

การพัฒนาตัวบ่งชี้ปัจจัยที่ส่งผลต่อการบริหารงานตามหลักธรรมาภิบาล ในวิสาหกิจชุมชน

Development of Factor Indicators Affecting Good Governance Management in Community Enterprise

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บทคัดย่อ

การวิจัยครั้งนี้มีวัตถุประสงค์เพื่อ 1) พัฒนาตัวบ่งชี้ปัจจัยที่ส่งผลต่อการบริหารงานตามหลักธรรมาภิบาลในวิสาหกิจชุมชน 2) ตรวจสอบความตรงเชิงโครงสร้างแบบจำลองปัจจัยที่ส่งผลต่อการบริหารงานตามหลักธรรมาภิบาลในวิสาหกิจชุมชน กลุ่มตัวอย่างเป็นสมาชิกกลุ่มวิสาหกิจชุมชนในจังหวัดอุดรธานี จำนวน 500 ราย ทำการสุ่มตัวอย่างด้วยวิธีการสุ่มอย่างง่าย เก็บรวบรวมข้อมูลด้วยแบบสอบถาม มีลักษณะเป็นแบบมาตราส่วนประมาณค่า 5 ระดับ มีค่า IOC เท่ากับ 1.00 และค่าความเชื่อมั่นเท่ากับ 0.948 วิเคราะห์ข้อมูลด้วยโปรแกรมสำเร็จรูปสำหรับการวิจัยทางสังคมศาสตร์ ผลการวิจัย พบว่า ตัวบ่งชี้ปัจจัยที่ส่งผลต่อการบริหารงานตามหลักธรรมาภิบาลในวิสาหกิจชุมชน มี 6 องค์ประกอบ 17 ตัวบ่งชี้ ได้แก่ 1) หลักนิติธรรม มี 3 ตัวบ่งชี้ ได้แก่ กฎระเบียบมีความทันสมัย การชี้แจงกฎระเบียบให้สมาชิกได้รับทราบ และการประชาสัมพันธ์กฎระเบียบให้ชุมชนได้รับทราบ 2) หลักคุณธรรม มี 2 ตัวบ่งชี้ ได้แก่ สมาชิกมีความซื่อสัตย์ สุจริต ต่อตนเองและหน้าที่ และสมาชิกทำงานด้วยความวิริยะ อุตสาหะ ตรงเวลา 3) หลักความโปร่งใส มี 3 ตัวบ่งชี้ ได้แก่ ความถูกต้องของข้อมูล การบริหารงาน การรับรู้การบริหารงานของผู้มีส่วนเกี่ยวข้อง และระบบติดตามตรวจสอบการบริหารงานที่มีประสิทธิภาพ 4) หลักการมีส่วนร่วม มี 3 ตัวบ่งชี้ ได้แก่ การมีส่วนร่วมตัดสินใจและแก้ปัญหาของสมาชิก การรายงานผลการบริหารงานต่อผู้มีส่วนเกี่ยวข้อง และการมีส่วนร่วมในการบริหารงานของสมาชิก 5) หลักความรับผิดชอบ มี 3 ตัวบ่งชี้ ได้แก่ การรับผิดชอบต่อปัญหาที่เกิดขึ้นของสมาชิก องค์กรกำหนดนโยบายบริหารงานที่ชัดเจน และความตระหนักในสิทธิ หน้าที่ และความรับผิดชอบต่อในการปฏิบัติงานของสมาชิก 6) หลักความคุ้มค่า มี 3 ตัวบ่งชี้ ได้แก่ สมาชิกทำงานอย่างเต็มความรู้ความสามารถ การบริหารงานโดยเน้นให้เกิดประโยชน์สูงสุด และการจัดทำระบบควบคุมทรัพยากรให้ชัดเจนเป็นปัจจุบัน โดยแบบจำลองมีความสอดคล้องกับข้อมูลเชิงประจักษ์ เมื่อพิจารณาจากค่า Chi-square มีค่าเท่ากับ 129.12 ที่องศาอิสระ (*df*) 107 P-value เท่ากับ 0.072 *GFI* เท่ากับ 0.95 *AGFI* เท่ากับ 0.93 *RMSEA* เท่ากับ 0.026 และ Standardized RMR เท่ากับ 0.022

