

การประยุกต์ใช้หลักการบริหารนิยธรรมเพื่อการจัดการสภาองค์กรชุมชนเข้มแข็ง
ในจังหวัดระยอง

APPLICATION OF APARIHĀNIYADHAMMA FOR COMMUNITY COUNCIL
STRENGTHENING MANAGEMENT IN RAYONG PROVINCE

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บทคัดย่อ

บทความนี้มีวัตถุประสงค์ 3 ประการคือ 1. เพื่อศึกษาบริบททั่วไปของสภาองค์กรชุมชนจังหวัดระยอง 2. เพื่อศึกษาปัจจัยที่ส่งผลต่อการจัดการสภาองค์กรชุมชนเข้มแข็งจังหวัดระยอง และ 3. เพื่อเสนอแนวทางการประยุกต์ใช้หลักการบริหารนิยธรรมสนับสนุนการจัดการสภาองค์กรชุมชนเข้มแข็งในจังหวัดระยอง

ระเบียบวิธีวิจัยเป็นแบบผสมวิธี การวิจัยเชิงคุณภาพเก็บข้อมูลจากผู้ให้ข้อมูลสำคัญจำนวน 20 คน และการสนทนากลุ่มกับผู้ทรงคุณวุฒิที่มีความเชี่ยวชาญเรื่องสภาองค์กรชุมชน โดยใช้วิธีการเลือกแบบเจาะจงและวิเคราะห์โดยวิธีการวิเคราะห์เนื้อหาเชิงพรรณนา

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การวิจัยเชิงปริมาณเก็บข้อมูลจากกลุ่มตัวอย่างคือประชาชนในจังหวัดระยอง จำนวน 400 คน ซึ่งสุ่มโดยใช้สูตรของทาร์โล ยามาเน่ จากประชากรจำนวน 700,223 คน เครื่องมือที่ใช้ในการเก็บรวบรวมข้อมูลคือแบบสอบถาม มีค่าความเชื่อมั่นทั้งฉบับเท่ากับ 0.980 สถิติที่ใช้ในการวิเคราะห์ข้อมูล ได้แก่ ความถี่, ร้อยละ, ค่าเฉลี่ย และค่าเบี่ยงเบนมาตรฐาน

ผลการวิจัยพบว่า

1. บริบททั่วไปของสภาชุมชนในจังหวัดระยองมีการจัดกิจกรรมให้กับสมาชิกไม่แน่นอน และคนในชุมชนพึงพอใจมากที่สุดกับการมีส่วนร่วมการเลือกตั้ง แต่ควรจะพัฒนาเรื่องการแก้ปัญหาที่รวดเร็ว สภาองค์กรชุมชนจังหวัดระยองส่งเสริมการมีส่วนร่วมในการสร้างธรรมนูญชุมชนด้วยคนในชุมชน และภาครัฐให้ความร่วมมือในการศึกษาภูมิปัญญาท้องถิ่น การเกิดขึ้นของผู้นำตามธรรมชาติที่ไม่ได้มาจากการเลือกตั้ง แต่มาจากรู้ ความสามารถ และประสบการณ์ที่เป็นที่ยอมรับของคนในชุมชน ประชาชนชาวบ้านคือผู้ถ่ายทอดความรู้ ความสามารถ และประสบการณ์สู่คนในชุมชน เช่น วิถีชีวิต, วัฒนธรรมการทำอาหาร, การถนอมอาหาร, หรือการรักษาโรค ยาสมุนไพร เพื่อเป็นแนวทางในการดูแลสุขภาพที่เคยปฏิบัติตามกันมาในอดีต ปัญหาในชุมชนคือ คนในชุมชนให้ความสำคัญกับความรู้สมัยใหม่ ละเลยต่อภูมิปัญญาท้องถิ่นที่มีมาแต่อดีตซึ่งค่อยๆ จางหายไปจากสิ่งแวดล้อมและวิถีชีวิตของคนในชุมชน

