

Effectiveness of Foundation Virtues for Performing of Personnel's Provincial Administrative Organization in the Northeast, Thailand

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ABSTRACT

Driving the mission of an organization to be successful, performing is extremely important that people are aware of working together. Performing requires performing that includes intelligence, honesty, sincerity, Sacrifice, and peace. This is to achieve the objectives set. However, effective performing requires an appropriate approach to developing foundation virtues. Therefore, the objectives of this research are as follows; (1) to study the effectiveness of foundation virtues for performing Provincial Administrative Organization personnel. 2) To analyze the factors of Effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel. And 3) to present a guideline for the development of the Effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel. This research was conducted in the northeastern part of Thailand using mixed methodology research. The sample surveyed consisted of 385 people, and 20 people interviewed. Quantitative data using integrative statistics and multiple regression analysis. Data from in-depth interviews were used to analyze content. The research results found that:

The effectiveness of foundation virtues for performing provincial administrative organization personnel in the northeastern region, overall, was at the moderate level. Consider descending order: the truthfulness (truth), the Meditation (peace), the liberality renunciation (Sacrifice), and the wisdom (intelligence) respectively.

The factors affecting the effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast Region were statistically significant at the 0.05 level of the organizational structure, organizational culture had the raw score predictor coefficient (b) of 0.320, and 0.590, respectively.

The guidelines for developing the effectiveness of the foundation virtues for performing are as follows: (1) Cognitive skills development: Develop thoughtful thinking skills to fully understand and stay reckless, or use mindfulness to correct all-dimensional imperfections and make rational decisions. (2) The development of the mind of being truthful: Promote and develop sincerity in systematically performing duties. Create accountability in people and have them accountable for them. Cultivating the principle of integrity in the sense of responsibility. (3) The development of selfless behavior: Personnel must have a disadvantage in performing their duties for the benefit of the organization. Cultivating volunteerism towards participation in the process of performing duties. Build an understanding of making sacrifices for the common good to achieve goals. (4) Emotional development of keeping the mind calm: Develop the use of mindfulness to improve and solve problems in performing their duties completely. Control your emotions and your mind to avoid controversy while performing your duties. It enforces rules and regulations to develop emotions and discipline the work of duty. Eliminate operational disturbances and set operational directions with equality.

Keywords: Effectiveness. Foundation Virtues, Performing

INTRODUCTION

The regime changes in Thailand in 1932 led Thailand to organize public administration into a central and local government. In this regard, it is necessary to create knowledge and understanding of the principles of democracy so that people know local governance principles thoroughly (Pongmetee

Chaiseeha, 2018: 105). The pattern of the Provincial Administrative Organization has been constantly changing and evolving to suit the circumstances of each period. However, many problems and obstacles prevent local government from providing full benefit to the people according to the objectives of governing the country, especially the main objectives of local governance, which is allowing the people to participate in the political and governance with representatives of the people in the form of community committees acting on behalf of the people in the administration of the provincial administrative organization. Improving the role to be more effective and encouraging more people to participate in self-government. This is because it promotes management to match the situation of social change and globalization for the people to take care of their destiny (AbdullahSada, 2007:78)