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Abstract

The purposes of this research were to: 1) develop factor indicators affecting good governance management in community enterprise; and 2) verify construct validity of model of factors affecting good governance management in community enterprise. The sample group consisted of 500 members of community enterprises in Udon Thani Province. The sample group was derived from random samples. The 5-scale questionnaire was applied for compiling data. Its IOC equals to 1.00 and reliability equivalent to 0.948. as well as the computer program for social science research was used for data analysis. The research findings prove that the factor indicators affecting good governance management in community enterprise comprised of six components and 17 indicators, which are: 1) rule of law includes three indicators: updated regulations, regulations are clarified with members and regulations are disseminated to community; 2) morality composes of 2 indicators: members are faithful to duties and they work with diligence and responsibility; 3) accountability consists of 3 indicators: accuracy of management information, awareness of stakeholders on management and monitoring system for efficient management; 4) participation comprises of 3 indicators: participation of members in decision making and problem solving, report of management performance to stakeholders and participation in management of members; 5) responsibility includes 3 indicators: responsibility of members to problems, stipulate clear management policies and aware of rights, duties and of members; and 6) economy composes of 3 indicators: members actively work with knowledge, management focuses on utilization and update implementation of resources control. Meantime, the model is correlated with empirical data as Chi-square = 129.12 at 107 degree of freedom (*df*), P-value = 0.072, *GFI* = 0.95, *AGFI* = 0.93, *RMSEA* = 0.026 and standardized RMR = 0.022

Keywords: Indicators, Good Governance, Community Enterprise

Introduction

Community enterprise is an enterprise of a community relevant to goods production and services. It is a group of persons with connected binds and lifestyle. They form a group to operate business and generate revenues for their livings, families and community. However, several community enterprises are facing vast problems including management, finance, accounting and marketing (Phromsakha Na Sakonnakhonand & Sangkharat, 2013) As a result, some community enterprises are unable to be self-sufficient and not strong enough, and eventually affect country's overall economic development.

Good Governance is a concept connected with democracy and civil society, which was created by the World Bank in 1989 based on the foundation that problem on economic development and poverty among developing countries arising out of management ineffectiveness of both public and private agencies. Thus, it is important to reform management system with efficiency, fairness, accountability and transparency. (Phuangngam & Rungmanee, 2008), 8). After the financial crisis in 1997, Thailand adopts good governance with management as one of the major roots one of the crisis is management ineffectiveness in government agencies. In 1999, the Regulation of the Office of the Prime Minister on Good Governance B.E. 2542 was published, which is a significant milestone for new ways of government management. (Noranitiphadungkarn & Lueangalongkot, 2016). The good governance is significant to public and private agencies as well as community enterprises. They adopt good governance to enhance efficiency and strength so they are able to rely on themselves in long the term and associate with sustainable development.

Review of relevant documents and research. There are 6 elements of good governance as follows.

1. Rules of law means to make sure that the rules and regulations could be accepted by people in the organization for put into equal and neutral practice together. (Office of the Civil Service Commission. 2000; Burikul, 2002; Office of the Public Sector Development Commission. 2009; Kaewpijit, 2008.)

2. Morality means to make sure that the organization operates on the basis of honesty and people work with diligence, effort and punctuality. (Office of the Civil Service Commission. 2000; Burikul, 2002; Kaewpijit, 2008.)

