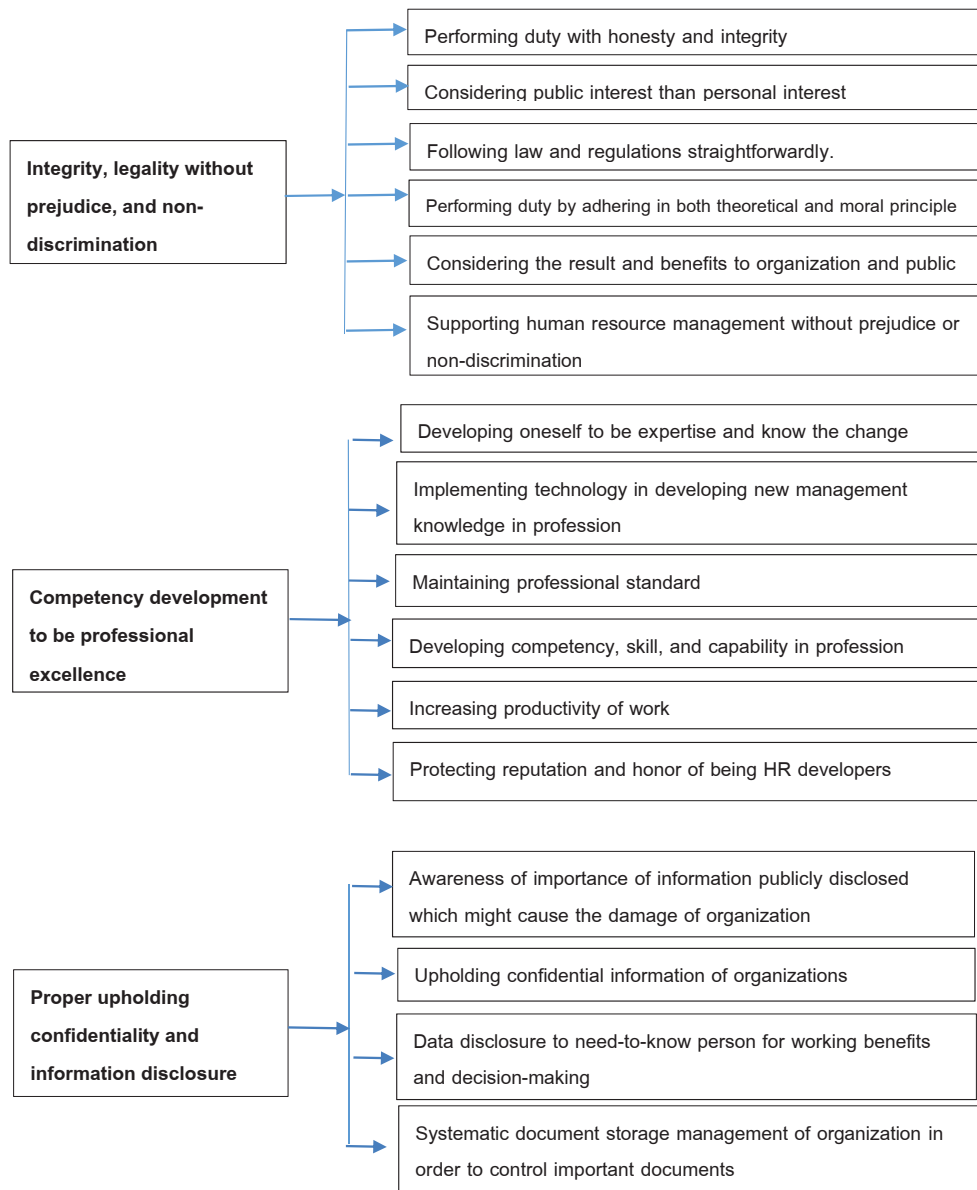
From Graph 2 indicating the appropriateness and possibility on implementing the development model of professional code of ethics of HR developers, it showed that the most appropriate model was integrity, legality without prejudice, and non-discrimination ($\bar{X} = 4.86$), followed by performing duty without any conflict of interests ($\bar{X} = 4.83$), while proper upholding confidentiality and information disclosure and existence of being a role model in professional code of ethics having the same level of appropriateness ($\bar{X} = 4.79$), and competency development to be professional excellence ($\bar{X} = 4.73$), respectively. As for the possibility on implementing the development model of professional code of ethics of HR developers, it showed that proper upholding confidentiality and information disclosure ($\bar{X} = 4.52$) had the highest possibility

