

STAFF'S PARTICIPATION IN STRATEGIC PLANNING OF FACULTY OF SCIENCE AND TECHNOLOGY SUAN SUNANDHA RAJABHAT UNIVERSITY.

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ABSTRACT

The research about staff's participation in the strategic planning of Faculty of Science and Technology, Suan Sunandha Rajabhat University. The objective was to study levels of staff's participation in strategic planning and compare levels of staff's participation in strategic planning to gender, age and education. The sample was 107 staff in Faculty of Science and Technology by simple random sampling. The questionnaires were used to collect data and analyze by percentage, mean (\bar{x}), standard deviation (S.D.), Independent sample t-test, and One-way ANOVA. The statistical significance is at .05.

The result shows that staff most of them are female, age between 31-40 years old, have a bachelor's degree. The level of staff's participation both overall and each aspect, the found that participation in decision making, participation in evaluation participation in implementation and the participation in benefits respectively were on averagely level. The relationship between staff's participation with gender, age and education were no significant differences at .05 levels

Keywords: Participation, Staff's Participation, Strategic plan

INTRODUCTION

Nowadays, Thailand has been facing with other rapid changes. Therefore, Thailand needs a comprehensive strategic plan that will help steer national development on sustainability. The key Strategy is Human Capital Development and Strengthening aims to develop Thai people of all ages in a multidimensional manner to become good, skillful, and quality citizens. The Strategy on Human Capital Development and Strengthening has Indicators include: 1) development of Thai people's quality of life and well-being, 2) study and lifelong learning results and 3) development of Thai society and families. The Strategy on Human Capital Development and Strengthening has key development guidelines [1]. The Faculty of Science and Technology is education institutions of the State made five-year Strategic planning and the annual action plan are tools set to determine the direction of operation of the organization that emphasizes the achievement of the work and managing the organization with high-performance and checks the achievement of work [2]. Provide opportunities for staff and related parties to participate in reviewing the vision or strategic plan Inquire about needs Faculty potential analysis prioritizing developmental issues defining development guidelines listening to opinions and monitoring and evaluating the implementation of the development plan This is so that the development plan reflects and responds to needs and can solve problems directly [3]. The Faculty assigns responsible persons for each activity and indicators for efficiency and effectiveness of their implementation. Including the report of the work done in a timely, accurate and complete information [4].

The researcher is interested in the study staff's participation in the Strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University. To study the participation level of staff, comparison by personnel factors and analysis relationship participation in each aspect to improve the operations work.

OBJECTIVES

The purposes of this research are:

- 1) To study the level of staff's participation in strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University.
- 2) To study the comparison of the level of staff's participation in strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University, classified by personnel factors.
- 3) To study the relationship of participation aspect in strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University.

METHODOLOGY

The population used in the research was staff 146 people of the Faculty of Science and Technology, Suan Sunandha Rajabhat University. Analysis and design are sample 107 people by using calculating the sample size method of Taro Yamane.

This tool collects data of the research by questionnaire on staff's participation in strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University.

DATA ANALYSIS

The questionnaires were analyzed statistically using a computer statistical software package to formulate the statistics. The descriptive statistics were used to explain the level of staff participation in the strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University. In addition, the inferential statistics were used to Independent sample t-test, and One-way ANOVA were used for comparing the level of staff's participation aspect and determine the relationship between personnel factors and participation in the strategic planning by Pearson's correlation (r).

RESULTS

This research a study is about the participation of staff in the Strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University, the result is as follow:

Table I. Mean and standard deviation of participation level of staff in the strategic planning of faculty of science and technology in decision making aspect.

Participation in decision making	The level of Participation		
	\bar{x}	S.D.	Interpretation
1) You are involved in the formulation of a strategy, vision, mission for the strategic planning.	2.51	.502	average
2) You are involved in determining the main points to achieve the goals in strategic planning.	2.54	.500	average

Participation in decision making	The level of Participation		
	\bar{x}	S.D.	Interpretation
3) You are involved in the proposal of the project plan, strategic planning activities.	2.53	.501	average
Overall	2.52	.475	average

Table I shows the mean and standard deviation of the participation level of staff in the Strategic planning of the Faculty of Science and Technology in the decision making aspect. The results found that participation of staff in the decision making in Strategic planning of Faculty was at an average in each item and overall.

Table II. Mean and standard deviation of participation level of staff in the strategic planning of faculty of science and technology in implementation aspect.

Participation in Implementation	The level of Participation		
	\bar{x}	S.D.	Interpretation
1) You are involved in the committee for the preparation of the strategic plan.	2.40	.511	average
2) You are involved as a working group under the strategic plan.	2.44	.499	average
3) You are involved in the SWOT Analysis of the Faculty.	2.47	.501	average
4) You are involved in the implementation of the activity program to achieve the goals of strategic planning.	2.46	.501	average
Overall	2.44	.438	average

Table II shows the mean and standard deviation of the participation level of staff in the Strategic planning of the Faculty of Science and Technology in the Implementation aspect. The results found that participation of staff in the Implementation in Strategic planning of Faculty was at an average in each item and overall.

Table III. Mean and standard deviation of participation level of staff in the strategic planning of faculty of science and technology in benefit aspect.

Participation in Benefit	The level of Participation		
	\bar{x}	S.D.	Interpretation
1) You benefit from basic projects such as information technology improvement projects and environmentally friendly landscaping projects etc.	2.45	.500	average
2) You are benefited from a collaborative network project, such as a cooperation project with an international network and cooperation programs with domestic networks etc.	2.46	.501	average

Participation in Benefit	The level of Participation		
	\bar{x}	S.D.	Interpretation
3) You are involved in using the resources available under the project activities in the annual strategic plan that are cost-effective and most useful	2.42	.495	average
Overall	2.44	.451	average

Table III shows the mean and standard deviation of the participation level of staff in the Strategic planning of the Faculty of Science and Technology in the Benefit aspect. The results found that participation of staff in the Benefit in Strategic planning of Faculty was at an average in each item and overall.

