

# Scope of Curriculum/Program Public Administration in Thailand



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Received Aug 6, 2018; Revised Jun 28, 2019; Accepted Jul 10, 2019

## ABSTRACT

The curriculum / program of public administration in Thailand, according to the announcement of the Ministry of Education regarding standards for undergraduate and graduate qualifications Department of Public Administration, 2015, which has defined important content in the curriculum and program of Public Administration by all higher education institutions have to develop or improve curriculum and program, both undergraduate and graduate levels within the academic year 2016. Which all program of public administration, which are offered in Thailand in the academic year 2016, much 5 knowledge as (1) Knowledge groups in Organization and Management, (2) groups in Public Policy, (3) groups in Human Resource Management, (4) groups in Public Administration Theory and (5) Knowledge groups in Public Finance and budgeting.

**Keywords:** Curriculum / Program, Develop, Public Administration

## Introduction

Determination of content in the curriculum and program of public administration in Thailand, according to the announcement of the Ministry of Education regarding standards for undergraduate and graduate qualifications Department of Public Administration, 2015<sup>1</sup>, which has defined important content in the curriculum and program of Public Administration by all higher education institutions have to develop or improve curriculum and program, both undergraduate and graduate levels within the academic year 2016. So that, all program of public administration, which are offered in Thailand in the academic year 2016, much 5 knowledge as follows.

- 1) Knowledge groups in Organization and Management
- 2) Knowledge groups in Public Policy
- 3) Knowledge groups in Human Resource Management
- 4) Knowledge groups in Public Administration Theory
- 5) Knowledge groups in Public Finance and budgeting

## With the scope and essence of various knowledge groups, with the following details

### 1. Group of Knowledge on Organization and Management

It is a comprehensive subject matter about the organization, whether it is the organization's formation, the structure of the organization's command line either public, private or non-government organizations, both public and private sectors organization design. This group also covers the study of human behavior in the organization of organizational development. Public administration techniques and management procurement management, quality management, knowledge management and learning organization internal control and audit risk management leadership and teamwork and management innovation. *Example*, Course of Organizational and Public Administrational Management, for course description of Organization and Management: Study about the meaning and importance of the organization and management, management environment Public management, mechanism to development

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<sup>1</sup>Ministry of Education regarding standards for undergraduate and graduate qualifications Department of Public Administration, 2015.

of organizational behavior and organizational structure management Government Organization Design and the process to administration of government organizations.

For group of knowledge on organization and management, there is a relationship with learning standards in each area as follows.

### ***1.1 Morality and ethics***

Group of courses aim to promote public administration to be transparent, fair, and reduce risks within the organization. Cultivate morality and ethics in public administration which is creating moral and ethical values for learners and can be applied in administration within the organization.

### ***1.2 knowledges***

Group of courses will enable learners to understand the principles of organizing both government and other sectors, administration and development as well as understanding the behavior of the organization members, which will result in students can apply these principles to the organization's management, both in solving problems that occur in the organization as well as creating innovation in organizational management.

### ***1.3 Cognitive skills***

Group of courses will enable learners to understand the principles of organizing the entire government and other sectors Management and development as well as understanding the behavior of the organization members which will allow the learner to apply such principles to analyze synthesize complex situations in the organization as well as being able to apply knowledge to research to create management innovation.

### ***1.4 Interpersonal Skills and Responsibility***

Group of courses will make the learners understand the relationships of Individuals within the organization, both government and other sectors. Individual expression behavior enables learners to develop their relationships with colleagues., adapt to society and can develop leadership.

### ***1.5 Analytical, Communication Skills and use of information technology***

Group of courses will enable students to choose information technology in organizational communication with individual groups. Including being able to select various statistics of the organization to analyze and present appropriately

## **2. Group of Public Policy**

As comprehensive course matter about public policy processes Public choice, education and analysis of various public policies, public policy implementation Analysis and evaluation of the feasibility of public projects Public project preparation, planning and management of public projects and analyzing and evaluating the impact of public projects.

*Example, Public Policy and Planning :* Study concepts and theories about public policy and planning types and methods of government policy formulation The influence of the environment on the policy Implementing policies to be defined as plans and projects Techniques and principles of planning Factors affecting policy formulation Bureaucratic interest groups and case studies by emphasizing public policy and planning in Thailand.

**By Group in Public policy**, there is a relationship with learning standards in each area as follows.

### ***2.1 Morality and ethics***

Group of course allow learners to understand the nature and processes of public policy. The decision to choose public policy that benefits the people and most society, therefore will instill in students a responsibility to society be aware of the benefits that will be raised to the public.

### ***2.2 Knowledge***

Group of course will enable learners to understand the principles and processes of public policy. Methods of study, analysis, monitoring and evaluation of various public policies and projects Resulting in learners can apply principles to explain policies and public projects that occur in society, as well as suggest alternative policies and public projects that lead to innovation in public administration.

