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ABSTRACT

The research objectives were 1) to study problems and impediments of human resource development's management of the ecclesiastical administrative officers in Nakhon Phanom 2) to study the pattern of human resource development's characteristics and factors of them, and 3) to present the pattern of human resource development of them. The methodology of the research was qualitative research. There were 2 steps of data collection by purposive in-depth interview of 25 monks. The data collecting instruments were non-structural interview form and group discussion of 10 experts purposively selected in Nakhon Phanom. The analytic induction and description were adopted to analyze the data.

Findings :

The problems and impediments of human resource development's management of the ecclesiastical administrative officers in Nakhon Phanom were insomuch that the clergy in Nakhon Phanom had to urgently find the way out of 3 problems such as 1) training leading to a lot of problems affecting to the persons who were to be ordained in Buddhism e.g. screening process leading to discouraging the persons who were willing to ordain, lack of integration with outsources, tardiness of the clergy's performance 2) education, the problems mainly about values and physical factors such as old age, long distance, the superior's support etc., and 3) development, the problems mainly about connection with the outsources, less participation, and the ecclesiastical administrative monks.

Moreover, the pattern of human resource development's characteristics and factors were found that education, focused on the communicators, may require a specific course of human resource development especially for the ecclesiastical administrative monks, while in training, requiring at least 4-5 days' workshop focusing on 3 sections; academic especially Buddhist principles, recreation especially relaxation and relieving stress, and mental growing or practice, and development, 1) physical development, focused on relation between internal