The Northeast Provincial Administrative Organization of Thailand is the largest local administrative organization in Thailand, with one per province. Provincial Administrative Organization has a responsible area covering the entire province established for public benefit services in the provincial area, as well as supporting the development of municipalities and sub-district administrative organizations, as well as coordinating local development plans to prevent duplication of work. Provincial Administrative Organization is responsible for provincial development in terms of economic, social, education, public health, occupation, public utilities, in which people in each province can choose a representative to administer the provincial administrative organization directly by-election. Provincial Administrative Organization was established in every province in 1955 by the Provincial Administrative Regulations Act 1955, to act as a local government organization. There are 20 provincial administrative organizations in the Northeast region, which are considered to be of great importance for development because good development has desirable quality, it is necessary to keep up with the transformation and develop the potential to achieve vision, mission, and purpose set. The performance of personnel can be considered as one of the most important aspects of management. As mentioned, the basic resources that are critical to management, also known as 4 Ms are Man: Money:Material:Method. The performing of the employees of the Provincial Administrative Organization is essential to have a strong commitment to performing by using the full intelligence of the ability, have a sincere commitment to successful performing, ready to sacrifice personal happiness for the common good, and know-how to control one's own emotions and minds to strive for performing success. When a person performs this duty, it will give them the stability of their job and the confidence to continue their work. Performing requires both science and art: science is the education of knowledge, competence, experience, skills, techniques, and methods of working. Art is to apply knowledge, principles, and theories to suit people, situations, and the environment, as well as the limited scope of resources following the roles and responsibilities of various positions established in the organization. However, Buddhadasa Bhikkhu has said that Dharma practice is duty performing, the topic of dharma that corresponds to duty performing is the foundation virtues[*Xṭhīś'ṭhān ṭhrma*] Refers to the fundamental principles of practice that should be established to uphold the intended ultimate achievement. This is a principle that all personnel should keep in mind, there are 4 things which are; (1) Wisdom: Clear knowledge, the intuition of reason by considering to understand the state of things until the truth is reached. 2) Truth: *ṭh* Truth maintains the truth that is known by wisdom. 3) Sacrifice: Sacrifices, sacrificing things that were used to which were previously held, and things that were erroneous from the truth. 4)Peace: Restrain the blame for the frustration caused by the chaos caused by all desires and calm the mind (Sathienpong Wannapok, 2006: 145).

Therefore, if the researcher poses a research issue that performing of the Provincial Administrative Organization personnel depends on the determination and determination of performing by using the full intelligence of the ability, they have a sincere determination to perform their work successfully, sacrifice personal happiness for the common good, and know-how to control one's emotions and mind to strive for performing success. What are these characteristics, and what factors will influence them?And is there an approach to developing the foundation virtues for performing? Therefore, the researcher has applied the principle of foundation virtues in Buddhism as the main conceptual framework of the research, which defines the research topic of “Effectiveness of foundation virtues for performing of provincial administrative personnel in the northeastern region”. This research will be used to develop the performance of the personnel of the Provincial Administrative Organization in the Northeast of Thailand and other organizations as appropriate.

OBJECTIVES

1. To explore the effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast.
2. To analyze the factors affecting the Effectiveness of foundation virtues for performing Provincial Administrative Organization Personnel in the Northeast
3. To study the guidelines for the development of the Effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast.

METHODOLOGY

1.Quantitative research

1.1 Sample:Personnel under the Provincial Administrative Organization, and people representatives in service areas of the 20 Provincial Administrative Organizations in the Northeast, obtained by stratified randomness (Yamane, 1973: 142). The sample size was 385 people (Kanlaya Vanichbuncha, 2005:78).

1.2 The research tool was a questionnaire consisting of 4 parts which were performed under appropriate questionnaire principles as follows (Suwimon Tirakanant. (2007); (1) Part 1: item on the general status of the respondents. (2) Part 2: Item on the level of effectiveness of foundation virtues for performing. (3) Part 3: Items on Factors of Effectiveness Using Foundation Virtues for Performing. And (4) Part 4: Items concern with the development approach to the effectiveness of the use of foundation virtues for performing

1.3 Data collection: (1) Conducted data collection by themselves and research assistants, the researcher asked for cooperation from provincial administrative organization personnel and representatives of service recipients from the provincial administrative organization in the northeastern region of 20 provinces. (2) Prepare a letter for permission to collect information and present it to the provincial administrative organization commissioner. (3) Distribution and collection of questionnaires to samples by postal service, taking the questionnaire 45 days. (4) Receive the questionnaire, check its validity and completeness, and analyze the data further.

1.4 Quantitative data analysis using statistical distributions of frequency, percentage, mean, standard deviation, and Multiple regression analysis with the Enter method.