3. Transparency means to make sure that the organization disclose and verify the accuracy information. (Office of the Civil Service Commission. 2000; Burikul, 2002; Office of the Public Sector Development Commission. 2009; Kaewpijit, 2008; Uwanno, 1999)

4. Participatory means to make sure that the organization induces its staffs to participate in receiving and making decisions on important matters. (Office of the Civil Service Commission. 2000; Burikul, 2002; Office of the Public Sector Development Commission. 2009; Kaewpijit, 2008; Uwanno, 1999)

5. Responsibility means to make sure that the organization could take all parties to do their own responsibility and to respect to different opinions by way of solving the problems with acceptance for all parties and make sure they are responsible for their. (Office of the Civil Service Commission. 2000; Burikul, 2002; Office of the Public Sector Development Commission. 2009; Uwanno, 1999)

6. Worthiness means to make sure that the organization could be realized of natural resources and use effective and productive economical management. (Office of the Civil Service Commission. 2000; Burikul, 2002; Kaewpijit, 2008.)

Regarding to the aforesaid problem, the researcher therefore develops factor indicators affecting good governance management in community enterprises. The findings may be applied as guideline for good governance management which will eventually lead community enterprises to more efficient management.

Objectives

1. To develop factor indicators affecting good governance management in community enterprise.
2. To verify construct validity of model of factors affecting good governance management in community enterprise.

Research methodology

The methodology of this research survey is specified as follows:

1. Population and sample

The research population comprises of 49,483 members of community enterprises in Udon Thani Province (Community Enterprise Promotion Division, 2017) The size sample group composes of 500 cases and the sample is divided into two groups as follows:

- 1.1 The sample used for conducting exploratory factor analysis includes 200 cases. It is derived from simple random sampling. (kaiyawan, 2014)
- 1.2 The sample used for conducting second order confirmatory factor analysis consists of 300 cases (kaiyawan, 2014). It is derived from simple random sampling.

2. Tools

A questionnaire is developed for asking opinions towards factors affecting good governance management in community enterprise in six aspects: rule of law, morality, participation, transparency, responsibility and worthiness. Meantime, it is rating scale questionnaire with five scales ranging from the highest level to the lowest level. The quality verification includes following steps:

- 2.1 Examine relevant concepts, theories, and research papers as framework for developing questionnaire;
- 2.2 Content validity test : it was conducted by three experts to verify comprehensiveness of contents and correctness of language and words. Meantime, the Index of Item Objective Congruence: IOC is equivalent to 1.00;

2.3 Reliability test : it was tested with the sample of 50 cases similar to the population used in this research for conducting reliability analysis. The Cronbach's alpha coefficient's value of 0.948 has been shown to prove the reliability of the instrument.

Data Analysis

The methods implemented for data analysis are divided into two steps:

1. Exploratory factor analysis is adopted for developing factor indicators affecting good governance management in community enterprise. The principal component analysis is employed for extracting factors and varimax rotation is applied by indicating each factor with eigenvalues > 1 and weight of each indicator not less than .30 (Angsuchot, Wichitwanna & Phinyophanuwat, 2008)

2. Second-order confirmatory factor analysis is adopted for validating model finding as follows:

2.1 Specification of model is specification of structural correlation of each factor of the model;

2.2 identification of model is specification whether it is possible to estimate parameter from the model in one value. In another word, it is a test to prove whether the model is over identified as known parameters or are more than unknown parameters;

2.3 Parameter estimation from the model is data analysis of sample to find parameter by applying Maximum Likelihood: ML;

2.4 Goodness of fit test is conducted for model fit validation by using goodness of fit index (GFI) of model specified in Table 1

Table 1 Consistency statistic indices of model

| Indices | Criteria |
|--|---|
| Chi-square: χ^2 | Without statistical significance ($p > .05$) |
| Goodness of Fit Index: GFI | < 0.95 |
| Adjusted the Goodness of Fit Index: AGFI | < 0.90 |
| Standardized root mean square residual: Standardized RMR | > 0.05 |
| Root Mean Square Error of Approximation: RMSEA | > 0.05 |

Source : Tirakanan (2012)

2.5 Model adjustment: in case the model is not consistent with empirical data, it is required to adjust the model for new parameter estimation until the model is fit with empirical data;

