

ABSTRACT:

This research aimed to 1) study the current management of the Graduate Schools under Rajabhat Universities, analyze and synthesize the possibilities, problems, limitations of the management development, strength or pride, weakness or areas for improvement, current conditions, guidelines for development and future expectations and 2) study the strategic management development forward to a high performance organization for Rajabhat University's graduate school. Delphi techniques were employed to select the experts in this study. These 36 experts consisted of present deans, executives in charge of the graduate school and former deans. A set of questionnaires was used as a research tool. The questionnaires were distributed three times to the experts; firstly, finding their opinions regarding the management of the graduate school, secondly, making a set of 5 – rating scale questionnaires for the experts to answer, and thirdly, investigating the experts' confirmation. The collected data were evaluated by 5 experts to find out the item objective congruence index (IOC) and the strategy of development forward to a high performance organization for Rajabhat University's Graduate School were defined. The statistics used to analyze the obtained data were frequencies, percentages, medians, modes, and ranges between the Quartiles.

The research results showed that there were 7 strategic focus core competency to manage Rajabhat University's graduate school forward to a high performance organization which included 1) organization mobilization, 2) learners, 3) organization culture, 4) sustainable development, 5) academic services, 6) human resources, and 7) working collaboratively with other sections. Moreover, in each aspect of the strategic focus core competency, the development issues were determined systematically and continuously according to each university's identity and implemented into 3 terms of operation; short, medium and long terms.

KEYWORDS: Strategy of Development, High Performance Organization

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