2.Qualitative research

2.1 Sample:The key contributors to the foundation virtues for performing development approach were 20 stakeholders involved in the operation of the Provincial Administrative Organization in the Northeast, using a purposive sampling method for a total of 20 people.

2.2 the data instrument is an In-depth interview concerning the guidelines for the development of effectiveness using the foundation virtues for performing.

2.3 the interviewing: the researchers, connect and coordinate to request permission to interview by telephone and in person, by providing the purpose of the interview, and then conducting an informal interview according to the established interview guidelines.

2.4 the qualitative data analysis from in-depth interviews using the Systematic Analysis method and Data Triangulation, then presented by descriptive analysis

RESULTS

1. Effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast region as shown in the table below;

Table 1: The effectiveness of the foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast Region

Foundation Virtues for Performing	\bar{X}	S.D.	Meaning
wisdom (intelligence)	3.05	.32	moderate

	truthfulness (truth)	3.06	.52	moderate
	liberality renunciation (Sacrifice)	3.05	.33	moderate
	Meditation (peace)	3.05	.36	moderate
Total		3.09	.52	moderate

From Table 1, the effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast Region, overall, was found to be at the moderate level ($\bar{X}=3.09$, $S.D.=.52$). ranking the mean from highest to lowest; the truthfulness (truth) ($\bar{X}=3.06$, $S.D.=.52$), the Meditation (peace) ($\bar{X}=3.05$, $S.D.=.36$), the liberality renunciation (Sacrifice) ($\bar{X}=3.05$, $S.D.=.33$), and the wisdom (intelligence) ($\bar{X}=3.05$, $S.D.=.32$) respectively.

2. Factors affecting the effectiveness of the foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast as shown in the following table

Table 2: Factors affecting the effectiveness of the foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast, analyzed by Multiple Regression Analysis.

Forecasting variable	B	S.E.	Beta	t	P-value	Collinearity Statistics	
						Tolerance	VIF
Constant	3.111	.959		3.245	.001*	1.226	4.997
Strategic management	.228	.113	.105	2.025	.104	.007	.450
Organizational structure	.320	.028	.597	11.522	.000*	.265	.374
Information system	.442	.199	.524	2.217	.073	.050	.833
Service model	.184	.170	.244	1.080	.281	-.151	.519
Attitude of personnel in the organization	-.527	.314	-.242	-1.676	.095	-1.144	.091
Competence of personnel	.424	.179	.548	2.373	.078	.073	.776
Corporate culture	.590	.153	.774	-1.244	.000*	-.490	.110
SE _{est} = \pm .30035							
R = .633; R ² = .400; Adj. R ² = .394; F = 60.875; p-value = 0.01							

* statistically significant at the .05 level.

From Table 2, it was found that the factors affecting the effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast Region were statistically significant at the 0.05 level of the organizational structure, organizational culture had the raw score predictor coefficient (b) of 0.320, and 0.590, respectively.

The variables affecting the effectiveness of foundation virtues for personnel performing was not statistically significant at the 0.05 level, namely the strategic management, information systems, service models, attitudes of personnel in the organization, and competence of personnel

However, all variables share the effectiveness of the foundation virtues for personnel performing 39.4%, the expectation of movement is \pm .30035 ($F = 60.875$; $p\text{-value} = 0.01$).

3. The approach to developing the effectiveness of the foundation virtues for performing of the personnel of Provincial Administrative Organization was found:

3.1 the intelligent skills development: Encouraging personnel to use their intelligence in reflection to gain an understanding of their roles and responsibilities. Try to avoid actions that cause problems. Set himself in a precaution in performing his duties. Try to modify and fix defects of all dimensions. And decisions to perform duties rationally

3.2 The development of the mind of being truthful: Encourage personnel to be sincere in systematically performing their duties. Build one self-responsibility and take responsibility for your duties. Cultivating the Principle of Integrity.

