

Surawut Yanyaluxana 2007: Competency Development to Enhance Organization Effectiveness, Teachers and Educational Personnel Performance in Basic Educational Institution. Doctor of Education (Educational Administration), Major Field: Educational Administration, Department of Education. Thesis Advisor: Assistant Professor Moldhop Chaiyachit, Ph.D. 438 pages.

The purposes of research were to study core and functional competency which related to organization effectiveness and performance; and to study the relationship between core and functional competency of teacher, educational personnel in basic education institution and organization effectiveness. This research was conducted in 2 approaches: qualitative and quantitative approaches. Studying using qualitative approach, the data which were collected and derived from the workshop seminars, document, and research and from related organizations were analyzed and described. Moreover, in quantitative approach, the data were analyzed through the statistical methods; t – test, correlation coefficient and stepwise regression analysis.

The results of this research were as follows

- 1) The competency model of teacher and educational personnel were comprised of 5 core competencies, 20 functional competencies. Among those functional competencies, there were 3 common functional competencies which could be applied into every working group.
- 2) There were differences in 3 core competencies and 3 common functional competencies among teachers and educational personnel between expected and current competency before implementing personnel development plan. The current competency was measured lower than the expected competency. However, after implementing personnel development plan, the current competency was equal or higher than the expected competency.
- 3) After implementing personnel development plan, there were significant differences among current core and functional competency, organization effectiveness in overall and each aspect at the level of .01. The performance in overall and each aspect were at the higher level.
- 4) There were no significant relationship between core and functional competency after implementing personnel development plan in overall and each aspect and organization effectiveness.
- 5) There were no good predictor and can't make the predictive equation of core and functional competency of teacher, educational personnel in basic education institution.


Student's signature


Thesis Advisor's signature

24 / May / 07