

MODEL FOR CHINESE SANGHA DEVELOPMENT IN THE NEW NORMAL

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ABSTRACT

This research aims to study Chinese Sangha leadership in the new normal, Organizational Development, Learning Organization, Organizational Engagement and Development of Chinese Sangha. The subjects in the study included 82 monks from Chinese sect temples and 243 Ubasik-Ubasikas from Chinese Buddhist temples in Thailand, 14 locations. Research tools include questionnaires. The statistics used in research, include descriptive statistics to describe data. The research found that the leadership level of Chinese Sangha in the new normal era, as a whole, is the highest important. On a case-by-case basis, it was found that the budget It has the highest average. The second is organizational goals, Confidence and Risk Management

Keywords: Development Model / Chinese Sangha / New Normal Era

INTRODUCTION

The Chinese Sangha of Thailand is a Mahayana sect of Thais of Chinese descent who migrated to rely on The Royal Patronage. In the early stages, there were no Chinese monks, later Chinese monks from Guangdong province came to Thailand. Inherited practice from China, praying ordinances, the study of sutras is inherited from scripture and uses Chinese as an important tool in the education of Chinese Sangha (Thawatchai Kaewsing, 2017). And Chinese Sangha For example, the opening of the Ordinary Dharma School creates opportunities for novices to have an ordinary education along with religion, aiming for excellence in Chinese, encouraging monks to receive higher education, Knowledge and ability can help with religious work. But if it is necessary to wear out to be secular, there are occupational subjects, there is also the Dharma as an immunity to the mind from falling into the abyss (Panuwat Lertprasertphan, 2018). However, the Temple of the King Kanchanapisek Memorial had administrative problems between the monks, Novices and lay people who work with the monastery are both employees and volunteers. Getting policies from leaders into practice has some problems from time to time due to the unclear division of duties and responsibilities. The leader shall delegate duties and responsibilities according to the aptitude of the monk, And secular. Although everyone cooperated and saw the benefits of the temple as a location to achieve the goals of the temple, the problem was consistent with Supachai Kortsombat and Surawi Sunalai (2019). Therefore, an important role is played in the personnel management of Chinese temples, including the responsibility of overseeing the administration of the temple's ordinary schools. In recent times, it has been found that the administrative efficiency of Chinese temples depends on the ability of the diocese individually. This is managed under normal circumstances. But in the new normal, Temples and monks have been affected by the COVID crisis, which has the opportunity to change

management styles, Policy, Executive, development model, Engagement with the organization and learning organization will be able to build the capacity of the organization and its personnel.

Research Objectives

To study Chinese Sangha leadership in the new normal, Organizational Development, Learning Organization, Organizational Engagement and Development of Chinese Sangha.

Research Methodology

Quantitative research begins with data collection studies, Review of theoretical concepts, Academic articles from various databases, including documents, Related research articles in Thailand and abroad and then create a questionnaire based on the gauge of all observable variables according to the research conceptual framework obtained from the review. By checking content validity, reliability. The results were analyzed using structural equation modeling (SEM) techniques (Kaplan, 2008; Kline, 2016).

Findings

The results of the study of Chinese Sangha leaders in the new normal, Organizational Development, Learning Organization, Organizational Engagement and Development of Chinese Sangha in the New Normal as follows:

Analysis of Chinese Sangha's leadership in the new normal of respondents the data was presented in 2 characteristics, namely mean and standard deviation, which the results of the data analysis as shown in Table 1-5.

Table 1 Average values and standard deviations of Chinese Sangha leaders in the new normal, overall

Chinese Sangha leaders in the new normal	\bar{X}	S.D.	Priority	Order
1. Organizational Goals	4.46	0.41	Highest	2
2. Budget	4.50	0.43	Highest	1
3. Risk Management	4.41	0.37	Highest	4
4. Confidence	4.42	0.42	Highest	3
Combine	4.45	0.33	Highest	

According to Table 1, Chinese Sangha leaders in the new normal, as a whole, are the most important ($\bar{X}=4.45$, S.D.=0.33). On a case-by-case basis, it was found that the budget It has the highest average ($\bar{X}=4.50$, S.D.=0.43). The second is organizational goals ($\bar{X}=4.46$, S.D.=0.41), confidence ($\bar{X}=4.42$, S.D.=0.42) and risk management ($\bar{X}=4.41$, S.D.=0.37), respectively.