### ***2.3 Cognitive skills***

Group of course will enable students to understand the principles and processes of public policy, education and analysis of various public policies. Public choice, analysis and evaluation of project feasibility Project writing Project planning and management, project impact analysis and evaluation as a result, learners can apply these principles to analyze, synthesize policies and public projects that occur in both Thai and foreign societies. As well as being able to bring Such knowledge can be researched to create innovation in public administration.

### ***2.4 Skills to interpersonal relationships and responsibilities***

Group of course will make the learners understand the relationships of individuals and groups of people in the context of public policy Negotiation in choosing policy options allowing learners to understand the principles of negotiation and reasoning, assemble and express critical opinions on the concepts and theories of public policy.

### ***2.5 Analysis skills, Communication and use of information technology***

Group of course will enable students to analyze problems of social needs. evaluate the impact of various policy options Determining alternative public policy options on empirical evidence to present with various groups appropriately.

## **3. Group of Human Resource Management**

As comprehensive course on human resource planning in the human resource management organization in the organization human resource development in the organization Wage management, salary and other benefits, performance evaluation and performance management, welfare management recreation and employee relations government human resource management law and conflict management in the organization. The organization, including government organizations, private sector or nongovernment organizations and private sectors. *Example*, Human Resource Management in Public: The evolution of human resource management concepts and theories, the analysis of human resource, human resource planning, Recruitment and selection process. Human resource development, Wage management, compensation and benefits, evaluation of labor performance, the position, appointment, and promotion, organization of central government administration, Discipline and ethics of public servant in government organization, discharging government employee, the trends and challenges of human resource management in the future.

**For Group in Human Resource Management**, there is a relationship with learning standards in each area as follows.

### ***3.1 Morality and ethics***

Group of course focus on resource planning and development. Human in the organization which includes rewarding and fair punishment fair payroll management evaluation and management of fair performance Which will create values and promote morality and ethics for learners.

### ***3.2 Knowledge***

Group of course will help learners understand the principles and processes of management and human resource development in the organization. Enabling learners to understand and apply the principles in the work Human resources As well as leading to the creation of innovation in human resource management in the organization

### ***3.3 Cognitive Skills***

Group of course will enable learners to understand the principles of management processes and Human resource development in the organization, by applying such principles in various situations Including solving problems related to personnel of the organization.

### ***3.4 Skills to interpersonal relationships and responsibilities***

Group of course will make the learners Understand employee relations management and conflict management. Enabling students to apply to adjust to work.

### ***3.5 Analysis skills Communication and use of information technology***

Group of course will enable learners to apply quantitative methods and concepts to analyze the needs of Personnel and organizational needs to guide the planning and management of human resources in the organization and communicate with other people appropriately.

## **4. Knowledge Groups in Public Administrative Theory**

As comprehensive course matter about the theory of public administration political philosophy Political, economic and social knowledge at the national level Regional and international levels, public law, concepts and theories of public administration public finance and finance Research methodology in public administration community enterprise management introduction to being entrepreneurs and public service arrangements economic dimensions and government administration Marketing for Public Administration strategic management, new public administration preparation and delivery public service, governance, ethics, management government and local administration. *Example*, Public Administration Theories: Study concept and theories of public administration and development, theories and approaches since the classic to modern era. Management of the environment, Management of public policy, Management processes such as planning and organization, Personnel Management reporting, budgeting administrative behavior, and the responsibility of government.

**By Group in Public Administrative Concepts and Theories**, there is a relationship with learning standards in each area as follows.

#### ***4.1 Morality and Ethics***

Group of course will enable students to understand concepts and principles of management. That is consistent with good governance Executive ethics which will allow students to be able to perform work according to good governance principles and being a leader with morality and ethics.

#### ***4.2 Knowledge***

Group of course will enable students to understand the principles and theories of political science and Public Administration, national political context regional and international levels, political philosophy, politics government management preparation and delivery of public services, local management which will lead to sustainable development Enabling learners to apply knowledge as mentioned in the work As well as leading to the creation

#### ***4.3 Cognitive Skills***

Group of course will enable students to understand the principles and theories of political science and public administration national political context Regional and international levels, political philosophy, politics government management preparation and delivery of public services Local management Which will lead to sustainable development enabling students to apply in their work, focusing on analyzing and synthesizing problems that arise on the principles of public administration Which leads to the creation of public administration innovation.

#### ***4.4 Skills to interpersonal relationships and responsibilities***

Group of course will focus on Government administration Preparation and delivery of public services Local management Which requires listening to the opinions and needs of people in the community and local Enabling learners to have communication skills Coordination and learning to be socially responsible as well as being able to offer opinions in various situations appropriately.