2.6 Measurement model evaluation is evaluating the construct model by implementing the construct reliability: p_c and average variance extracted: p_v greater than 0.60 and 0.50, respectively. (Angsuchot, Wichitwanna & Phinyophanuwat, 2008)

2.7 Data analysis results interpretation is application of coefficient for explaining correlations of the model.

Results

1. The findings of development of factor indicators affecting good governance management in community enterprise reveal that the Bartlett's Test of Sphericity is equivalent to 3,603.74 ($p < .01$). It represents that correlation matrix is different from identity matrix with significance level of .01 and Kaiser-Meyer-Olkin Measure of Sampling Adequacy: KMO is equivalent to 0.929. It means that correlations of variables are very high and fit for factor analysis. The factors extracted for developing factor indicators affecting good governance management in community enterprise consist of 6 factors and 17 indicators, which are rule of law (Law), morality (moral), transparency (Trans), participation (Par), responsibility (Res) and worthiness (Worth) as shown in Table 2.

Table 2 Quantity of factors and indicators affecting good governance management of community enterprise

| Factors | Indicators | Quantity (indicators) |
|---------|--|-----------------------|
| Law | Y1 : Updated regulations | 3 |
| | Y2 : Regulations explanation for members | |
| | Y3 : Regulations dissemination to community | |
| Moral | Y4 : Members are faithful to themselves and duties | 2 |
| | Y5 : Members work with diligence and punctuality | |
| Trans | Y6 : Correctness of management information | 3 |
| | Y7 : Management perception of related parties | |
| | Y8 : Efficient management monitor system | |

Table 2 (Continued)

| Factors | Indicators | Quantity (indicators) |
|---|---|-----------------------|
| Par | Y9 : Participation of members in decision and problem solving | 3 |
| | Y10: Management performance report to related parties | |
| | Y11: Management involvement of members | |
| Res | Y12: Responsibility to problems of members | 3 |
| | Y13: Organization indicates clear management policies | |
| | Y14: Aware to rights, duties and responsibilities of members' performance | |
| Worth | Y15: Members actively work with proficiencies | 3 |
| | Y16: Management focuses on utilization | |
| | Y17: Updated and precise resources control system | |
| Total | | 17 |
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy (KMO) = 0.929 | | |
| Bartlett's Test of Sphericity = 3,603.74 <i>df</i> = 136 <i>p</i> = 0.000 | | |

The results of factor extraction for developing factor indicators affecting good governance management of community enterprise prove that all factors have eigenvalues greater than 1 and all indicators have factor weights greater than 0.30. Indicators can explain variance at 88.635% as described in Table 3.

Table 3 Analysis results of exploratory survey factors affecting good governance management of community enterprise (n = 200)

| Factors | Indicators | Weight of Factors | | | | | |
|---------|------------|-------------------|------|-------------|-------------|-------------|-------------|
| | | Worth | Res | Law | Par | Moral | Trans |
| Law | Y1 | .305 | .306 | .765 | .232 | .165 | .228 |
| | Y2 | .240 | .302 | .795 | .208 | .181 | .158 |
| | Y3 | .285 | .283 | .703 | .257 | .191 | .341 |
| Moral | Y4 | .200 | .148 | .148 | .184 | .906 | .152 |
| | Y5 | .177 | .191 | .178 | .116 | .910 | .160 |
| Trans | Y6 | .188 | .213 | .405 | .211 | .156 | .740 |
| | Y7 | .281 | .490 | .151 | .262 | .287 | .575 |
| | Y8 | .274 | .356 | .213 | .326 | .236 | .679 |
| Par | Y9 | .452 | .223 | .285 | .617 | .175 | .303 |
| | Y10 | .290 | .270 | .241 | .793 | .196 | .148 |
| | Y11 | .254 | .261 | .211 | .781 | .141 | .264 |