2. ปัจจัยที่ส่งผลต่อการจัดการสภาชุมชนเข้มแข็งโดยทฤษฎี POSDCoRB อยู่ในระดับมาก 1) ด้านการวางแผน มีการวางแผนระยะสั้น ระยะยาว เชิงรุก และเชิงรับ 2) ด้านการจัดการ กำหนดหลักการบริหารและมีสายการบังคับบัญชาที่ชัดเจน 3) ด้านการบริหารบุคลากรสรรหาและคัดเลือกบุคลากรที่มีความรู้ ความสามารถ และมีทัศนคติที่ดี 4) ด้านการสั่งการ มีความเหมาะสม ยุติธรรม และสนับสนุนซึ่งกันและกัน 5) ด้านความร่วมมือ สร้างเครือข่ายการมีส่วนร่วมซึ่งกันและกัน 6) ด้านการรายงาน มีการบันทึกอย่างสม่ำเสมอและมีความซื่อสัตย์ และ 7) ด้านงบประมาณ ใช้จ่ายอย่างเพียงพอ คุ่มค่า และตรวจสอบได้

3. การประยุกต์ใช้หลักการบริหารนิยมในการสนับสนุนการจัดการสภาองค์กรชุมชนเข้มแข็งในจังหวัดระยองอยู่ในระดับมากที่สุด จำแนกตามรายด้านคือ 1) ด้านการวางแผน หมั่นประชุมอย่างสม่ำเสมอ พร้อมเพรียง กำหนดกฎระเบียบอย่างมีเหตุผล และเคารพผู้รู้ 2) ด้านการจัดการ กำหนดกฎเกณฑ์อย่างมีเหตุผล และเคารพในบทบาทของสตรี 3) ด้านการบริหารบุคลากร เคารพผู้ที่มีความรู้ ความสามารถ และให้โอกาสสตรีเพศ 4) ด้านการสั่งการ

กำหนดกฎเกณฑ์อย่างมีเหตุผล ส่งเสริมและรักษาวัฒนธรรมที่ดี ตลอดจนปกป้องพระพุทธศาสนา 5) ด้านความร่วมมือ หนุนประชุมอย่างสม่ำเสมอ พร้อมเพรียง ตลอดจนส่งเสริมและรักษาไว้ซึ่งวัฒนธรรมที่ดี 6) ด้านการรายงาน รายงานอย่างซื่อสัตย์ตามกฎระเบียบที่กำหนดไว้ 7) ด้านงบประมาณ คำนวณเหมาะสม เป็นการนำหลักธรรมทางพระพุทธศาสนามาประยุกต์ใช้ภายใต้ประเพณีดั้งเดิมซึ่งเป็นสิ่งที่อยู่คู่กับชุมชนมายาวนาน

คำสำคัญ : สมาชิกชุมชน, การจัดการความเข้มแข็ง, อปบริหานิยธรรม

ABSTRACT

The objectives of this research were 1. to study the general contexts of Rayong Community Council, 2. to study the factors affecting Rayong community council strengthening management, and 3. to propose the application of Aparihāṇiyadhamma supporting community council strengthening management in Rayong province.

Methodology was mixed method. The qualitative research was conducted by in-depth interviewing 20 keys informants and focus group discussion with 12 specialists who were the expert in community council which selected by purposive samplings and analyzed by using analytic induction technique. The quantitative research was conducted by the samples of 400 respondents who are the people in Rayong province selected by Taro Yamane's formula from the population 700,223 people. The tool used for data collection was questionnaire at reliability level all of copy is 0.980. Statistics used to analyze data were frequency, percentage, mean, and standard deviation.

