Development of Knowledge Management Process based on Buddhadhamma in Schools under Office of Secondary Educational Service Area 1

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Abstract

The objectives of this research were to study the condition and problems of knowledge management according to Buddhist principles, to develop the process of knowledge management according to Buddhist principles, and to propose the process of knowledge management according to Buddhist principles in educational institutions under the Office of Secondary Education Service Area 1. Mixed methods research was used by integrating documented research, quantitative research and qualitative research, which included studying, analyzing and collecting 6 aspects of Buddhist knowledge management from asking for opinions of teachers and educational personnel in educational institutions under the Secondary Educational Service Area Office Region 1, and data collected from 375 samples. Interviewed and focus group discussion were used with the group of secondary school administrators, expert in knowledge management and Buddhist teachings and experts in educational institution administration with 10 experts. Statistics used were percentage, mean, standard deviation, qualitative data was analyzed by using content analysis. Results revealed that 1) knowledge management according to Buddhadharma principles in 6 aspects from the opinions of teachers and educational personnel were shown at a high level. 2) Developing knowledge management processes based on Buddhadhamma, consisting of 6 sections which are (1) knowledge assignment, (2) knowledge creation and acquisition, (3) systematic management of the collection of knowledge, (4) access to knowledge, (5) knowledge sharing, and (6) learning. 3) the process of knowledge management according to Buddhist principles in educational institutions under the Office of Secondary Education Service Area 1 was proposed, it was divided into 6 processes as follows: (1) knowledge determination, the 4 principles of power were applied in determining vision, mission and goals at a high level. (2) Creating and seeking knowledge, the dharma is used to find knowledge both internally and externally both are existing knowledge and knowledge to be used at a high level. (3) The principles of Dharma are applied in determining the systematic way of storing knowledge for use both now and in the future at a high level. (4) Access to knowledge principles are established how to apply knowledge internally and externally systematically at a high level. (5) Knowledge sharing, there is a focus on the benefits of knowledge to be used for the benefit of both internal departments and external benefits, and (6) learning with easy access to knowledge convenient learning at a high level.
Keywords— Knowledge management process, Knowledge management, Buddhist principles

I. INTRODUCTION

Knowledge and human beings go hand in hand can't be missing one. If man does not have knowledge, there is no man anymore because it lacks the characteristics and important qualities that represent human beings [1] , but may not

be clearly systematized, such as the transfer of tactics in Chinese films, internal forces writing chronicles of events in each era The inheritance of traditions or cultures of each nation, etc. [2] in which in the age of globalization. Human knowledge is associated with rapid growth in information technology which is an important factor in organizational development enterprise knowledge management. It is the bringing of time and resources existing to develop work that requires planning Build strength and gain a competitive advantage acting on knowledge and knowledge sources with tools and techniques to create new knowledge or to benefit from that knowledge management upon completion of the operation can be described as it is the collaboration of human beings, which is knowledge management. Because working together with humans requires intelligence to think, consider, analyze, find solutions or find new innovations that are expressed in the form of opinions and potential forms and cooperation in order to work successfully [3].

In the knowledge society, "knowledge" is considered the most valuable resource, unlike other factors of production. This is because knowledge is something that is constantly changing and re-establishing. This condition makes knowledge become an important driver. Therefore, the concept and principles of knowledge management, and it plays a very important role for organizations at all levels of knowledge management and learning organizations that are strongly related because the idea of creating a learning organization is to make people in the organization learn various factors both inside and outside. To be used in self-development and organizational operations to find new ways to increase the effectiveness of the organization's operations. Knowledge management arises from the context of the social and cognitive structures related to human cognition. As Inkpen explains, six factors contributing to knowledge management are the objectives of knowledge management, flexible learning leader's commitment atmosphere of trust Generosity in the transfer of knowledge creativity of people in the organization and accomplishment [4]. The management of past

knowledge has also been established, but may not be clearly systematized such as the evolution of the world in the age of globalization causing the political, economic, social, public and private administration situations. It has changed rapidly and extensively due to advances in communication technology to convey information quickly to the public, but the entire government administration system and the private sector caused inconsistencies and to keep up with the changes that occur. The world society has turned to look at the real causes of problems in the administration of each country that affect politics, economy and society, which affects many other organizations at critical to the operation of the organization because it is a tool that indicates success and failure the efficiency or inefficiency of the organization administration is the nature of working together of groups of people in the organization to achieve the stated objectives by applying science and art, along with administrative resources, to use in the management process appropriately and effectively [5].