Table 3 (Continued)

| Factors | Indicators | Weight of Factors | | | | | |
|---|------------|-------------------|-------------|--------|--------|--------|--------|
| | | Worth | Res | Law | Par | Moral | Trans |
| RES | Y12 | .320 | .740 | .270 | .306 | .138 | .234 |
| | Y13 | .236 | .770 | .311 | .216 | .193 | .218 |
| | Y14: | .183 | .797 | .280 | .199 | .172 | .210 |
| Worth | Y15 | .813 | .152 | .273 | .276 | .196 | .176 |
| | Y16 | .771 | .328 | .198 | .256 | .157 | .230 |
| | Y17 | .794 | .248 | .267 | .234 | .220 | .149 |
| eigenvalues | | 2.922 | 2.895 | 2.613 | 2.426 | 2.193 | 2.018 |
| %variances | | 17.189 | 17.032 | 15.372 | 14.269 | 12.902 | 11.871 |
| %variances of 4 factors = 88.635 | | | | | | | |

2. The results of construct model validity by conducting second order confirmatory factor analysis prove that the model does not fit with empirical data. The researcher therefore adjusts the model by adjusting assumptions and allowing correlations among discrepancies of internal variables. After the model is adjusted, the model is consistent with empirical data at the good level in terms of goodness of fit index (GFI) – Chi-square (χ^2), adjusted goodness of fit index (AGFI), root mean square error of Approximation (RMSEA) and standardized root mean square residual (Standardized RMR) as explained in Table 4.

Table 4 Analysis Results of Model Fit Statistics

| Indices | Criteria | Analysis Results of Model Fit Statistics | | | |
|------------------|---|--|-------------------|---------------------------|-------------------|
| | | Before Adjusted | Data Interpreting | After Adjusted | Data Interpreting |
| χ^2 | Without statistical significance ($p > .05$) | 180.48 ($p = 0.000$) | Fail | 129.12 ($p = 0.072$) | Pass |
| GFI | > .95 | 0.93 | Fail | 0.95 | Pass |
| AGFI | > .90 | 0.91 | Pass | 0.93 | Pass |
| Standardized RMR | < .05 | 0.026 | Pass | 0.022 | Pass |
| RMSEA | < .05 | 0.045 | Pass | 0.026 | Pass |

For all 17 indicators affecting good governance management of community enterprise, it is found that factor weights are between 0.84 and 0.97. For t-test, there is statistical significance at the level of .01. It means that all indicators has factor weight at the reliable level are explainable.

For indicators of each factor, it has been proven that the factor weights of all 3 indicators of rule of law are between 0.86 and 0.90, reliability (R^2) between 0.73 and 0.81. In addition, the indicator of regulations dissemination to community (Y3) has the highest factor weight.

The two indicators of morality have factor weights between 0.92 and 0.97, reliability (R^2) between 0.85 and 0.93. In addition, the indicator on members work with diligence and punctuality (Y5) has the highest factor weight.

The three indicators of transparency have factor weights between 0.84 and 0.92, reliability (R^2) between 0.70 and 0.85. Moreover, the indicator on efficient management monitor system (Y8) has the highest factor weight.

The three indicators of participation have factor weights between 0.81 and 0.88, reliability (R^2) between 0.66 and 0.78. The indicator on participation in decision and resolution of members (Y9) has the highest factor weight.

The three indicators of responsibility have factor weights between 0.81 and 0.88, reliability (R^2) between 0.87 and 0.92. The indicator indicates clear management policies (Y13) has the highest factor weight.

The three indicators of worthiness have factor weights between 0.81 and 0.88, reliability (R^2) between 0.87 and 0.92. The indicator on updated and precise resources control system (Y17) has the highest factor weight.

Besides, the evaluation result of construct model is in good criteria in terms of construct reliability: p_c in each factor between 0.888 and 0.942. Also, each factor is able to explain variance of each indicator in factor at the high level in terms of average variance extracted: p_v between 0.726 and 0.890 as described in Table 5.

