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Factors affecting the performance of personnel in the Visual Arts and Design program at the Doctor of Philosophy, Faculty of Fine Arts, Suan Sunandha Rajabhat University

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Abstract

From the analysis of problems and obstacles affecting work in the research process. Resulting in education research research on managing the research process in the Doctor of Philosophy program Department of Visual Arts and Design Suan Sunandha Rajabhat University. The objective is to develop guidelines for efficient research work and reduce work time. Using qualitative research and applied research methods, from collecting data from a survey of academic documents of students in the course, studying the basic principles of academic documents, recording the results of research writing and articles throughout the process. The results of the research found that developing a systematic research process reduces problems and obstacles and can increase the efficiency of research work. And reduce the time of work As a result, the quality of the work meets the standards set by the Doctor of Philosophy program. Department of Visual Arts and Design Suan Sunandha Rajabhat University has set. Suggestions from case studies In each section of work, you should plan and determine the duration of work. It should also be completed within the specified time period. So that there will be no delays and it will be completed according to the planned plan. You should study and research current information to be consistent with academic standards. And it is beneficial for international students who will come to study.

Keywords: Management, Process, Research process

1. Introduction

The research process is an important capacity building activity in developing human resources and organizations to have up-to-date knowledge. Able to apply knowledge with confidence. Systematic research management is considered the foundation of the process that can develop organizations to progress and reduce the time of work if there is a quality management plan. (Machek, 2022)

Currently, the liberalization of education has resulted in a large number of international students studying in the Ph.D. program in Visual Arts and Design at Suan Sunandha Rajabhat University, with an increasing trend every year. The number of international students has a direct impact on the work of the unit because the number of students' documents must be managed while the number of staff remains the same. Therefore, the student research management process is very important in order to meet the graduation criteria of the university.

This research aims to develop a research process management guideline for the Doctor of Philosophy Program in Visual Arts and Design, Suan Sunandha Rajabhat University. Including solving problems and developing the quality of research work in order to improve the research operation mechanism to be of quality, efficient, reduce the time spent on work and cover the workload of practitioners more.

2. Research Objective

To develop guidelines for conducting research effectively and reduce the time required for conducting research.

3. Research Methodology

In this research, the researcher surveyed academic documents and processes related to document management systems within the organization. A pattern for organizing academic document data by using stratified random sampling from a population with different characteristics so that the sample can be referenced to the population.

Table 1: A model of factors affecting the delay of graduation of graduate students

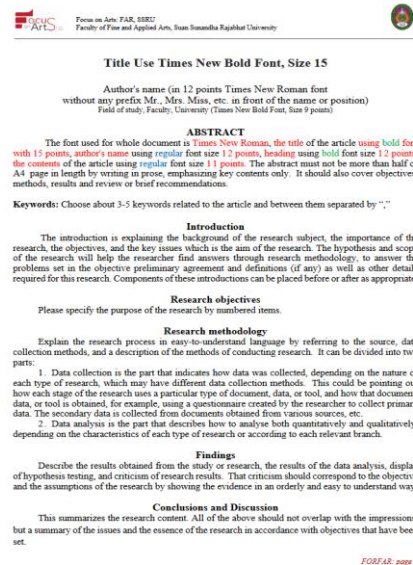
Independent variables: personal factors	Dependent variables affecting delayed graduation
1. Gender	1. In terms of teaching and learning
2. Age	2. Thesis preparation aspect
3. Status	3. Thesis advisor side
4. Level of education, course studied	4. Regulations/Rules/Guidelines
5. Average monthly income	5. Factors related to learners
6. Occupation	

Source: Inoonchot, C. (2020)

The qualitative research method was used through descriptive analysis, with the following research instruments:

3.1 The tools used in qualitative research include literature reviews from sources such as documents on internal and external research at the university. Unstructured survey and observation, where researcher collects relevant data through searching, reviewing, analyzing, separating and synthesizing. Including surveys and observations of current situations from workloads and academic research of students in the Visual Arts and Design program, Suan Sunandha Rajabhat University.