Knowledge management is a modern management concept that views people in the organization as valuable assets due to the rapidly changing trend of globalization. Organizations have to adapt to changes to make people in the organization efficient and quality. It must be able to work in all areas and able to work with others knowledge management is one way to create value and add value to the organization. To become a sustainable competitive ability [6] O'Dell and others (O'Dell and others) knowledge management. It's a strategy to get people to get the knowledge they need within the right time. It also allows for the exchange and implementation of knowledge to enhance and improve organizational operations. Knowledge management is not a tool that directly manipulates knowledge. Rather, it is a method by which knowledge is exchanged between them [7]. Based on the background and importance of the problems mentioned above, therefore, the researcher is interested in studying the subject. Development of

knowledge management processes according to Buddhist principles in educational institutions Under the Office of Secondary Education Service Area 1 to study the problematic situation and develop a guideline for knowledge management according to Buddhist principles and used to develop knowledge management of educational institutions further.

II. Research Objectives

The objectives of this research were to study the condition and problems of knowledge management according to Buddhist principles, to develop the process of knowledge management according to Buddhist principles, and to propose the process of knowledge management according to Buddhist principles in educational institutions under the Office of Secondary Education Service Area 1.

III. Research Methods

Mixed methods research was used by integrating documented research, quantitative research and qualitative research, which included studying, analyzing and collecting 6 aspects of Buddhist knowledge management from asking for opinions of teachers and educational personnel in educational institutions under the Secondary Educational Service Area Office Region 1, and data collected from 375 samples. Interviewed and focus group discussion were used with the group of secondary school administrators, expert in knowledge management and Buddhist teachings and experts in educational institution administration with 10 experts. Statistics used were percentage, mean, standard deviation, qualitative data was analyzed by using content analysis.

IV. Research Results

Results revealed that 1) knowledge management according to Buddhadharma principles in 6 aspects from the opinions of teachers and educational personnel were shown at a high level. 2) Developing knowledge management processes based on Buddhadhamma, consisting of 6 sections which are (1) knowledge assignment, (2) knowledge creation and acquisition, (3) systematic management of the collection of knowledge, (4) access to knowledge, (5) knowledge sharing, and (6) learning. 3) the process of knowledge management according to Buddhist principles in educational institutions under the Office of Secondary Education Service Area 1 was proposed, it was divided into 6 processes as follows: (1) knowledge determination, the 4 principles of power were applied in determining vision, mission and goals at a high level. (2) Creating and seeking knowledge, the dharma is used to find knowledge both internally and externally both are existing knowledge and knowledge to be used at a high level. (3) The principles of Dharma are applied in determining the systematic way of storing knowledge for use both now and in the future at a high level. (4) Access to knowledge principles are established how to apply knowledge internally and externally systematically at a high level. (5) Knowledge sharing, there is a focus on the benefits of knowledge to be used for the benefit of both internal departments and external benefits, and (6) learning with easy access to knowledge convenient learning at a high level.

V. Discussions

1. The results of a study on conditions and problems of knowledge management according to Buddhist principles in educational institutions under the Bangkok Secondary Education Service Area Office, Region 1, the condition of knowledge management according to Buddhist principles in educational institutions Under the Bangkok Secondary Education Service Area Office, Region 1, including 5 aspects. It was found that it was at a high level, which was in order of seeking knowledge learning knowledge exchange and knowledge determination, respectively. There is a body of knowledge in fellowship with friends carefully consider the knowledge gained, encourage teachers to listen to suggestions from friends in order to test them for better results, promote learning for personnel to develop new knowledge, encourage personnel to attend training together to build networks, connect with knowledgeable people to exchange

knowledge, analyze and synthesize the knowledge gained to store it in a systematic way, collaborate with cross-functional teams to create a database, build a network of knowledge storage in electronic systems, study various methods of storing knowledge for ease of use, build a network of knowledge sharing continuously, examine the knowledge gained and use it appropriately, at the right time, in the right form for the personnel to consider and integrate the knowledge to help in the operation. The results of this research are consistent with the research of Chalongrat Organic, Faculty of Nursing Ratchathani University [8] related to the research of Chawalit Kodsiri on Knowledge Management of the Montfort College School Secondary Department Chiang Mai. Results of the study found that in the knowledge management of the Montfort College Secondary School Division Chiang Mai Most have treated the following points. Knowledge management processes, leadership, supporting technologies, communication, knowledge management culture, measuring knowledge management and components of successful knowledge management [9].