level, followed by competency development to be professional excellence ($\bar{X} = 4.39$), integrity, legality without prejudice, and non-discrimination ($\bar{X} = 4.31$), existence of being a role model in professional code of ethics ($\bar{X} = 4.30$), and performing duty without any conflict of interests ($\bar{X} = 4.19$), respectively.

5. CONCLUSION

From the study result on components important to performing duty under the professional code of ethics of HR developers having means at the highest level, it showed the summary of main component and auxiliary components before establishing principle or guideline on developing the professional code of ethics for performing duty of HR developers as follows:

Components of Development of Professional Code of Ethics





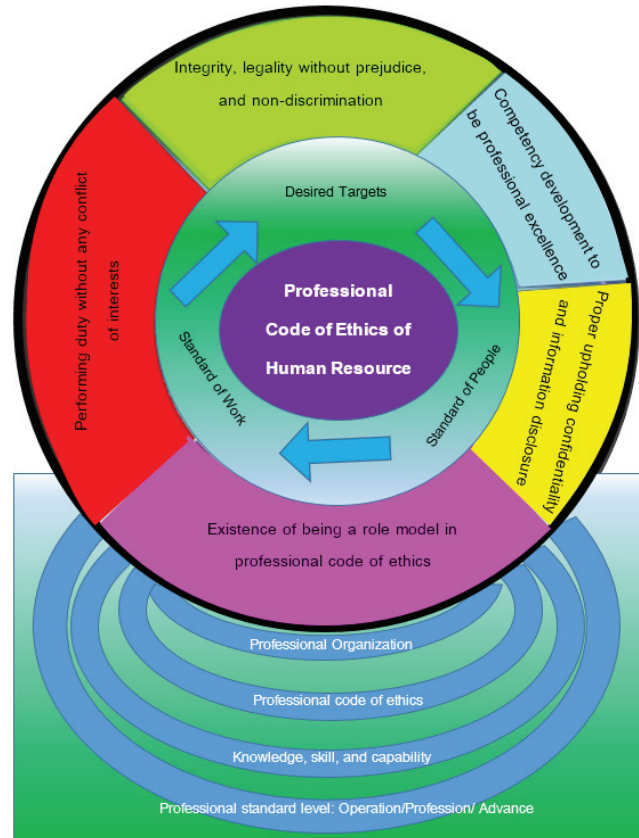
From the determination of key components and performing duty under auxiliary components, the principle or guideline for developing the code of ethics of HR developers was provided in order to be the best practice and support the correct and proper performing duty, as well as, to maintain the reputation and respectfulness from both internal and external persons which may lead to profession sustainability. The presentation can reflect the clear overview of professionalism in developing human resource as follows:

From the developing model of professional code of ethics of HR developers, it can help us to understand the principle that was basis of performance under all five professional codes of ethics of HR developers. This created targets from standard of people in organization to standard of responsible work, identifying from fundament of performing duty according to profession standard levels, including operation, professional, and senior professional. Knowledge, skill, and capability according to professions were applied in order to be consistent with practice standard according to professional code of ethics. The profession organization will be a part to supervise and control members to correctly and properly perform in order to gain public benefits, including benefits of personal, organization, and nations in overall.

6. DISCUSSION

From the study result on the development model of professional code of ethics of HR developers according to the framework of objectives by applying social science research methodology, the result from this study can be criticized in 3 topics as follows:

1. From the study of components when performing under the professional code of ethics of HR developers, in overall, it found such components were important at the highest level, especially in integrity, legality without prejudice, and non-discrimination because to be honest on duty was considered as a component protecting reputation. As for the acceptance of duty performing, the



determined professional code of ethics mostly used the honesty as the first principle of code of ethics because it is the most important. If a person lacks of honesty and integrity, other code of ethics would be incomplete. Therefore, the code of ethics will be an important indicator reflecting the performance standard. This was in line with the concept of Pongda Chalernklin (2012) stating that the performance with honesty caused the social acceptance as follows: (1) to create fairness for ourselves and others which will efficiently eliminate any conflicts in the units; (2) to create good image to the society and can positively provide public relations of organization to the public; (3) to create the proper atmosphere to operators and people receiving services; (4) to standardize in goods and services to be widely accepted; and (5) to build the success of organization in overall.