Table IV. Mean and standard deviation of participation level of staff in the strategic planning of faculty of science and technology in evaluation aspect.

Participation in Evaluation	The level of Participation		
	\bar{x}	S.D.	Interpretation
1) You are involved in the committee to monitor and evaluate the strategic plan.	2.56	.548	average
2) You are involved in monitoring the implementation of the project, activities that meet the strategic plan.	2.44	.565	average
3) You are involved in finding solutions to problems of the follow-up evaluation.	2.46	.500	average
Overall	2.48	.469	average

Table IV shows the mean and standard deviation of the participation level of staff in the Strategic planning of the Faculty of Science and Technology in the Evaluation aspect. The results found that participation of staff in the Evaluation in Strategic planning of Faculty was at an average in each item and overall.

Table V. The relationship between participation levels of staff in the strategic planning by personnel factors (gender).

Participation in the Strategic planning	Gender	\bar{x}	S.D.	t	P-value
1) Decision making aspect.	Male	2.50	.478	-.335	.738
	Female	2.53	.477		
2) Implementation aspect.	Male	2.51	.427	1.01	.311
	Female	2.42	.441		
3) Benefit aspect.	Male	2.45	.467	.044	.965
	Female	2.44	.447		
4) Evaluation aspect.	Male	2.65	.512	2.44	.016
	Female	2.41	.435		
Overall	Male	2.53	.359	.994	.323
	Female	2.45	.359		

Table V Show analysis relationship between participation levels of staff in the Strategic planning by personnel factors (gender) is found that there is no relationship at 0.05 significant level with p-values of .738, .311, .965, .016 and .323 respectively.

Table VI. The relationship between participation levels of staff in the strategic planning by personnel factors (age).

Participation in the Strategic planning	Under 30 years old		31 of 40 years old		41 of 50 years old		Up 50 years old		F	P-value
	\bar{x}	S.D.	\bar{x}	S.D.	\bar{x}	S.D.	\bar{x}	S.D.		
1) Decision making aspect.	2.75	.500	2.53	.476	2.50	.577	2.50	.476	.309	.818
2) Implementation aspect.	2.50	.408	2.47	.440	2.43	.657	2.39	.425	.306	.821
3) Benefit aspect.	2.58	.419	2.45	.456	2.50	.577	2.41	.448	.224	.879
4) Evaluation aspect.	2.83	.192	2.46	.480	2.50	.577	2.47	.462	.775	.521
Overall	2.66	3.55	2.48	.374	2.48	.479	2.44	.330	.460	.711

Table VI Show analysis relationship between participation levels of staff in the Strategic planning by personnel factors (age) is found that there is no relationship at 0.05 significant level with p-values of .818, .821, .879, .521 and .711 respectively.

Table VII. The relationship between participation levels of staff in the strategic planning by personnel factors (education).

Participation in the Strategic planning	Bachelor degree		Master degree		Doctoral Degree		F	P-value
	\bar{x}	S.D.	\bar{x}	S.D.	\bar{x}	S.D.		
1) Decision making aspect.	2.58	.466	2.47	.486	2.48	.490	.644	.527
2) Implementation aspect.	2.44	.410	2.46	.466	2.43	.476	.059	.942
3) Benefit aspect.	2.43	.435	2.44	.453	2.48	.501	.091	.913
4) Evaluation aspect.	2.53	.507	2.47	.425	2.37	.440	.905	.408
Overall	2.50	.378	2.46	.332	2.44	.364	.205	.815

Table VII Show analysis relationship between participation levels of staff in Strategic planning by personnel factors (education). This found that there is no relationship at 0.05 significant level with p-values of .527, .942, .913, .408 and .815 respectively.

Table VIII. The relationship between participation levels of staff in planning by participation in each aspect.

Participation in the Strategic planning	Decision making aspect.	Implementat ion aspect.	Benefit aspect.	Evaluation aspect.
1) Decision making aspect.	1	.616** (.000)	.673** (.000)	.294** (.002)
2) Implementation aspect.		1	.626** (.000)	.094 (.335)
3) Benefit aspect.			1	.086 (.381)
4) Evaluation aspect.				1

Table VIII Show analysis relationship between participation levels of staff in Strategic planning by participation in each aspect. This found that participation in decision making aspect relationship implementation aspect, benefit aspect and evaluation aspect with p-value of .000, .000 and .000 respectively at 0.01 significant level.

CONCLUSION

Based on the finding of this research, the findings in the participation of staff in the Strategic planning of the Faculty of Science and Technology, Suan Sunandha Rajabhat University. The result found that participation in each aspect and overall was at an average consistent with the concept of [5] found that opinion level on participation on people in the strategic plan was at an average in each aspect and overall.

The findings of the relationship between participation levels of staff in Strategic planning by personnel factors. The result found that gender, age and education of staff there are not affected relationships participation level in the Strategic planning of the Faculty of Science and, Suan Sunandha Rajabhat University at 0.05 significant level, consistent with the resulting research of [6] found that age and education there are not relationships participation in committee of community. In addition, the relationship between participation levels of staff in Strategic planning with participation in each aspect. The result found that participation in decision making, Implementation, Benefit and Evaluation there are relationships at 0.01 significant level, consistent with the concept of Cohen and Uphoff [7].

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