2. The results of the development of knowledge management processes according to Buddhist principles in educational institutions Under the Bangkok Secondary Education Service Area Office, Region 1: 1) Principles: 1) Definition of Knowledge Management, 2) Concept of Knowledge Management in Educational Institutions, 3) Principles of the 4 Noble Truths 2) Objectives: 1) The importance of Knowledge management, 2) Benefits of knowledge management, 3) Methods including consisted of 1) Knowledge management conceptual, 2) Factors supporting success in knowledge management, 3) Strategies for knowledge management, and 4. Processes as follows: 1. 2) The process of knowledge management in 5 aspects; the process of knowledge management with the 4 Noble Truths. Knowledge Management in Wiang Haeng Wittayakom School Chiang Mai. Results showed that knowledge management process more than half of the respondents provided information that the

need to systematically improve the acquisition of knowledge/information from various sources and ethical as for the problem that was found to be less common, it was suggested that there was a lack of media and equipment for knowledge management, lack of participation, no knowledge gathering exchange knowledge transfer in school. There are suggestions that media should be produced on knowledge management and use of media effectively [10].

3. The process of knowledge management according to Buddhist principles in educational institutions Under the Bangkok Secondary Education Service Area Office, Region 1 consists of 1) Principles: meaning of knowledge management; which is the process of continually creating new knowledge Disseminate knowledge across the organization and use it as a key ingredient to create value for schools. The concept of knowledge management in educational institutions based on the 4 Noble Truths: Suffering, Samutai, Nirodha, the Path; 2) The objectives are: the importance of knowledge management. It is a modern management concept that views people in the organization as valuable assets due to the rapidly changing trend of globalization. and the benefits of knowledge management in 5 items; 3) methods, namely the conceptual framework of knowledge management, which is open knowledge; to the hidden knowledge Eight factors supporting the success of knowledge management and strategies for knowledge management 3. Part 4) Process: The process of knowledge management in 5 areas is the determination of knowledge; seeking knowledge knowledge exchange Knowledge storage, learning process of knowledge management with the Four Noble Truths. The results of this research are consistent with the research of Frumkin. Creation of a new school in the governance of the state. This research outlines the concept of the diversity of autonomous school management and the interrelationships between these schools. The results of the study found that the administration's three tasks are to support and create legitimacy in school administration. Mobilizing the ability to perform tasks to lead

to good educational administration and setting the mission of the school. This report focuses on the factors of school development strategies and processes. Three factors of public school management cannot be managed with a single focus on education but must have an understanding of organizational administration as well especially non-profit organizations that are in a changing environment managers must understand their role in providing resources and support to the personnel in the organization. In addition, the administration of public schools is quite difficult. Because administrators must be qualified to be the headmaster of a government school with expertise in governance and must possess the qualification of being a private school administrator with attention to detail in every step of the operation, more and more changes are happening to state-controlled schools. Therefore, these schools are in urgent need of managers with good administrative skills [11].

VI. Body of knowledge

The researcher has presented a new body of knowledge from the development of knowledge management processes according to Buddhist principles in educational institutions. Under the Bangkok Secondary Education Service Area Office, District 1, as shown in Figure 1.
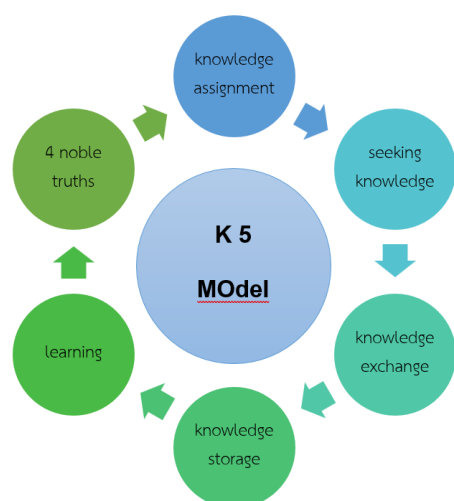

Figure 1 Body of knowledge obtained from the research "K5 Model"

Source: Phrakhru Nawakanwimol (Sanga Siritharo) (2021).