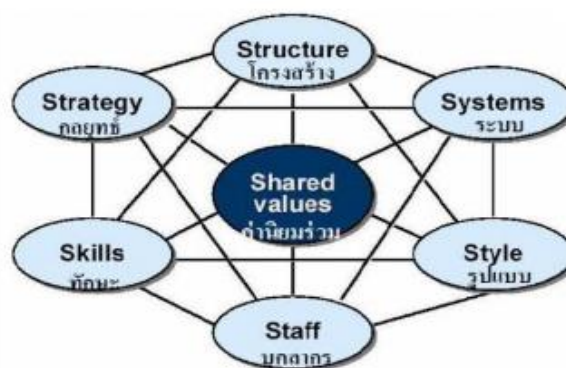
Figure 1: Components of a published thesis article



Source: Doctor of Philosophy Program in Visual Arts and Design

3.2 Finding quality tools, extracting lessons through knowledge management systematically, with quality, verifiable and in accordance with the standards set by the university. (Registrar and Consent Office, Suan Sunandha Rajabhat University, 2024)

Figure 2: 7S Framework of McKinsey



Source: Faculty of Engineering, King Mongkut's University of Technology North Bangkok

From the picture, it can be seen that all 7 variables of the 7S Framework of Mckinsey are related to each other and are interconnected. Therefore, organizational excellence arises from the interrelationship of all variables, and managers must pay attention to all variables. (Busaraporn, 2003)

4. Research Result

From the study of factors affecting delayed graduation. The documents that affect the research process in the curriculum, the development of work efficiency and concepts, theories about efficiency to data analysis, research process management of the Doctor of Philosophy Program in Visual Arts and Design, Suan Sunandha Rajabhat University.

The research results found that from the problem of managing the research process of the Doctor of Philosophy Program in Visual Arts and Design, Suan Sunandha Rajabhat University. Reflecting the effectiveness of graduate students' graduation depends on many related factors from the above situation. The researcher studied and developed a research process management model that affects the performance and graduation of doctoral students by applying the knowledge to determine guidelines for managing the research document management process of students in the program. To manage documents in accordance with the time frame specified by the course in order to develop potential more appropriately and efficiently.

In order for operations to achieve the goals or objectives set by the organization, the research management process was found to be consistent with the following factors:

1. Quantity of Work
2. Quality of Work
3. Job Knowledge
4. Quality of Personal
5. Cooperativeness
6. Dependability
7. Creativity

This research has developed a research process management guideline for the Doctor of Philosophy Program in Visual Arts and Design at Suan Sunandha Rajabhat University. Including solving problems and developing the quality of research work in order to improve the research operation mechanism to be of quality, efficient, reduce the time spent on work and cover the workload of practitioners more.

5. Conclusion

Research Process Management in the Doctor of Philosophy Program Department of Visual Arts and Design Suan Sunandha Rajabhat University that affects factors that make students at the Ph.D. Graduating later than standard Main factors regarding thesis preparation Thesis advisor and factors related to students This is caused by the process of making a thesis, each step of which takes a long time. The process of preparing a thesis and submitting various documents There are complicated steps. There are changes to the process and uncertain operating criteria. Resulting in a delay in operating time that is not as planned. Affecting the next work process Therefore, there must be continuous management and planning of the process in order to achieve maximum efficiency in the organization and students.

6. Discussion

6.1 From the research objectives, it was found that the guidelines for managing the research process under the Doctor of Philosophy Program in Visual Arts and Design at Suan Sunandha Rajabhat University. This enables international students (Chinese) to effectively adapt to the curriculum and understand the research process under the Doctor of Philosophy Program in Visual Arts and Design. It can greatly reduce the working time of faculty and support staff. There may be some parts that need to be improved and further developed to increase the efficiency of work in a comprehensive manner.

6.2 The research results are also consistent with the research of Meng Zhang and Suttipong Boonphadung (2024). With the gradual formation of a new pattern of China's opening up to the outside world in the new era and the promulgation of major initiatives such as "One Belt, One Road", countries around the world are paying more and more attention to Chinese culture and language. Thailand is an important node country on the "Belt and Road" and one of the most representative countries with a boom in learning Chinese. However, there are varying degrees of problems that need to be resolved in terms of management, curriculum, and teachers. The professionalism of Chinese teachers in Thailand needs to be improved, classroom student management is chaotic, there is a lack of curriculum standards, the content of teaching materials needs to be improved, and the welfare of Chinese teachers in Thailand is unsatisfactory. (Zhang & Boonphadung, 2024)

7. Acknowledgment

We would like to thank all sources of information and information providers who have contributed to providing knowledge that can be used in this research.

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