

A Model of Effective Personnel Administration Based on Bhuddhadhamma for Primary Schools under Bangkok Metropolitan Administration

Phramaha Parinya Thachapanyo Prapchomphu¹, Rawing Ruangsanka²
Phramaha Sombat Dhanapañño^{3*}, Yudthawee Kaewtongyai⁴

^{1,2,3,4} Faculty of Education, Mahachulalongkornrajavidyalaya University, Thailand

¹at-parinya@hotmail.com, ²rawing.rua@mcu.ac.th, ³sombat.cha@mcu.ac.th,

*Corresponding Author e-mail: sombat.cha@mcu.ac.th

Abstract

The objectives of this research were 1) to study the condition of effective personnel administration for primary schools under Bangkok Metropolitan Administration, and 2) to develop a model of effective personnel administration for primary schools under Bangkok Metropolitan Administration. Mixed methods research was designed by combining between qualitative research and quantitative research. In qualitative research, documentary study, in-depth interview of 5 school administrators, and focus group discussion with 9 experts were designed. The research tools were a document study form, and interview form. Data were analyzed by using content analysis. In quantitative research, the sample consisted of 390 samples who were directors, department heads and teachers in secondary schools by using multistage randomization. The research instrument was a questionnaire. Data were analyzed by using statistical analysis consisted of percentage, frequency, mean and standard deviation. Results showed that: 1) the condition of effective personnel administration for primary schools under Bangkok Metropolitan Administration consisted of 6 aspects. Overall, there were problems that need to be solved in terms of manpower planning and positioning aspect, information was prepared to allocate the staffing of government teachers and educational personnel. Personnel management aspect was the allocation of government teachers and educational personnel in terms of promoting efficiency, there are some who receive the same salary for one who has more service life. 2) A model of effective personnel administration for primary schools under Bangkok Metropolitan Administration, there were 5 components which were 1) principles, 2) objectives, 3) personnel management process according to Buddhist principles, 4) implementation of the model, and 5) conditions for success by checking according to the standards in 6 areas, the overall result was at a high level.

Keywords— Personnel Management, Efficiency, Buddhist Principles, Prejudice 4, Four Sublime States of Mind

I. INTRODUCTION

Education is a very important foundation for building stability and the progress of the nation. If the national education management is of high quality, it means people in the country have quality as well. Therefore, the school is considered the most important educational institution, and school administrators are of great importance. The management will manage

the personnel in the school well and that efficiency. Administrators must have the ability to administer the school. There are operations to spot education assholes effectively. The school administrators will manage the school effectively. Management must be related to a person with potential. In particular, it must be a person who has knowledge, skills, vision, which will make the school personnel

management successful as well as having high achievement [1].

School is one of the important educational institutions that brings educational policies into practice to succeed or fail. The management of education in schools depends mainly on the administration of various school administrators. The hopes for the future of the youth of the nation are therefore placed mainly on the school administrators. Most of the hopes for the future of the youth of the nation have to be deposited with the school administrators [2]. Therefore, it is imperative to be aware of the duty of school management to be successful, and personnel management in schools must be considered paramount. Because a school has two components, namely people and jobs, that means how to manage people which the success of the work effectively. People are considered an important element because they are the cause of other factors especially the work is the person who causes the success according to the goal from the current. Thai society has been a constant change to advancement in science and technology. It causes economic, cultural and other impacts when the material and social culture has changed. Thai people in society therefore need to be developed and has been changed as well because it will bring about a balance in things that have changed if one thing changes but another thing that stays still won't do any good for sure. Therefore, education plays an important role in the development of people at the grassroots level to progress in all areas. Personnel Administration is a process by which executives use the art and strategy to conduct recruiting and selection and contain qualified persons to work in the organization with interest in development maintain the members working in the organization to increase their knowledge and ability having good physical and mental health at work. It also includes seeking ways to make members of the organization who have to leave work. due to disability, retirement or any other reason to be able to live in society happily [3].

At present, there has been an increase in the development of management systems to keep up with the changes according to globalization

Management therefore focuses more on "people" as well as improving and developing the management system, organizational structure, new departments to accommodate various changes to be in line with the current conditions, especially with modern technology, including new innovations that are supporting elements in successful management. At present, there is a greater concern for the environment because management must be related to the environment. The management should take into account the negative effects that will occur on the environment as well as the management is important try to get involved (participation) more team work (team work), people development, work development, all of which must be developed simultaneously in a systematic way through efficient management processes. Fundamental factors related to management are supportive, encourage work to success. There are 4M in the work. "People" are considered the most valuable resource that drives work to success [4].