Symbol Description

Figure 1 showed the body of knowledge obtained from the research on "The process of knowledge management according to Buddhist principles in educational institutions Under the Bangkok Secondary Education Service Area Office, Region 1", the researcher can summarize as the "K5 Model" as follows:

K5 refers to the process of knowledge management in 5 areas: 1) the aspect of determining knowledge in fellowship listen to the body of knowledge, train the mind Study seriously in the work that you are responsible for carefully consider the knowledge gained have the right culture. There is a process of creating new knowledge that creates new things or new innovations for the school, which may be old knowledge that is further developed; 2) Encourage personnel to attend training together to build networks Provide opportunities for personnel to create creative ideas with guidance and advice. Encourage teachers to listen to suggestions from friends in order to test them for better results. Consider the knowledge that has been trained, experiment, observe and put into practice to promote learning; 3) knowledge exchange by meeting and discussing with knowledgeable people to exchange knowledge across work lines to create a database exchanging knowledge, analyzing, synthesizing the knowledge gained in order to store it as a system It helps to promote the exchange of knowledge; 4) Knowledge storage. Store and bring that knowledge to be recorded in the system of the educational institution, and build a network of knowledge storage in electronic systems. Store various types of knowledge for ease of use and consider collecting knowledge directly to personnel with innovation and information technology; 5) learning together to think and apply knowledge to suit the job Build a knowledge network continually, listen to suggestions from stakeholders to improve the body of knowledge, consider, integrate the knowledge to help in the operation verify the knowledge gained and use it appropriately, at the right time, in the right form for the personnel act appropriately for oneself create

tools to help learning which tools to help promote learning, such as study trips. Post-operative review or lesson removal learning together after the job is done. Energetic story finding the good around or aesthetics friends is helped friends by integrating with the Four Noble Truths, namely 1) problem determination, i.e. considering events; 2) make assumptions when the problem has been thoroughly understood, for example, the cause of the problem has been felt may make hypotheses or experiment to formulate principles for solving; 3) experiment and collect data try to follow the assumptions; 4) data analysis, analyze data or results; and 5) conclusion bring the conclusions as criteria or a message that clearly resolves the issue.

VII. Recommendations
A. Recommendations for Practices

1. Train your mind and study seriously in your own responsibility.
2. Provide opportunities for personnel to create creative ideas with guidance and advice.
3. Exchange knowledge with good friends to create a database.
4. Consider storing the body of knowledge in a systematic way, able to search and apply such knowledge to be useful easily, quickly and conveniently.
5. Think together and apply knowledge to suit the job.

B. Recommendations for Further Research

1. Should study the conditions and problems of knowledge management according to Buddhist principles in educational institutions. Under the Bangkok Secondary Education Service Area Office, Region 1
2. Should study the process of knowledge management according to Buddhist principles in educational institutions Under the Bangkok Secondary Education Service Area Office, Region 1
3. Should study the model of knowledge management according to Buddhist principles in educational institutions. Under the Bangkok Secondary Education Service Area Office, Region 1.

CONCLUSION

This paper studied about Development of Knowledge Management Process based on Buddhadhamma in Schools under Office of Secondary Educational Service, results indicated that 1) knowledge management according to Buddhadharma principles in 6 aspects from the opinions of teachers and educational personnel were shown at a high level. 2) Developing knowledge management processes based on Buddhadhamma, consisting of 6 sections which are (1) knowledge assignment, (2) knowledge creation and acquisition, (3) systematic management of the collection of knowledge, (4) access to knowledge, (5) knowledge sharing, and (6) learning. 3) the process of knowledge management according to Buddhist principles in educational institutions under the Office of Secondary Education Service Area 1 was proposed, it was divided into 6 processes as follows: (1) knowledge determination, the 4 principles of power were applied in determining vision, mission and goals at a high level. (2) Creating and seeking knowledge, the dharma is used to find knowledge both internally and externally both are existing knowledge and knowledge to be used at a high level. (3) The principles of Dharma are applied in determining the systematic way of storing knowledge for use both now and in the future at a high level. (4) Access to knowledge principles are established how to apply knowledge internally and externally systematically at a high level. (5) Knowledge sharing, there is a focus on the benefits of knowledge to be used for the benefit of both internal departments and external benefits, and (6) learning with easy access to knowledge convenient learning at a high level.Results can apply in secondary school development.

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