#### ***4.5 Analysis Skills Communication and use of Information Technology***

Group of course especially in the subject of public administration research methods, can help students analyze problems Find solutions to problems systematically by using empirical evidence and methods statistics in the presentation, explaining and selecting

appropriate communication tools for public administration n of public administration innovation.

## **5. Knowledge Groups in Public Finance and Budgeting**

As comprehensive course matter about administration, finance and government budget in both the central and local areas Financial resource management Investment analysis, government entrepreneurship Financial management of government organizations Government revenue management Government expenditure management, finance and local budgets Income management and local expenditure Local community economy. *Example*, Fiscal and Budget Administration : Study of Definition, Background, Concepts and Policies on Finance and Budget, Fiscal Policy State monetary policy, tax system Government revenue and expenditure, public debt Thailand budget system Policies and procedures Budgeting Techniques and budget analysis Local finance, financial system reform Government-to-electronic finance (GFMIS), budget and fiscal problems of the country. By Higher education institutions may add other knowledge groups, in order to be consistent with the education policy and the university's identity.

**For Groups in Public Finance and Budgeting**, there are relationship with learning standards In each aspect as follows Is a group of subjects that cover the administration of finance and government budgets Financial resource management Investment analysis being a government entrepreneur Financial management of government organizations Government revenue management Government expenditure management, fiscal and budget risk management finance and local budgets Income management and local expenditure Local community economy, etc.

### **5.1 Morality and ethics**

Group of course will enable students to have a better understanding of fiscal and budget management at the national and local levels Fiscal and budget transparency Fiscal and budget risks Which results in learners becoming aware of transparent operations, checking and creating awareness of fiscal responsibility and increasing budgets.

### **5.2 Knowledge**

Group of course will enable learners to understand the principles of fiscal and budget management. Investment statement analysis revenue management and government expenditure Will be useful for students to be able to apply to work and the financial system of the organization to work.



### ***5.3 Cognitive Skills***

Group of course will enable learners to understand the principles of fiscal management and budget, analysis of investment statements. Revenue management and government expenditure allowing learners to understand, explain, analyze, synthesize the fiscal and budgetary situations that occur, as well as suggest fiscal and budgetary options that are appropriate for the economic and social systems at the national, regional and international levels.

### ***5.4 Skills to interpersonal relationships and responsibilities***

Group of course will make the learners Able to communicate and convey fiscal and budget stories to the public And related persons Correctly according to academic principles As well as listening to comments and comments about the fiscal situation And budget appropriately

### ***5.5 Analysis skills Communication and use of information technology***

Group of course will enable students to analyze various economic numbers. To explain the situation Fiscal and appropriate budget as well as presenting analytical results in order to predict and present alternatives Finance on empirical evidence.

## **6. Graduate level (Master, Ph.D.)**

Content of Graduate level, determination of content, essence of a particular professional category Considering the literature review About international standards for public administration professionals Brainstorming From experts in public administration Brainstorming from curriculum administrators Instructors responsible for the curriculum of the public administration curriculum throughout the country, both undergraduate and graduate levels, as well as brainstorming opinions from graduate students in the public administration. Which reflects the knowledge which represents the identity of the public administration curriculum in total of 5 knowledge, namely. By the scope and essence of knowledge body groups, with the following details

### ***6.1 Group in knowledge on organization and management***

As course group that are comprehensive about the organization, whether it is the occurrence of the organization, the structure of the organization's command line whether the organization is a government organization, a private sector, or a nongovernmental and private organization, organization design. This course group also covers study of human

behavior in the organization, organization development public administration techniques and management parcel management quality management Knowledge management and learning organization, control and internal audit risk management leadership and teamwork and management innovation, etc.

*Example*, Course description of Organization and Management Theory: Study the theories and important concepts of the organization and management Development of organizational and management theories in various periods Up until now Organization of various methods In applying knowledge about the organization to reality Criteria for analyzing important organizational variables such as organizational direction Organizational mechanisms, decision-making systems and policy processes the organization of academic administration in public administration Case study Modern organization management Presenting the current form of desirable organization Case study of the organization of Buddhism.

## ***6.2 Group in Public policy***

As course group that cover the process of public policy, education and analysis of various public policies analysis and evaluation of project feasibility project planning and management public choice Project impact analysis, etc.

*Example*, Public policy refers to the laws and regulations created by governmental bodies to address issues of the public good. The issues can be economic, social and political in nature and exist on a local, national or international level. The study of public policy looks at all components of the process as well as how policies change over time with the impact of technology, societal changes and more. Public policy course programs include many related social science disciplines including political science, sociology, globalization, economics and law. Course times and locations are subject to change. Always check Explore Courses for the most updated information. Courses taught in the Public Policy Program are covered by a set of course management policies, laid out in this document. Students are responsible for knowing and abiding by these course policies.