The principles of Buddha Dhamma are applicable to all contexts in which the Buddhadhamma principles involved are the basis for administration, namely 4 powers, which are the Dharmas that lead to success: 1) Chanta is satisfied with the work done, 2) Viriya is diligent and determined in work, 3) Citta concerned pay attention to work continually, 4) Vimangsa, having a thorough thought, contemplating, finding reasons, improving work to achieve goals. "Buddhadhamma" or "Dhamma" is that the Buddha's teachings are as many as 84,000 Dhammakhandhas. The Dhammakhandha is about the natural truth of human suffering and how to end suffering. The word "Buddhadhamma" in this refers to the doctrine and teachings that are believed to be is the result of research into knowledge Buddha's wisdom which has been passed down for at least 2017 years. The administrators applied the Buddhist principles in the administration of education to build trust and acceptance from the society. Satisfaction of subordinates within the educational institutions in order to build the faith that organizations in educational

institutions to drive or develop in the desired direction Buddhist principles chosen by administrators and applied in the administration of educational institutions in conduct that affects the important and necessary competences of the administrators of educational institutions teacher performance and educational personnel with the highest efficiency and effectiveness. The Buddhist doctrine is very important and necessary to apply in practice for the reason that teachers and educational personnel play an important role in the transfer of knowledge, neuroscience of various knowledge go to learners. The administrators of the educational institutes are responsible for supervising, directing, monitoring and inspecting the operations in various parts within an educational institution. It is essential to be a person of integrity. Good ethics and Buddhist principles are the basis for the administration of educational institutions [5].

From the importance of people as valuable resources of the organization and personnel management of the school, which is an important social institution in educating members of society. The application of Buddhist principles in various aspects in Buddhism to be used in administration. Thus creating efficiency in the performance of personnel to be effective for the organization. Therefore, the researcher is interested in studying the subject “A model for effective personnel management according to Buddhist principles for primary schools under Bangkok Metropolitan Administration” to obtain guidelines for development and can be applied in the personnel management of school administrators to be more effective.

II. Research Objectives

The objectives of this research were 1) to study the condition of effective personnel administration for primary schools under Bangkok Metropolitan Administration, and 2) to develop a model of effective personnel administration for primary schools under Bangkok Metropolitan Administration.

III. Research Methods

Mixed methods research was designed by combining between qualitative research and quantitative research. In qualitative research, documentary study, in-depth interview of 5 school administrators, and focus group discussion with 9 experts were designed. The research tools were a document study form, and interview form. Data were analyzed by using content analysis. In quantitative research, the sample consisted of 390 samples who were directors, department heads and teachers in secondary schools by using multistage randomization. The research instrument was a questionnaire. Data were analyzed by using statistical analysis consisted of percentage, frequency, mean and standard deviation.

IV. Research Results

Results showed that: 1) the condition of effective personnel administration for primary schools under Bangkok Metropolitan Administration consisted of 6 aspects. Overall, there were problems that need to be solved in terms of manpower planning and positioning aspect, information was prepared to allocate the staffing of government teachers and educational personnel. Personnel management aspect was the allocation of government teachers and educational personnel in terms of promoting efficiency, there are some who receive the same salary for one who has more service life. 2) A model of effective personnel administration for primary schools under Bangkok Metropolitan Administration, there were 5 components which were 1) principles, 2) objectives, 3) personnel management process according to Buddhist principles, 4) implementation of the model, and 5) conditions for success by checking according to the standards in 6 areas, the overall result was at a high level.

V. Discussions

From the general information of effective personnel management for elementary schools under the Bangkok Metropolitan Administration, from interviews and document studies, it was found that the problem of effective personnel management for primary

schools under the Bangkok Metropolitan Administration, there are 3 aspects: 1) recruiting and recruiting, 2) personnel quality assurance 3) Promotion of operational efficiency are needed in the most important order that should be developed from research in countries related to effective human resource management model according to Buddhist principles for primary schools under Bangkok having any research that can be directly compared? But there is research that is close, namely the research of Phra Samuh Kritipisit Kittithammo (Japhan)(2019), has studied the subject of personnel management according to Buddhist principles of school administrators “Priesthood Department of General Education Nong Khai Province”. The results of the research revealed that conditions and problems encountered in personnel management when analyzing the details, it has the lowest mean of 2 aspects out of the 4 main components, and should proceed with the development of personnel management. The order of development of the main components is as follows. 1) Assessment based on bias 4, 2) Retention of personnel according to bias 4, 3) Recruitment and appointment according to bias 4, 4) Personnel planning based on bias 4 in the overall at high level and Boonsri Sangsri (2019) [7] studied on the development of personnel management model by using good governance principles of educational institutions. The level of basic education in the lower northeastern region. The results revealed that conditions and problems encountered in personnel management when analyzing the details. It has the lowest mean of 3 out of the 5 main components should proceed with the development of personnel management The order of development of the main components is as follows: 1) Manpower rate planning, 2) recruiting, appointing and transferring, 3) Personnel development, 4) Discipline, 5) Evaluation of performance. Overall, it was at a moderate level for problem solving manpower rate planning long-term planning, strategic plan. The main school work plan must be clearly planned, using fewer people, clearly defining standards of morality, ethics, and organizational