Table 2 Average and standard deviation on Chinese Sangha leaders A new normal in organizational goals

Organizational Goals	\bar{X}	S.D.	Priority	Order
1. The direction of operation of the temple is determined	4.37	0.55	Highest	5
2. There is a plan for the management of the temple	4.45	0.60	Highest	4

Organizational Goals	\bar{X}	S.D.	Priority	Order
3. When the situation changes, the plan is always adjusted	4.48	0.64	Highest	3
4. Every plan of the temple is scheduled to be completed	4.54	0.63	Highest	1
5. All temple plans are interconnected in order for management to achieve the goals	4.49	0.64	Highest	2
Combine	4.46	0.41	Highest	

According to Table 2, Chinese Sangha leaders in the new normal in terms of organizational goals, as a whole, are highest important ($\bar{X}=4.46$, S.D.=0.41). When considering each item, it was found that the most average is that every plan of the temple has a period of completion ($\bar{X}=4.54$, S.D.=0.63) and the one with the least average is that the direction of operation of the temple is determined ($\bar{X}=4.37$, S.D.=0.55).

Table 3 Average values and standard deviations of Chinese Sangha leaders in the new normal in budget

Budget	\bar{X}	S.D.	Priority	Order
1. Accounts are recorded every time income is measured.	4.50	0.55	Highest	2
2. Accounts are recorded every time a temple is spent.	4.59	0.60	Highest	1
3. There are estimates of reception, Prepayment of the temple every year	4.47	0.62	Highest	5
4. All projects of the Chinese Buddhist temple are predetermined in terms of project expenditure.	4.48	0.62	Highest	4
5. Every project spending is communicated to everyone	4.48	0.70	Highest	3
Combine	4.50	0.43	Highest	

According to Table 3, Chinese Sangha leaders in the new normal in budget, as a whole, are most important ($\bar{X}=4.50$, S.D.=0.43). When considering each item, it was found that the one with the highest average is that the account is recorded every time the spending is spent within the temple ($\bar{X}=4.59$, S.D.=0.60) and the one with the least average is that there is an estimate of receipt, Prepayment of the temple every year ($\bar{X}=4.47$, S.D.=0.62).

Table 4 Average values and standard deviations on Chinese Sangha leaders in the new normal in risk management

Risk Management	\bar{X}	S.D.	Priority	Order
1. The impacts of the temple management are planned every year	4.34	0.57	Highest	5
2. There is a problem sequence of various effects that occur in the temple	4.39	0.61	Highest	4
3. A planning meeting was held to manage the potential impact on the temple	4.42	0.61	Highest	2
4. Have a clear plan to manage the impacts of the meeting together	4.40	0.68	Highest	3

5. Have a plan to deal with various crises to take care of the temple and stakeholders	4.50	0.63	Highest	1
Combine	4.41	0.37	Highest	

According to Table 4, Chinese Sangha leaders in the new normal in risk management, as a whole, are highest important ($\bar{X}=4.41$, S.D.=0.37). On a case-by-case basis, it was found that the most average is having a plan to deal with various crises in order to take care of the temple and stakeholders ($\bar{X}=4.50$, S.D.=0.63) And the least average is that the impacts of the management are planned every year ($\bar{X}=4.34$, S.D.=0.57).

Table 5 Average and standard deviations on Chinese Sangha leaders in the new normal of confidence

Confidence	\bar{X}	S.D.	Priority	Order
1. High maturity in problem solving	4.44	0.58	Highest	2
2. Fair management	4.40	0.66	Highest	4
3. The leadership's administration made him feel connected to the temple.	4.41	0.67	Highest	3
4. The leadership has made you dedicate your work to the temple.	4.39	0.65	Highest	5
5. Leaders can solve problems, can lead a team of monks through crises.	4.48	0.66	Highest	1
Combine	4.42	0.42	Highest	

According to Table 5, Chinese Sangha leaders in the new normal of confidence, as a whole, are highest important ($\bar{X}=4.42$, S.D.=0.42). On a case-by-case basis, it was found that the most average point is that the leader can solve the problem and can lead the monks through the crisis ($\bar{X}=4.48$, S.D.=0.66) And the least average is that the leadership makes you dedicate your work to measure ($\bar{X}=4.39$, S.D.=0.65).

The findings are summarized as follows: Chinese Sangha leadership level in the new normal. Overall, it is highest. On a case-by-case basis, it was found that the budget It has the highest average. The second is organizational goals, confidence and risk management.

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