

## C840441 : MAJOR EDUCATIONAL RESEARCH  
KEY WORD: TEACHER EMPOWERMENT / FOCUS GROUP RESEARCH

PRAWIT ERAWAN : TEACHER EMPOWERMENT : A FOCUS GROUP RESEARCH.

THESIS ADVISOR : ASST. PROF. SUWATANA SUWANKETNIKOM, Ph.D.

THESIS COADVISOR : ASSO. PROF. SOREE POHKEOW, Ph.D. 142 pp.

ISBN 974-636-449-9

Two purposes of this research were to employ the focus group research for studying the state of the empowerment and dynamic change in the teachers, and to study factors and conditions for teacher empowerment. The research procedure consisted of six steps. There were (1) selecting a large primary school in north eastern of Thailand as the case study, (2) studying the context of the case, (3) conducting 4 focus group sessions with 28 teachers, (4) confirming of the result (5) analyzing data through "The Ethnograph" and (6) writing the analysis result.

The major findings were as follows : There were three organizational conditions that initiated change in the school. Firstly, the principal administration style led to the change of the organization's structure and system, the key elements were encouraging participatory administration and teacher learning, and developing the working climate and environment. Secondly, the external support system led to the emphasize process and problem solving in job improvement, support resource and training, create the cooperation with community. Finally, the relationship between school and community led to the enhance organization's status. The enhancing factors for teacher empowerment were as follows : autonomy, authority, participatory, climate, team building, feedback, recognition, reward and morale, opportunities for learning, respect and trust, and permission to fail. The motivators for teacher empowerment were as follows : reward and recognition, training and development, teacher status, professional performance, physical environment, salary and welfare. The importance principles for teacher motivation were mutual respectation, giving information, and participation.

ภาควิชา..... ศึกษาศาสตร์

สาขาวิชา..... ศึกษาศาสตร์

ปีการศึกษา..... 2539

ลายมือชื่อนิติ.....

ลายมือชื่ออาจารย์ที่ปรึกษา.....

ลายมือชื่ออาจารย์ที่ปรึกษาร่วม.....