2. The model from this study to be implemented in development of professional code of ethics of HR developers showed that in overall the model appropriateness was at the highest level ($\bar{X} = 4.70$ scores). It was appropriate in many aspects, including rationale and background, objectives of the model, the model of code of ethics, and components of professional code of ethics of HR developers. The model was a marker for practices and support the development of the code of ethics with the better result because to build the model was like to build the framework for studying and make operators understand that development of human resource which is the most important resource of the organization and those operators can perform correctly and properly in delivering value of human capital. This is in consistent with the concept of Ulrich, D. (2005, p.222-242) stating the HR developers in developing human capital and roles of specialists. Thus, HR developers can develop their competency or capability once they had

the ability to take following actions: (1) staffing, (2) training and development, (3) organization design in organizational structure and process, (4) HR measurement, (5) compliance with law, and (6) performance management.

3. The result from model assessment for developing the professional code of ethics of HR developers, which the appropriateness and possibility in implementing the principle/guideline for developing such code of ethics had been assessed, can be divided into two parts as follows:
 - 3.1. The most appropriate aspect for implementing the developed model of the professional code of ethics for HR developers was integrity, legality without prejudice, and non-discrimination because it was a part of foundation of behaviors of people in the society. The completeness depended on the cultivation of morality value in every part of the society. This was in consistent with the research of Apinya Ingard (2011) who had a research relating to integrity behavior of students in the universities locating in Bangkok Metropolitan area and its vicinity focusing on intending to behave and to be responsible for their family and school. In addition, teenagers would follow their friends as role model and they easily believed in what friends had believed. Therefore, the society will be an important mold. If the society is molded in the correct and virtue directions, the result will be positive. When entering into the professional society by performing duty correctly and honestly, this will be a significant capital for people in every organization.
 - 3.2. The most possible aspect for implementing the developed model of the professional code of ethics for HR developers was to properly uphold confidentiality and information disclosure. Proper upholding confidentiality and information disclosure was one of social tendency relating to the violation on disclosing others' personal information without obtaining any prior permission. The penalty for this violation was more severe. Meanwhile, to build the awareness on the role of HR developers in upholding confidentiality of in-charge persons has increased until it became practice standard. This idea was consistent with the concept of Ekkapan Padthawaro (2012), mentioning that to behave in the professional code of ethics was like a standard indicator for practice of professionals in upholding confidentiality. The professionals must respect the nature of information confidentiality of service receivers when providing service to them. The information should not be disclosed to the third party with specific permission according to the law.

7. SUGGESTIONS

The suggestions from this research leading to the awareness of importance of performing duty under the role in 5 guidelines on the professional code of ethics standard of HR developers should be taken into action in order to enhance and develop the professional code of ethics of HR developers. The suggestions were as follows:

1. To build a perception leading to the change of attitude in order to be aware of what the practice should be followed under the professional standard framework with the ethics. This caused a good result and value receiving from correct practice. However, organizations and society must cooperate by focusing on virtue than other components for supporting good practice and behavior of people.

2. To focus on importance of building a good model to be used as a role model for adhering the practice guideline. To present the role model or good model in the society and acknowledge the focused points of social trend that required good people influencing on practice under the professional code of ethics standard. To build a model can be touched or understood clearer than verbally informed. Therefore, to behave as a role model was very important for encouraging good behaviors (Na-Nan, Sanamthong, and Sulong, 2015).
3. To build the motivation by positively supporting, appraising, or providing reward in order to make people be proud with their correct duty performing under the professional code of ethics standard. The criteria for consideration was defined in order to compliment, grant certificates or rewards for well-behaved person which was in the framework of ethics until it was clearly seen and that person would feel confident for doing good through the morality judgment which was identical to the fair standard.

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