ABSTRACT

The research entitled "Competency Development Model of Sangha Administrators in Sangha Administrative Area 4th" was the study to develop administrative competency of administrators at sangha administrative area 4th with the following objectives: 1. to study the administrative competency of administrators at sangha administrative area 4th, 2. to analytically study development of administrative competency of administrators at sangha administrative area 4th and 3. to create the model of competency development model of sangha administrators in sangha administrative area 4th.

Methodology was the mixed methods: The qualitative research collected data from key informants, who were administrators, experts and representatives from related agency with structured in-depth interview. Data were also collected from participants in focus group discussion and concluded data for quantitative research by survey method with questionnaires from samples who were administrators.

Findings were as follows:

1. Administrative competency of administrators at sangha administrative area 4th was carried out along with the chain of command as teamwork on the basis of physical, verbal and mental control abiding by rules and regulations and Dhamma-Vinaya. Unity, helping sharing, trust, treat each other with loving-kindness, consulting each other regularly to create right view and right thought in administration.

2. Approaches to competency development of sangha administrators in sangha administrative area 4th by Budhadhamma integration: **Strategy**; there should use Tutiyapapanikadhamma for development to have Jukkhuma or vision. **Structure**; use Tutiyapapanikadhamma to abide by the set rules. **System**; applying Itthipada for success. **Staff**; using Sangkahavattudhamma to help and to share with one another. **Skill**; using Pavana 4 to develop physically, verbally, mentally and wisdom. **Style**; using Apparihaniyadhamma to seize to unity, harmony, doing together, adjourning together. **Shared value**; using Saraniyadhamma or principles of unity and treat each other with loving-kindness.

3. Model of competency development of sangha administrators in sangha administrative area 4th: **Strategy**; what the administrators have to develop for efficiency and effectiveness were as: 1) to abide by the framework of administration