3.3 The development of selfless behavior: Encourage personnel to have a disadvantage in performing their duties for the benefit of the organization. Cultivating volunteerism towards your participation in performing duties. Build an understanding of sacrifice for the common good to achieve the goal.

3.4 Emotional development for maintaining peace of mind: Encourage personnel to use mindfulness, direct, improve, solve problems in totally performing their duties. Controlling your emotions and your mind does not lead to controversy while performing your duties. The application of rules and regulations is applied to control emotions and discipline the performing of duties. To strengthen participation to eliminate chaos in performing duties and to set operational direction with equality and fairness.

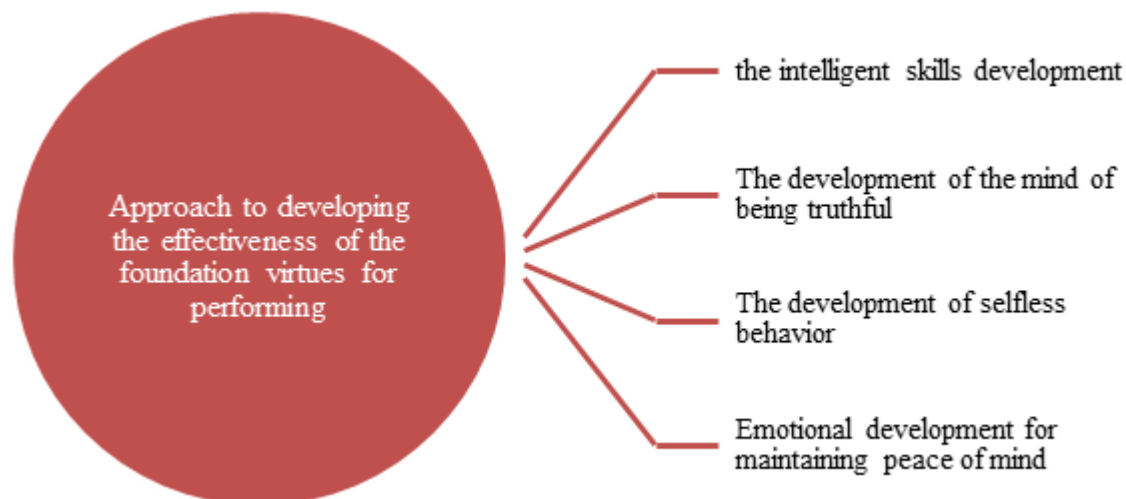


Figure 1: Approach to developing the effectiveness of the foundation virtues for performing

DISCUSSIONS

1. The effectiveness of foundation virtues for performing of personnel's provincial administrative organization in the northeastern region, overall, was at the moderate level. Consider descending order: the truthfulness (truth), the Meditation (peace), the liberality renunciation (Sacrifice), and the wisdom (intelligence) respectively. Which is inconsistent with the research of AttasistTuntiyuth (2013), factors affecting the operational motivation of Metropolitan Waterworks Maintenance Division workers were found to be the highest in terms of job security, job progress, salary, relationship with workers, -supervisors - subordinates, and colleagues, working conditions, and policies and administration.

This may be because personnel have many responsibilities as a result of the transfer of the central government's mission that decentralizes the administration of the elimination of basic public services to the local government. In addition, personnel are so far away from the principles of Buddhist teachings because they are so familiar that they are regarded as religious only in the housing register, but not interested in teachings.