values in the plan. In planning the analysis of manpower, data must be used in the entire analytical system, future needs for placement planning educational institutions. The position standard provides competency criteria for each type of personnel, clear, concise with actual working conditions and promotion planning or academic standing should make an assessment plan knowledge and competence before being promoted to a position or academic standing and should have a committee. Qualified persons who do not have conflict of interest to consider under the law participate in the evaluation without any hidden benefits, there must be no hiring work. In terms of recruiting, appointing, transferring educational institutions, good people, competent people with high performance, in accordance with the requirements of recruiting and appointing. There is an opportunity for all sectors can follow up, and can check the appointment fairness to all parties for the transfer, the person must have the qualifications according to the specified position standard. Competent with the job according to the necessity and quality of work considering the people in the area first, and hiring permanent and temporary workers should employ appropriate personnel as necessary for the mission and strategies of educational institutions, match the work that is actually hired to practice, hire people who are alumni, and record good deeds and organize a group of works of art, personal development. Personnel preparation understand both theory and practice check performance to see if the capacity is sufficient to be stationed for development during operation. There is a quality assurance system and operational efficiency, systematically, considering the cost-effectiveness and emphasizing on the development of competencies necessary for the work; all parties are satisfied with the results that can be extended to others, and development for Promotion or academic standing There is further development of knowledge and abilities, emphasizing on mental development and self-maintaining according to the sufficiency economy philosophy emphasis on the results that result with the quality of real learners.

Developing an effective human resource management model according to Buddhist principles for primary schools Bangkok Metropolitan Administration consists of 5 parts: 1) Principles, 2) Objectives, 3) Personnel management process according to Buddhist principles, 4) Implementation of the model, 5) Conditions for success which corresponds to some points with Phichet Phophak [8] has discussed the elements of the model with 3 parts: 1) Principles and Objectives, 2) Structure and essence, 3) Implementation and success conditions, an effective human resource management model according to Buddhist principles for primary schools Bangkok Metropolitan Administration consists of 5 parts: 1) Principles, 2) Objectives, 3) Personnel management process according to Buddhist principles, 4) Implementation of the model, 5) Conditions for success which corresponds to some points with Phichet Phophak [9], mentioned the elements of the model with 3 parts: 1) Principles and Objectives, 2) Structure and essence, 3) Implementation and success conditions and in accordance with some issues with Saman Asavabhumi [10] discussed 5 elements of the pattern, namely 1) the context of the pattern, 2) the purpose of the pattern, 3) the principle of the pattern, 4) the main component of the pattern, and 5) model evaluation presentation of effective personnel management model according to Buddhist principles for primary schools under Bangkok Metropolitan Administration. The researcher examined the model by distributing the questionnaire, bringing it in for improvement, editing and presenting the model from the examination of the effective personnel management model according to Buddhist principles for primary schools under Bangkok Metropolitan Administration. It was found that the effective personnel management model according to Buddhist principles for primary schools under Bangkok Metropolitan Administration. Overall, it's at a high level. In terms of usefulness at the highest-level show that an effective human resource management model according to Buddhist principles for primary schools under Bangkok Metropolitan

Administration. It is in line with the need for the development of personnel management processes being appropriate can follow by developing human resource management through projects and activities that integrate the 4 Prejudice Principles and the 4 Brahmaviharas into the human resource management mission.

VI. Body of knowledge

The researcher has proposed a new body of knowledge from the research results of an effective human resource management model according to Buddhist principles for primary schools under Bangkok Metropolitan Administration. It is a symbolic model with a project, human resource development project. It is the driving force behind the human resource management process according to Buddhist principles as shown in Figure 1.

