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**Teachers' Perceptions on Participation in Building Cognitive Skills of People Involved  
in Education in the Field of Personnel Management under Secondary Educational  
Service Area Office Area XV**

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**Abstract**

This mixed-methods research aims to investigate teachers' perceptions on participation in building cognitive skills of people involved in education in the field of personnel management under Secondary Educational Service Area Office Area XV. This study also aimed to study problems of participation in the creation of the learning skills of other persons involving the school in the human administration. Samples in quantitative research consisted of 197 persons and key informants in qualitative consisted of 24 persons including, executives, the Empire in Pattani School, Shikha School Narathiwat, and Women's school, Yala province. Purposeful selection was used for participants recruitment. Data were collected through three focus groups and relevant documents, observation and interviews. Quantitative data were analyzed by using mean, standard deviation and qualitative data were analyzed by using inductive approach. The results of the research showed that the creation of other people's learning skills was found at a medium level. Problems with personnel performance assessments included fair and transparent personnel salary. There are no appropriate participation and clear performance evaluation criteria and also lack of welfare to the personnel management. This study suggests that people should participate in considering performance assessment criteria.

**Keywords:** Building cognitive skills, Personal management

## Introduction

Education is a tool for developing human resources to provide knowledge, ability, and sustainable development of the country, ensuring that education to the public is a significant primary mission for the government. In all countries for Thailand, the Government has provided the importance of developing quality of education that has been defined in the Constitution of Thailand. Buddhist 2550 on education policy in section 80 (3). The development of quality and management standards, education in all levels and in accordance with the economic change and Sangkhomnok of the National Buddhist Education Act. 2542 correction (No. 2), 2545. We have determined the purpose and principles of management to study in section 6 that the education management must be to develop Thai people as a complete human mind, mental intelligence, knowledge and integrity, ethics and culture for life can be easily shared with others. (Office of Certification and evaluation of quality of Education, 2004) Management under the National Education Act 2542, focuses on the reform of the management system and management of education. The policy and diversity in the practice of power distribution to the local education areas and administrative organizations, where the law of the Ministry of Quality assurance and Procedures 2553. In the Government Gazette dated 2 April 2553, set out in article 14 (2) to provide schools with the development of education-oriented schools according to the education standards of the school. The content principles, procedures, and roles of the related parties at the school shall be considered and to take action. Under the promotion, support and development of the Office of the Education Zone and the Affiliation department will see that the development plan is critical to the internal quality assurance system of the school. This is because the educational development plan is a tool to communicate with the relevant people. have been recognised and logged into the school administration. Student Teacher Education Committee The Guardian The community and related agencies have been recognized and understood in the management and management of the quality of the targeted performance. Clear Operation Direction Guidelines to lead to the desired direction by driving the school's base. With the cooperation and responsibility of the individual in-house education throughout the supervision. Promote support from the agency. Since the world in the modern era has rapidly progressed to information technology, it is also faced with the challenges in the future, humans have seen an infinite value of education to lead to better living in the new century in the study. The advancement of such technology contributes to the massive information faced issues that could not handle those information and use it to be useful. This new combination of changes and issues makes it necessary for humans to stay up-to-date, thus making it necessary to develop new learning skills and new life skills (KHAEM, 2012). Nowadays, human beings are not of course. Most people have but the same skills that humans have, and the results of the previous world, are not available in current and future times. Therefore, humans must learn new skills to survive in society. .2010 is aware of changes and needs to develop a new skill 0 required for the 21st century. To reflect the possibilities in various aspects of learning, which can summarize the necessary learning in the 21st century (Tissana Khaemane, 2555) as follows: 1) Learning and innovation skills include creativity and innovation, communication and collaboration, critical thinking and troubleshooting. 2) Information skills, media and technology: Fundamentals of Information Technology and communications (ICT) and 3) Life and work skills, including flexibility and ability to adapt social skills and learning cross-cultural, initiative, and self-introduction, enhancing productivity and responsible leadership and responsibility. The main goal of education in Thailand is to develop the students into a qualified person. With the learning process for the growth of people and societies by expressing the knowledge of the training of cultural communication, the creation of academic advancement, the development of knowledge generated by the environment. Society, learning, and contributing factors to students continuously throughout their lives.

