

Dissertation Title : Strategy of Buddhist Human Resource Development of Local Administrative Organizations in Kampangpet Province

Researcher : Phrakrukosonwachirakit (Koson Witaroko)

Degree : Doctor of Philosophy(Public Administration)

Dissertation Supervisory Committee :

Prof. Dr. Boontan Dockthaisong, B.A., M.A., Ph.D.(Leadership)

Assoc. Prof. Dr. Apinant Chantanee, B.A.,M.A., Ph.D.(Mnt.)

Date of Graduation :/...../.....

ABSTRACT

Objectives of this research were to: 1. Study the general context and problems of human resource development of Local Administrative Organizations in Kampangpet Province, 2. Study concepts, theories and Buddhist principles about the strategy of human resource development and 3. Propose the Buddhist strategy of human resource development of Local Administrative Organizations in Kampangpet Province.

Methodology was mixed methods between qualitative and quantitative researches. The qualitative research used as the principal method collected data from 18 key informants, purposefully selected from experts with structured in-depth-interview script by face-to-face in-depth-interviewing and from 11 participants in focus group discussion and analyzed data by descriptive interpretation. The quantitative research used as supportive method, collected data from 359 samples from 3,479 populations with questionnaires and analyzed data with descriptive statistics: percentile, mean and standard deviation.

Findings were as follows:

1. The general context, problems and obstacles of human resource development of Local Administrative Organizations in Kampangket were that the Organizations did not have orientation and mentors for new employees. They had psychological conflict and misunderstanding. There were few training due to limited yearly budget. Learning center or knowledge enhancing corners in the organizations were limited. Personnel did not apply the knowledge and experience gained from study tour at their work places. The organizations did not allocate welfares or budget

to support higher learning for personnel, they had to use their own fund for furthering higher education.

2. Theories and Buddhadhamma related to human resource development of the Local Administrative Organizations in Kampangpet were found in line with the model of personnel development of the Civil Service Commission in 5 areas as 1) orientation of general rules, regulations, orders as well as the structure of the organization, 2) training, knowledge, understanding, skills and personnel's attitude changing process, 3) academic promotion encouraging personnel to have broader knowledge, being able to work various tasks, 4) study tour to enhance personnel to have knowledge and competency to cope with globalization and 5) continuing education, personnel development so that they would have new and extended knowledge. As for the Buddhadhamma related to human development is Pavana 4: 1) Kayapavan, body development to be healthy and free from undesirable diseases, 2) Sila Pavana, Precept development to have proper behavior, being able to live with others in harmony, 3) Jitta Pavan, mental development to have good mental health, public will, being optimistic, patient and tolerant and 4) Pannapavan, wisdom development to be energetic to learn, to comprehend all things as they are.

3. Strategies of human resources development according to Buddhadhamma of the Local Administrative Organizations in Kampangpet Province were of 5 strategies; they were; 1) Buddhist orientation with activities to guide new personnel before working, personnel protection and monastery going to purify the minds, 2) Buddhist training with Buddhist undertaking and Dhamma practice on tour, 3) Buddhist academic promotion with Buddhist counseling clinic, interesting Dhamma boards and social knowledge network, SKN, 4) Buddhist study tour to Buddha's birth place and 5) continuing Buddhist education promotion with Sunday Dhamma education, Buddhism integration with modern sciences and Dhamma E-learning.