Table 5 Analysis results of first order confirmatory factors affecting good governance management of community enterprise (n = 300)

| Variables | Standardized factor weight | t | S.E. | R^2 | ρ_c | ρ_v |
|---------------------------|----------------------------|-------|-------|-------|--------------|--------------|
| Rules of law (Law) | | | | | 0.907 | 0.765 |
| Y1 | 0.87 | - | - | 0.75 | | |
| Y2 | 0.86** | 19.39 | 0.035 | 0.73 | | |
| Y3 | 0.90** | 21.07 | 0.035 | 0.81 | | |
| Morality (Moral) | | | | | 0.942 | 0.890 |
| Y4 | 0.92 | - | - | 0.85 | | |
| Y5 | 0.97** | 23.12 | 0.033 | 0.93 | | |

Table 5 (Continued)

| Variables | Standardized factor weight | t | S.E. | R ² | ρ_c | ρ_v |
|-----------------------------|----------------------------|-------|-------|----------------|--------------|--------------|
| Transparency (Trans) | | | | | 0.909 | 0.770 |
| Y6 | 0.84 | - | - | 0.70 | | |
| Y7 | 0.87** | 19.08 | 0.038 | 0.76 | | |
| Y8 | 0.92** | 20.91 | 0.038 | 0.85 | | |
| Participation (Par) | | | | | 0.888 | 0.726 |
| Y9 | 0.88 | - | - | 0.78 | | |
| Y10 | 0.86** | 19.21 | 0.036 | 0.74 | | |
| Y11 | 0.81** | 17.44 | 0.037 | 0.66 | | |
| Responsibility (Res) | | | | | 0.927 | 0.810 |
| Y12 | 0.91 | - | - | 0.82 | | |
| Y13 | 0.92** | 25.61 | 0.032 | 0.85 | | |
| Y14 | 0.87** | 22.52 | 0.035 | 0.76 | | |
| Worthiness (Worth) | | | | | 0.938 | 0.833 |
| Y15 | 0.91 | - | - | 0.83 | | |
| Y16 | 0.91** | 25.37 | 0.029 | 0.83 | | |
| Y17 | 0.92** | 25.80 | 0.030 | 0.84 | | |

Remarks : **p < .01

For factors affecting good governance management of community enterprise comprising rules of law, morality, transparency, participation, responsibility and worthiness, it is found that all factors have statistical significance at the level of .01. For t-test, weights of factors are between 0.70 and 0.92, reliability (R²) is between 0.48 and 0.84. The transparency has the highest factor weight as shown below in Table 6.

Table 6 Analysis results of second order confirmatory factors affecting good governance management of community enterprise (n = 300)

| Variables | Standardized factor weight | t | S.E. | R ² |
|---|----------------------------|-------|-------|----------------|
| Factors affecting good governance management of community enterprise(Good) | | | | |
| Rules of law(Law) | 0.87** | 15.46 | 0.056 | 0.76 |
| Morality(Moral) | 0.70** | 12.09 | 0.057 | 0.48 |
| Transparency(Trans) | 0.92** | 15.76 | 0.058 | 0.84 |
| Participation(Par) | 0.91** | 16.62 | 0.056 | 0.83 |
| Responsibility(Res) | 0.89** | 16.98 | 0.053 | 0.80 |
| Worthiness(Worth) | 0.87** | 16.51 | 0.053 | 0.76 |