The research findings were as followings:

1. The general contexts of community council in Rayong province was indefinite organized the activities for community members and the

people most satisfy the community council to participate in election but should be improved the problem solving quickly. The community council promotes the participation in the creation of the charter community by local people and the public sector collaborate to study local wisdom. The happening of natural leader who doesn't from election but acquire from the knowledge, abilities and experience to be recognized by the people. Village philosophers was communicated the knowledge, abilities and experience to the local people, such as the way of life, cooking culture, food preservation, or herbal medicine, to guideline for take care their health follow past. The problem is the people focus on modern knowledge but ignore the local wisdom in the past fade away the environment and the lifestyle of the people.

2. The factors affecting the community council strengthening management by POSDCoRB theory in high level. 1) planning have the short-plan, long-plan, proactive-plan, and receiving-plan, 2) organizing have the administrative discipline and clearly chain of command, 3) staffing have recruit and select the good staffs who have knowledgeable, ability, and good attitude, 4) directing have suitable, fairness, and supporting together, 5) co-ordinating create the networking for participation, 6) reporting have regularly record and honest, and 7) budgeting have enough, worth, and auditable.

3. The Application of Aparihāṇiyadhamma to support the community council strengthening management in Rayong province in highest level. Classified by section is 1) planning must meeting regularly, all together, define and the rules reasonably, and respect the knower, 2) organizing must define the suitable role and respect the womenfolk, 3) staffing must respect the knower and the womenfolk, 4) directing must

define the rules reasonably, promote and maintain a good culture, and protection the religion, 5) co-ordinating must meeting regularly, all together, promote and maintain a good culture, 6) reporting must honest report follow as rules, and 7) budgeting must worth, suitable and lead to apply of Buddhists methods with local tradition.

Keywords: Community Council, Strengthening Management, Aparihāṇiyadhamma

1. INTRODUCTION

The community council was a platform which public participation in the exchange of knowledge and define community development guidelines for local people by local people who representative of institutions such as schools, health centers, savings groups, housewives' group, mills group, forest conservation group and other development activities. There were informal community leaders, such as the village headman and philosophers to join the discussion forum to solve the problems of the local community together. It was a self-management system of the local community from the past.

"Community Council" had the concept of strengthening community that means the grouping of people in the urban or rural join together by learning to manage and solve the problems together until to change or develop the economic, social, cultural and environmental within the community as well as the impact which respectively effect to the outside of the community that better than past. The important of community strengthening was the grouping of people and managing for appeared the social capital which was the most important lead to the power to solve the problem of community.

The people in the community had a good spirit of quality and virtue, resulting in local confidence and self-esteem. The key elements of a strong community that can measure the strength of civil society are: "Community

Learning Process" to build awareness of what is happening. Everyone had the roles in the community and shared responsibilities which called "self-management" and lead to the "Community Constitution"

Institutional Buddhism has been the most important supportive pillar for Thai society in history. Buddhism provides help with mental issues and is a factor in the behavioral development of all Thai Buddhists. institutional Buddhism also offers solutions to a variety of social problems in Thailand. 95% of Thai people are Buddhists and these people lead their daily lives according to the principles of Buddhism. as a result, Buddhism is a core foundation of Thai culture, Thai identity and Thai heritage. The participation of the people according to the Buddhist way. The Aparihāṇiyadhamma taught in Dharma, this is the path that leads to prosperity and no effect in the way degeneration.

Therefore, the researcher is interested in studying. "Application of Aparihāṇiyadhamma for Community Council Strengthening Management in Rayong Province", the principle of participation is combined with the principles of Buddhist morality. In this study, it is expected that the results of this research will be useful in developing solutions to the problems that arise. It leads to a strong community. It is the foundation of the principles of Buddhism to develop society for sustainable prosperity

2. OBJECTIVES OF THE RESEARCH

2.1 To study the general concept of Rayong Community Council.

2.2 To study the factors affecting Rayong community council strengthening management.

2.3 To propose the application of Aparihāṇiyadhamma supporting community council strengthening management in Rayong province.