2. The factors affecting the effectiveness of foundation virtues for performing of Provincial Administrative Organization personnel in the Northeast Region were statistically significant at the 0.05 level of the organizational structure, organizational culture, had the raw score predictor coefficient (b) of 0.320, and 0.590, respectively. This may be because the corporate culture requires the use of foundation virtues and the organizational structure is very necessary to use the foundation virtues to hold the minds of the people and staff in the performing of their duties. This is consistent with the research of Phrakrumettasarakun (Yansangkad), (2011) A study of the foundation virtues in building the stability of life in Theravada Buddhism found that foundation virtues are one of the most important categories of fairness to the stabilization of life, well-being, and well-being, the principles of which are like maps. This is because foundation virtues are the principles used to hold the mind, making them a person of resolute, firm mind and appreciation of their birth and that leads to the achievement of the ultimate goal of the dharma in Buddhism, Nirvana. The foundation virtues consist of 4 aspects which are; (1) Wisdom (Paṇṇā ñhiṣ' ñhāna), (2) Truth (Sāc cā ñhiṣ' ñhāna), (3) Sacrifice (Cā khāñhi ṣ' ñhāna), and (4) Meditation (Xup ṣmāñhi ṣ' ñhāna). In addition, some principles support and oppose the foundation virtues as follows:

2.1 The principles that support the foundation virtues are Auspicious things, 3 studies, 4 foundations for success, utilities, courage, 5 powers, valuable wealth, 8 paths to success, things to discuss, things to do, dharma. Earth protection, 3 honesty, the conduct of sovereign, 10 merit, laity practice, the act of coexistence, 10 things to remember, 4 aid, charitable fair, Fundamentals of Mindfulness 4, Principles of Success, and Peace.

2.2 Principles that are antagonistic to foundation virtues as follows: 10 sins, four mental lusts, 5 deterrents, 6 decadent paths, 9 defilement, 3 corruption, gloom, stinginess, and lust.

Bringing this foundation of virtues in building the stability of life should carry out all four actions as the base of life. These four topics can be a solid foundation for life by following them, which will result in a happy life. From the study, it is found that people can apply foundation virtues to live happily together with other people in society because it is the use of wisdom in occupation, sincerity with each other, help each other always. However, foundation virtues will provide stability to four lifestyles: stability in using four factors, self-behavior development, mental development, intelligence development, and social development respectively.

3.The approach to developing the effectiveness of the foundation virtues for performing of the personnel of Provincial Administrative Organization was found: (1) the intelligent skills development, (2) The development of the mind of being truthful, (3) The development of selfless behavior, and (4) Emotional development for maintaining peace of mind. This is consistent with research by Neeranuch Noonpakdee, (2009) found that the factors affecting the performing of Sampo Municipality employees were performing characteristics, management policy, working environment, job progress, job performing, Relate to coworkers, stability and job satisfaction. In addition, it was found that morale and morale had a statistically significant effect on performing at the .05 level.

RECOMMENDATIONS

Policy recommendations

1. Public administrators and personnel should take the foundation virtues seriously, build self-consciousness, and set an example for others. In addition, personnel must be aware of the responsibility for their duties assigned to them, especially by building close contact with the people and ready to help people at all times.

2. Cooperation should be created and coordinated with all parties by adhering to the principle of participation and not choosing the importance of any person and not adhering to traditional traditions. It is also important to keep in mind that everyone has equal rights and that the safety and quality of life of the people must be given priority.

3. Executives should formulate a clear development policy, especially in the application of foundation virtues for performing their duties as appropriate and concrete, effectively meeting the needs of the public as a whole.

Suggestions for practice:

1. The wisdom (intelligence), Campaign for personnel, staff of the provincial administrative organization to bring foundation virtues wisdom to perform their duties seriously and instill conscience for personnel and officers to be responsible.

2. The truthfulness (truth): Executives should set foundation virtues as a policy on performing, with clear patterns, rules, and regulations, and can be applied to personnel performing concretely.

3. The liberality renunciation (Sacrifice): Personnel or staff should be involved in performing their duties based on the foundation virtues, especially the sacrifice for development that can be applied cost-effectively and effectively.

4. The Meditation (peace): Personnel or staff in the Provincial Administrative Organization should act recklessly by using consciousness to control emotions and promote positive character.

Suggestions for further research

1. Factors should be studied in depth by interviewing the process, model, method of applying foundation virtues to be concrete and clear in performing.

2. There should be research on driving measures to apply foundation virtues effectively and comprehensively in agencies that matter to the people.

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