## ***6.3 Group in Human Resource Management***

As comprehensive group of human resource management, human resource development strategic Human Resource Management wage and salary management, performance management and evaluation welfare services recreation and employee relations law about government human capital management conflict management, etc.

*Example*, Human Resources Development (HRD), the primary role of human resources development (HRD) in the organization to help people and organizations effectively manage change. This highly interactive course focuses on strategies for assessing, designing, and implementing training and organizational development efforts that positively impact the performance of the individual and the work group. The course also provides an overview of change interventions, including training and staff development; succession planning and performance management; factors that influence HRD; the consulting role and skills of the HRD professional, including facilitation and group dynamics; and the trends in HRD, such as human performance technology and the work out process model. So that, Human Resources Management (HRM), this course provides an overview of and introduction to the basic human resources management (HRM) functions: employment, employee relations, training and development, compensation, benefits, and human resources information systems (HRIS). Topics include the various aspects of designing and structuring an HRM/personnel department, the history and future of HRM, the changing nature of work, the relationships of HRM functions, the current legal environment in which HRM operates, sources for obtaining answers to most operational HRM problems, and an exploration of HRM as a career.

#### ***6.4 Group in Public Administrative Theory***

As a comprehensive group of theories of public administration. Political philosophy Political knowledge Economy and society at the national level Regional and international levels, public law, concepts and theories of public administration Public finance and finance Research methodology in public administration Community enterprise management Introduction to being Entrepreneurs and public service arrangements Economic dimensions and government administration Marketing for Public Administration Strategic management, new public administration Preparation and delivery Public service, governance, ethics, management Government and local administration.

*Example*, Public Administration Theory is the amalgamation of history, organizational theory, social theory, political theory and related studies focused on the meanings, structures and functions of public service in all its forms. It often recounts major historical foundations for the study of bureaucracy as well as epistemological issues associated with public service as a profession and as an academic field. Generally speaking, there are three different common approaches to understanding public administration: Classical Public Administration Theory, New Public Management Theory, and Postmodern Public Administration Theory, offering different perspectives of how an administrator practices public administration.

Theoretical base for the field of public administration and management. The theoretical frameworks discussed in this module aim at providing candidates with a sense of coherence and connectedness among other modules in the program.

### ***6.5 Public Finance and Budgeting***

As course group at that cover the administration of finance and government budgets financial resource management investment analysis being a government entrepreneur, financial management of government organizations Government revenue management Government expenditure management risk management finance and budget finance and local budgets Income management and local expenditure local community economy, which Higher Education Institutions may add other knowledge groups, in order to comply with the educational policy, identity and or identity of the institution.

*Example*, the Public Finance and Budgeting concentration is appropriate for students who are interested in how the allocation, control, and management of financial resources shape public policy and management. This area is intended to provide students with a foundation for positions in state and local budget offices, credit rating agencies, state and local performance auditing, legislative fiscal research, as well as within the financial management function of nonprofit organizations. Students interested in the financial aspects of a particular policy or service are encouraged to consider the area. Coursework in this area focuses on the specialized analytic tools used by financial management professionals, stylized knowledge of resource allocation and control processes, and effective communication of this esoteric knowledge to the non-financial audience. Topics may include capital budgeting and finance; debt management; budget process, politics, and strategies; tax structures and their implications; financial risk management tools; advanced accounting and auditing; financing pensions and other postemployment benefits; cash management; financial condition analysis; debt management; project finance concepts; and cost allocation methods, among others. So that, Applied Cost Benefit Analysis, Managing Public Grants and Contracts, Advanced Budgeting in the Public Sector, Public Sector Financing, Development Practice: Financial Inclusion and Poverty Reduction, Nonprofit Financial Management, and Financial Modeling for the Public Sector.

### 3. Conclusion

Determination of content in the curriculum or program of public administration in Thailand, according to the announcement of the Ministry of Education regarding standards for undergraduate and graduate qualifications Department of Public Administration, 2015, which has defined important content in the curriculum and program of Public Administration by all higher education institutions have to develop or improve curriculum and program, both undergraduate and graduate levels within the academic year 2016. So that, determination of content, essence of a particular professional category Considering the literature review about international standards for public administration professionals brainstorming from experts in public administration Brainstorming from curriculum administrators Instructors responsible for the curriculum of the public administration curriculum throughout the country, both undergraduate and graduate levels, as well as brainstorming opinions from graduate students in the public administration. Which reflects the knowledge which represents the identity of the public administration curriculum in total of 5 knowledge as follows; (1) Knowledge groups in organization and management (2 ) Knowledge groups in public policy (3 ) Knowledge groups in human resource management (4) Knowledge groups in public administration theory and (5) Knowledge groups in public finance and budgeting.

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