3. RESEARCH METHODOLOGY

The researcher used mixed methods. Qualitative method was collected by In-depth Interview the 20 key informants and focus group discussion with 12 specialists. Quantitative method was collected data by questionnaires 400 sets from non-probability sampling and was analyzed by descriptive and inferential statistics.

Qualitative method, in-depth interview from purposive sampling 20 key informants and 12 focus group discussion with specialists from community council in Rayong Province. After collecting data, classified as issues and compile specific issues related to research objectives. Finally, analyze interviews of the key informants according to research objectives by content analysis technique with context clues.

Quantitative method, the population used in the research study is the people who live in the (1) Muang district (2) Bankai district (3) Banchang district (4) Pluak Daeng district (5) Khao Chamao district (6) Wangchan district (7) Klaeng district (8) Nikom Pattana district (8 districts in Rayong Province) total people are 700,223 people. Selecting a sample for estimation of percentage of interesting issues by By Taro Yamane's formula was 400 people. Using stratified sampling for reduce of sampling error for a given sample size. Proportional stratified sampling is the sampling method that divides the population into strata. Analyzed the questionnaire by descriptive statistics for describe the general characteristics of the sample and to describe the participation of people in the principles of Aparihāniyadhamma. The statistics used are Frequency, Percentage, Mean, Standard Deviation.

4. CONCLUSIONS

4.1 The registration for established of the Rayong Community Council is an indication of the right to comply with the law. The community

council in Rayong province promotes the participation in the creation of the charter community by local people and the public sector collaborate to study local wisdom. The happening of natural leader does not come from election but acquire from the knowledge, abilities and experience to be recognized by the people. Village philosophers was communicated the knowledge, abilities and experience of them to the local people, such as the way of life, cooking culture, food preservation, or herbal medicine, as a guideline for take care their health follow past guideline. The problem in community is the people focus on modern knowledge but ignore local knowledge or local wisdom in the past fade away the environment and the lifestyle of the people. The local wisdom should be sought from the village philosophers by praise for inherit the body of knowledge to be with the local.

4.2 In planning section in high level (\bar{x} = 3.94, S.D. = 0.67) and mostly of sample think that community council provided opportunities for people in the community to support their plans for success in high level (\bar{x} = 4.02, S.D. = 0.59). In organizing section in high level (\bar{x} = 3.98, S.D. = 0.63) and mostly of sample think that community council provided the opportunity for official staff exchanged ideas with people in community for development their community in high level (\bar{x} = 4.06, S.D. = 0.59). In staffing section in high level (\bar{x} = 3.89, S.D. = 0.68) and mostly of sample think that community council had an appropriate management format for committee in high level (\bar{x} = 3.97, S.D. = 0.68). In directing section in high level (\bar{x} = 3.82, S.D. = 0.77) and mostly of sample think that community council monitored the performance by used appropriate criteria to evaluate it in high level (\bar{x} = 3.85, S.D. = 0.79). In coordinating section in high level (\bar{x} = 4.00, S.D. = 0.73) and mostly of people think that community council had the wide network of coordinators to support the success working in high

level (\bar{x} = 4.07, S.D. = 0.71). In reporting section in high level (\bar{x} = 3.90, S.D. = 0.75) and mostly of people think that community council encouraged practitioners to systematically collect data and continuously analyze data it in high level (\bar{x} = 3.93, S.D. = 0.76). In budgeting section in high level (\bar{x} = 3.97, S.D. = 0.72) and mostly of people think that community council had an internal audit system for checked procurement, operation and other supplies in high level (\bar{x} = 4.01, S.D. = 0.71).

