sense-fields and external sense-fields and encouragement of monks and novices' awareness, 2) moral development, focused on secular laws, customs, norms, traditions and other principles for monks, 3) emotional development, focused on classification of mental state or character of the monks, novices, and laymen for further better development, and 4) wisdom development, focused on building the learning society or the society of awakening, free from depravity.

Furthermore 3) the pattern of human resource development of the ecclesiastical administrative monks found: the characteristics and elements of the style to develop human of ecclesiastical administrative monks in Nakhon Phanom were

The first Q standing for quality means the quality of human resource development quality. The second Q standing for qualification means expertise development from education and practice of human resource development due to Buddhist method. The first M standing for merit means human merit. The second M standing for moral means moral development of human. All of four letters called Two M Two Q model (QMMQ) consists of 4 levels as followings,

Primary level focused on physical quality development, emphasizing to living context development system together with environment factors, internal sense-fields and external sense-fields development, wellbeing, and manners

Medium level emphasized precept development with merit, The contents composed of routine, sekhiyavatra (etiquette), discipline, fundamental precepts chanting, and social interaction.

High level emphasized morally emotional development by training program, studying, and human resource development for 5 days-nights, concentrated in academic matter, recreation, and emotional development.

Professional level emphasized wisdom development with qualification composed of 4 levels: 1) Dhamma principal recognition, focusing on the core principal knowledge in Buddhism 2) performance recognition by applying knowledge to practice and experience 3) positioning recognition by adopting the result from training to develop oneself, and 4) human resource development recognition by learning and understanding the context, process, strength, and weakness of human resource development with quality for oneself and organization.

Keywords : Human Resource Development, The Shangha Administrator Monks