(National Education Act B.E. 2553) The development of a qualified student for such purposes requires a skilled instructor to manage learning. Chatekti is a good teacher. Highly motivated, especially in the 21st century. As new skills, the teacher should have a well-established skill and feature to create a new class of learning management culture in order to develop a new generation of young students in the future and sustainably. accordance with section 22 of the management principles. That education management must adhere to all participants with the ability to learn and develop themselves and to assume that the students are the most important. The study management process must encourage students to develop their natural and full potential to participate as the basis in democracy. The new era of administration should encourage all parties involved in a comment and define the guidelines of the project or the activity, which is to be bound by A shared responsibility and operational efficiency. The school is a public education agency that is considered to be a publicly available government. It is a thorough and quality, as well as responding to the people's needs in school education management, so there are people who have many stakeholders, such as parents. Japanese schoolgirl And therefore, the people who have those involved are involved in the most educated management. This can be done in several ways. One of the most widely accepted methods is that the school is administered by the school as a base, which is the project of a district. One School of Dreams, Ministry of Education, the school is a foundation that is a global distribution of power to institutions directly to the school. Academic, human, budget, and general management system are the school management in accordance with the features and requirements of the school, which is the school member, the school's executive committee. School leaders Parents, as well as other community and organization members, have full power. We are responsible for the use of resources and solutions, as well as the long-term education and educational activities of the school, both in short and high term. The concept of management is based on the school as a base.

The school is required to appoint a committee which consists of a person who is concerned with the development of the school. Representatives of the Board of directors, representatives of their parents, agencies, representatives of the Organization, organizations and institutions, as well as the various establishments in the community to participate in the plan for the development of the education management team. To help determine the vision, mission, conditions, and image of success, which covers the mission and responsibility of the development of the school's educational quality. By the development of such educational management plan. It is necessary to focus the quality production process at the academic school, which is considered as a long term plan, where the school will be used as a guide for annual action planning. In determining the development project in each side that meets the demand for the quality of education of the next school and the annual action plan. It is very important to take a great action to perform the quality and efficiency clearly, appropriate and accurate.

### **How to perform research**

Study in this research. The tools used in quantitative research include questionnaires. Participation in the creation of the learning skills of other persons relating to schools in the human administration of the teacher. The Office of the 15 High School District for 197 persons using a questionnaire is a research tool by the researchers to analyze the data in order to find a different statistical value of 0. The computer uses the finished program. In the general status of the questionnaire respondents, the information is based on the qualification variables. The work experience and the length of time are in the area to find the percentage (percentage), the arithmetic average (arithmetic Mean) and the standard deviation (standard deviation) perform an overview analysis. A list of the questions and answers, and then brings the analysis averages to the criteria to evaluate and interpret the meaning of the score. In the

Quality research section. Group Chat (Focus groups discussion) The primary data provider (Key informant) consists of 5 executives. The number of people involved in the school consists of a school committee. The parents of the local government, corporate administrative organizations and the community are nine people to be aware of the obstacles and the guidelines of participation in the creation of the learning skills of other persons involved in the school's perception of their teachers. Office of the 15 field of secondary education area, which is classified as a sort of information (Content Analysis). Use tabular presentations, diagram layouts, lectures, and document illustrations.

### Study Summary

The result of a quantitative analysis of participation in the creation of the learning skills of other persons relating to the school's perception of the teacher. Office of the 15th High School district.

1. The results of an analysis of participation in the creation of the learning skills of other persons relating to the school's perception of the teacher's perspective. The 15 secondary Education district office is shown in table 1.

<b>Participation in the creation of other people's level learning skills relating to schools in the management of the people in the field of the school. Secondary Education Area District 15</b>	<b><math>\bar{X}</math></b>	<b>S.D</b>	<b>Level of participation, personal management</b>
1. Man planning side	2.80	.203	Medium
2. The recruitment side	2.96	.092	Medium
3. Development of personnel	2.96	.086	Medium
4. The treatment of personnel	2.61	.412	Medium
5. Assessment side	2.32	.773	less
<b>Total</b>	<b>2.73</b>	<b>.185</b>	<b>Medium</b>