4.3 In section of meeting often and regularly in the highest level (\bar{x} = 4.43, S.D. = 0.72) and mostly of sample think that the definition of good roles community should be jointly resolution from meeting in the highest level (\bar{x} = 4.49, S.D. = 0.68). In section of meeting all together in the highest level (\bar{x} = 4.40, S.D. = 0.73) and mostly of sample think that the people believed that all of people who participate in the meeting often might join in with the community council in the highest level (\bar{x} = 4.49, S.D. = 0.68). In section of not define and abolish the rules unreasonably in the highest level (\bar{x} = 4.22, S.D. = 0.68) and mostly of sample think that their community council set up the rules and regulations in accordance with the opinion of the people who attended the meeting in the highest level (\bar{x} = 4.26, S.D. = 0.65). In section of respect the knower in the highest level (\bar{x} = 4.32, S.D. = 0.64) and mostly of sample think that the community council had regularly listened the advice of senior or consultants who expertise in any subjects in the highest level (\bar{x} = 4.34, S.D. = 0.61). In section of respecting the womenfolk in the highest level (\bar{x} = 4.39, S.D. = 0.61) and mostly of sample think that the community council allocates positions within the organization for women and men in a reasonable ratio in the highest level (\bar{x} = 4.43, S.D. = 0.61). In section of promote and maintain a good culture in high level (\bar{x} = 4.19, S.D. = 0.59) and mostly of sample think that the community council

support the beliefs of local people which are beneficial to develop the quality of life in the highest level (\bar{x} = 4.21, S.D. = 0.57). In section of protection and support religion in the highest level (\bar{x} = 4.25, S.D. = 0.56) and mostly of sample think that the community council promoted Buddhism by cultivating awareness and participate of youth and people with activities and tradition of Buddhism days in the highest level (\bar{x} = 6, S.D. = 0.54).

5. DISCUSSIONS

The community council opened the opportunity for community members to participate in election the community council committee and attend the meeting which the people satisfied in activity of open the opportunity to participate because it shows the equity. Attend the meeting of people, they can comment all of about their community for effect the fact of problems and join the solution that in according with the research of Salinthip Chiengthong (2013) studied the subject. "The role of the Community Council in enhancing the democratic learning of community members" found that Community council in the sub-district is play an active role in enhancing the learning process of democratic processes for community members. Since the people is set the goal of development together. Define how to the collaboration works for understanding and creating democracy in the area. By disseminating knowledge related to the democratic process through the process of sharing learning, thinking, proposing ways to develop and solve problems of the community

The POSDCoRB theory can applied with management of community council in Rayong province, in according with the research of **Pojchanart Intaramanon** studied about Participation and sustainable development has found that people's participation in defining problems, needs, directions, choices, and solutions of problems to self-development

of community. It uses the process that requires many factors to support. Especially, the local organizations must to understand the community and give the opportunity the community come in participation and the academics should act as a link to the community to develop themselves as proactive and receptive

The application of Aparihāniyadhamma supporting community council strengthening management in Rayong province, in according with the research of Permanent Secretary Surapong Thitayano (Kaewko) (2012) has studied subject "Analysis of Local Government Administrative Organization in the Principles of Moral Aparihaniya Dhamma: A Case Study of Kham Yai Sub-district, Mueng Ubon Ratchathani, Ubon Ratchathani Province" found that Kham Yai Local Government is applied the Aparihaniya Dhamma follow as: 1) Regular meetings are held at 4 times a year, and when there is an urgent problem, they can be meeting again for to increase the efficiency of work and brainstorm for solutions. 2) Doing the social activities together, especially followed by the agenda set after the meeting. 3) Respect the rules and regulations. 4) Respect the people with knowledge, ability, morality, and the elderly. 5) Protection of the rights of children and women from abusive or violent abuses and sexual abuse. 6) Pagodas are an important symbol of Buddhism that repaired and treatment. 7) Promote person to good practices and protect and safeguard

6. SUGGESTIONS

6.1 There should be study in participatory action research with qualitative research for acquire the body of knowledge to solve the problems in community.

6.2 There should be study the guideline of training and develop the knowledge, skills and attitude for the staffs in community council including evaluate the applying of knowledge which they passed training.

6.3 There should be study the effective and efficiency problem solving of community council after received the comments of people in community.

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