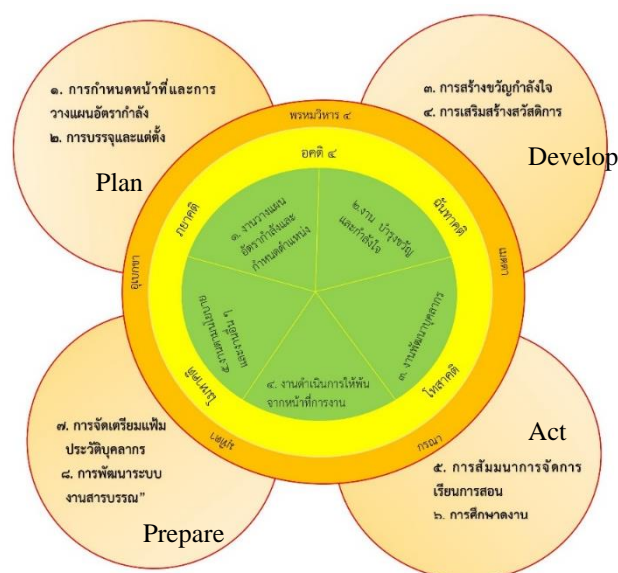


Figure 1 Personnel management process according to Buddhist principles (in Thai)

Source: Phramaha Parinya Thachapanyo Prapchomphu (2021)

VII. Recommendations

A. Recommendations for Practices

1. Primary school under Bangkok to personnel and those involved participated in the planning, determining the form of personnel management to make all those involved to realize the importance of effective personnel management

according to Buddhist principles for primary schools under Bangkok.

2. Primary school under Bangkok Activities that have been proposed in this study include several projects, activities that integrate the principles of Agati (prejudice) 4 and Brahmaviharas 4 with the human resource management process. Therefore, the project should be chosen Activities suitable for personnel.

B. Recommendations for Further Research

1. A research study on the effective participatory personnel management model of schools under the Bangkok Metropolitan Administration should be conducted with different sizes.

2. There should be a participatory action research study to provide an effective human resource management model according to Buddhist principles for primary schools. under Bangkok but should choose goals that are ready have the right size for sustainable development results.

CONCLUSION

This paper studied about a Model of Effective Personnel Administration Based on Bhuddhadhamma for Primary Schools under Bangkok Metropolitan Administration, results indicated that 1) the condition of effective personnel administration for primary schools under Bangkok Metropolitan Administration consisted of 6 aspects. Overall, there were problems that need to be solved in terms of manpower planning and positioning aspect, information was prepared to allocate the staffing of government teachers and educational personnel. Personnel management aspect was the allocation of government teachers and educational personnel in terms of promoting efficiency, there are some who receive the same salary for one who has more service life. 2) A model of effective personnel administration for primary schools under Bangkok Metropolitan Administration, there were 5 components which were 1) principles, 2) objectives, 3) personnel management process according to Buddhist principles, 4) implementation of the model, and

5) conditions for success by checking according to the standards in 6 areas, the overall result was at a high level. Results can apply in primary schools development.

REFERENCES

1. Sukhothai Thammathirat Open University. (1997). *Personnel Management in Schools*, (Nonthaburi: Sukhothai Thammathirat Open University Printing House), pp. 7-8.
2. The Office of the National Primary Education Commission. (1998). *Guidelines for the implementation of administrators in primary schools*, (Bangkok: Teachers Council Ladprao Printing House), page 12.
3. Payom Wongsarsri. (1995). *Human Resources Management*, 5th Edition, (Bangkok: Faculty of Management Science Suan Dusit Rajabhat Institute), page 5.
4. Noppadon Suwansunthorn. (2020). *Principles of Modern Management Applied in conjunction with Buddhist principles*, [online] Source: http://www.siace.ac.th/sa2566/index.php?option=com_content&view=article&id=265:2012-11-08-10-07-33&catid=40:2011-11-25-06-03-52. [20 March 2020].
5. Phra Brahmakunaphorn (P.A. Payutto). (2008). *Buddhist dictionary Code of Conduct*, 16th edition, (Bangkok: SR Print, Mass Products) , pages 210-211.
6. Phrasamut Kritipisit Kittithammo (Japhan). (2019). "Personal management according to Buddhist principles of the administrators of Phra Pariyatidham School, General Department, Nong Khai Province." Master of Education Thesis (Graduate School: Mahachulalongkornrajavidyalaya University). page 76.
7. Boonsri Sangsri. (2014). "Development of a Personnel Management Model using Good Governance Principles of Basic Educational Institutions in the Lower Northeastern Region." Thesis of Philosophy of Philosophy. College: Ramkhamhaeng University), Abstract
8. Pichet Phophak. (2010). "Development of a juristic school management model Under

- the Office of the Basic Education Commission", Doctorate of Education Educational Administration, (Chulalongkorn University).
9. Pichet Phophak. (2010). "Development of a juristic school management model Under the Office of the Basic Education Commission", Doctorate of Education Educational Administration, (Chulalongkorn University).
10. Saman Asawapoom. (2004). TQM Organization-wide Administration in Educational Organizations, Ubon Ratchathani Rajabhat Institute.