Find out if respondents participate in moderate-person management in the overall image. By recruiting and personnel development, people have a higher impact on people management and assessment As a result, the lower the average cost of people who are considered as follows: 1) The recruitment section finds the respondents involved in the human resource management. In the recruitment of an overview, the medium is moderate, and it is determined that the majority are moderate. The participation in the recruitment of people with knowledge The ability to operate in an organizational unit based on integrity. Participation in the recruitment policy and participation in the appointment of the teacher's position is to be transferred to the needs of the school. The average value is higher than other terms, the text section participates in determining the procedure of the recruitment process and hiring the workforce is lower than the other. 2) The development of personnel has found that the respondents involved in the human management. In the development of human resources, it is moderate and considered to be the list of the most moderate levels. The contribution supports the promotion of academic works in the public meeting at a higher average than other terms. The section is involved in the assignment of objectives to develop an average workforce plan that is lower than other terms. 3) The planning of people finding the respondents to participate in people's management. In the middle of a mass planning, an overview is moderate, and considering that the majority is moderate. The participation in the presentation of the power rate data to the responsible entities to consider, for the consideration of the current rate and participation in the exercise ratio. Sufficient throughput

and number of students. The average value is higher than other terms, the text section participates in the study of problems and personnel needs as information for manpower planning. The average is lower than other. 4) The treatment of personnel has found that the respondents have been involved in the human in the areas of maintaining the workforce, the overall level is moderate, and considering that the majority are moderate. By participating in the consultation service and advice from the teachers who need help. A higher average than other terms, the text section participates in the welfare of the personnel. The average is lower than other. 5) side of the assessment. Find out who respondents participate in people's management. In the overall assessment of the image, the level is low, and it is considered to be the most common level. In the end of the academic year, an assessment of the employee's performance is higher than other terms. Part of the section to take part in the results of an improvement in performance assessment to plan for personnel development is lower than other terms.

Quality data analysis, participation in the creation of the learning skills of other persons involving the school in the management of the human perspective. For the 15 secondary Education district Office, the Research Committee will be presented in an overview of the following details:

1. Man Planning side The problem in this field finds the study of problems and personnel needs as information for manpower planning. Analysis of data to be considered for consideration The demand to plan the people in the future, because the budget has been less and has not been appropriated. A solution should be allocated to the appropriate budget and position rates.

2. The recruitment issue in this aspect was found to determine the procedures of the recruitment process and hiring personnel and the recruitment selection according to the defined manpower plan. The majority of people do not meet the line and qualifications of education. Due to a few applicants as a risk area. A solution should be provided to meet the line and qualifications of our employees.

3. The development of personnel issues in this aspect was found by participating in the purpose of developing the human resources development plan over the policy of the ministry or Krom. The school has a budget to encourage the teachers to study. Seminar Training According to the school project. The solution should be allocated more budget and provide the freedom of education to the school executives to set up employee development policies.

4. Care of Personnel There is a problem in this side that I would like the help State to provide the right personnel. We are committed to ensuring fair performance and management of the people in the school. Regulatory Solutions Support laws in the allocation of foreign welfare

5. Assessment side the problem of this side found that no performance assessments were taken to plan for personnel Development and the opportunity for people to propose a performance assessment guideline. The results of most performance assessments do not conform to the salary of the month, personnel, lack of justice and transparency. The solution should consider fair appraisal work in accordance with the consideration of the good preference.

## **The results discussion**

From the analysis of information about participation in the creation of the learning skills of other persons involving the school in the human administration. District Office of the 15 high school districts, the results of the survey respondents involved in the human administration. In a moderate overview, in line with the research of the public... (2555).



Education and management issues in the municipality of Phrapradaeng, Samutprakarn, Thailand. The findings showed that the school teacher in Phra Pradaeng Municipality, Samutprakarn, in an overview of the average human administration 1. Planning a power and positioning position 2. Nomination, Selection and package 3. Personnel Development/Human resources development 4. Work performance Assessment 5. Remuneration and motivation 6. The Discipline and healing discipline 7. Government-based, the highest average of the government officials/employment and the lowest average side is the nomination, selection and packaging of the world. As a Noree Supsoyon (2559) The problem and guidelines for the Management of Vocational Education Department of Sa Kaeo Province office of the Vocational Training Commission. The results of the research showed 1. Personnel management issue of vocational education, Sa Kaeo Province The Office of the Overall Education Commission and the upper level is moderate. 2. Comparing the personnel management issues of vocational education, Sa Kaeo province. The Office of the Vocational Education Commission is based on position and overall work experience, and the aspect of the difference is significantly different in statistics. 3. The approach to the management of vocational education staff at Sa Kaeo Province, office of the Vocational Training Commission, what should be developed first, each of them is involved in planning a power rate and determining and considering that the survey participant is involved in the creation of the learning skills of other persons involving the school in the human administration of the teacher. The 15 secondary Education Area Office is shown as follows:

