

**Dissertation Title** : The Model of Human Resource Competency Development of Buddhist University in Thailand

**Researcher** : Phrakhru Sitthiwatthanakhun (Phornphrom Thitaguno)

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**Dissertation Supervisory Committee**

: Phrakhrusangkharak Kiattisak Kittipañño B.A. (Hons.),  
M.A. (Soc.Dev.), D.P.A.

: Dr.Busakorn Watthanabut B.A., LL.B., M.A., D.P.A.

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## ABSTRACT

The objectives of this research were: 1) to study the generality of the model of human resource competency development of Buddhist University in Thailand, 2) to study the concept, theory and process of human resource competency development of Buddhist University in Thailand and 3) to propose the model of human resource competency development of Buddhist University in Thailand. This research was a mixed methods research of the qualitative and quantitative researches. The quantitative research was conducted by studying the samples of 300 respondents which selected by simple random sampling of 1,082 persons who were administrators, lecturers and personnel of Mahachulalongkornrajavidyalaya University. The sample size derived from the Taro Yamane's formula. The tool used for data collection was 5 levels rating scale questionnaire. Statistics used to analyze data were frequency, percentage, mean and standard deviation. The quantitative research was conducted by used In-depth interviewing the 17 key informants and Focus Group Discussion 9 persons who were personnel of Mahachulalongkornrajavidyalaya University and selected by purposive sampling. Data analyzing was used Descriptive Interpretation.

The research findings were as follows:

1) The generality of the model of human resource competency development of Buddhist University in Thailand found that structure aspect lacked the expert personnel in to position, strategy aspect lacked the public participation for strategy formulation, staff aspect lacked the personnel who were skill for working, managerial style aspect: the administrative system was flexible and unstable, system aspect lacked the system according to position of working, shared value aspect

lacked the participation for identity formulation of university and skill aspect: the new personnel lacked the experience for working.

2) The concept, theory and process of human resource competency development of Buddhist University in Thailand were the capability of knowledge skill and attribute that made people to create special workings more than other people in organization which this capability was features that organizations need. The competency was relation with result workings of people and effective human resource management. Competency was 3 level including 1) person level, 2) team level and 3) organization level.

3) The model of human resource competency development of Buddhist University in Thailand found that the system according to McKinsey 7-S Framework was 1) Structure was structure of process, authority scope and executive potential, 2) Strategy was strategic management that focused on academic for excellence, 3) Staff was planning for human resource development in line working continues, 4) Managerial Style was planning, system development and creating a good culture of the organization, 5) System was working according to strategy of university, 6) Shared Value was value and norm of Buddhism and 7) Skill was development of working skill and intelligent skill.