1. The human being planning has found that respondents involved in the management of people in an overview are moderate in accordance with the research of the Public Tribe (2555). Study of the condition and issue of people in the municipality of Phrapradaeng, Samutprakarn. The findings showed that the school teacher in Phra Pradaeng Municipality, Samutprakarn, in an overview of the average human administration 1. Planning a power rating and positioning 2. Recruitment selection and package 3. Personnel Development/human resource development 4. Performance evaluation and motivation 6. Discipline and treatment of discipline 7. Government-based/job-based operations, the highest average is the government's exit/employment and the lowest average side is the nomination, selection and packaging.

2. The recruitment section finds the respondents involved in the management of people in the middle of a moderate, consistent with its research. Saitthiti (2557) The conditions and issues of the individual in the basic Education Department, the office of the Thai Elementary Education district, Ubon Ratchathani District 5 The results of the research showed 1. The results of the management of a person in the school for Education under the Office of the District, Ubon Ratchathani Education Area, and the subject is very practical. The issue of persons in the School of Education, affiliated with the Office of the primary education area, Ubon Ratchathani, the overall region, and the problem is low. 2. Comparison of these results: 1) Government officials who have different positions to see the condition and issue of persons in the School of Education under the Office of the primary education district of Ubon Ratchathani. 2) Different government officials have been working differently, seeing the conditions and problems of human administration in the school. In schools affiliated with the Office of the primary education area, Ubon Ratchathani District 5 Overall and the side of the other. 3) The government officials who operate in the school are different in size see that condition and issue of individual administration in the Office of the primary education zone, Ubon Ratchathani District, 5 and the side are no different. 3. Suggestions and management issues in basic education, I found 1) The problem of determining the rate and nomination of a person. The problem is that the school has no power to determine the rate and recruit person 2). According to school needs 3) the maintenance of the problem is that there is a common

and 4) to the person from the job. A problem is to administer a foster system, and the management has not yet decided to decide the wrong acts of the people.

3. The development of personnel has found that respondents engaged in the management of people in an overview in moderate level in accordance with the research of Parichart, (2558). Student management of education, according to the opinion of the executive, education and teachers of high school office, District 5. The results of the research showed 1. The student's management of the school, according to the opinion of the executive, education and teachers of the office of the High School area, District 5, in the overview and all aspects are at a level of 5 levels. The average sort is descending, as follows: 1) Discipline and treatment of discipline 2) in the planning of Personnel 3) in the development of personnel and 5) One of the top-level returns and levels is the selection of personnel. A comparison of the person's administration of the education school according to the opinions of the school executives and teachers, as well as the accreditations and the school size varies. The statistical significance at the .05 level when it is classified by gender, education, and marital status is not different.

4. The treatment of personnel has found that respondents engaged in the management of people in an overview of moderate in accordance with the research By Ronnarit rintachai (2557). The study of human management issues in schools affiliated with high School District office of the 26th District. Research results showed that the opinions of people who have different levels of the level of administrative issues in the school office. The overall high education area of 26 areas and the section is moderate, and compares reviews on the overall school and the individual education and the list of significant differences in statistical .05 levels.

5. The assessment has found that respondents engaged in the management of people in an overview. Not in accordance with the research of Parichart Satipha. (2558). The HR administration of the school, according to the opinion of the executive, school and teacher, the Office of the Secondary Education area, District 5 research showed that 1. The student's management of the school, according to the opinion of the executive, education and teachers of the office of the High School area, District 5, in the overview and all aspects are at a level of 5 levels. The average sort is descending, as follows: 1) Discipline and treatment of discipline 2) in the planning of Personnel 3) in the development of personnel and 5) One of the top-level returns and levels is the selection of personnel. A comparison of the person's administration of the education school according to the opinions of the school executives and teachers, as well as the accreditations and the school size varies. The statistical significance at the .05 level when it is classified by gender, education, and marital status is not different.

### **Next time for Research recommendations**

1) In the next research study, should study the participation in the creation of the learning skills of other persons involving the school in the human administration of the teacher. Offices in other areas to know the information that is covered.

2) The research should be studied, compared to the creation of the learning skills of other persons involving the school in the human administration of the teacher. The offices of other secondary education areas in each district to study the difference between them and contribute to improving participation in the creation of other people's learning skills relating to schools in the human administration of the teacher. More productive.

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