Remarks: **p < .01

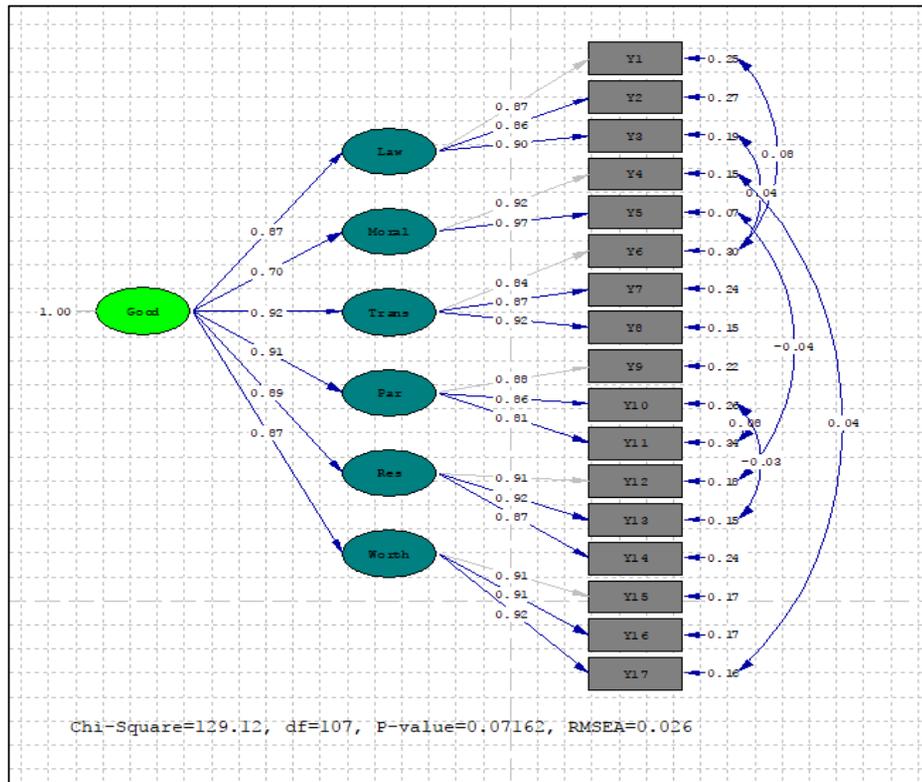


Figure 2 Model of factor indicators affecting good governance management of community enterprise

Discussions

Refer to the aforesaid findings; there are some significant points to be explicitly shown further as follows:

1. The results on development of factor indicators of good governance management of community enterprise show that the model of structural correlations correspondent with empirical data. It means that all six factors comprising rules of law, morality, transparency, participation, responsibility and worthiness are significant factors influencing efficient management in community enterprises and compliant with the good governance principle of the Office of the Prime Minister (cited in Phuangngam & Rungmanee, 2008). It states that good governance is management for organize order which to public sector, private sector and people can live together harmoniously and join hand for sustainable development.

2. Factor indicators affecting good governance management in community enterprise comprise of 17 indicators with factors loading greater than 0.30 and. It has been proven that

indicators of each factor can measure main factors at good level. Furthermore, the construct reliability : p_c and average variance extracted : p_v are consistent with the criteria, which means that the construct model is at the good level. All factors can explain variance of factor indicator at high level. (Angsuchot, Wichitwanna & Pinyophanuwat, 2008)

3. Transparency has the highest factor weight among major factors of good governance. It is implied that transparent management, information disclosure and members and related parties can check management any time enable all members of community. Enterprise have confidence that management is efficient and gives the best benefits to them. This corresponds to the research of Noranitiphadungkarn & Lueangalongkot (2016). The researchers conduct confirmatory factor analysis of good governance management of Chantaburi's Na Yai Am Sub-district Administrative Organization. The findings prove that transparency is the most important factor because transparent organization reflects commitment of organization management.

Suggestions

Suggestions for findings application

Community enterprises can apply the findings for utmost efficiency of management regarding priority as follows: 1) Transparency : efficient management monitoring system should be developed to allow related parties acknowledge the management and management information should be verified regularly. 2) Participation : members should be allowed to take part in decision making and problem solving, management report should be submitted to related parties periodically and allow members to participate in management. 3) Responsibility : community enterprises should specify clear management policies, indicate responsibilities of members to problems and raise aware to rights, duties and responsibilities of members. 4) Worthiness : it should focus on management for best benefits, encourage members to work with proficiencies as well as update resources control system. 5) Rules of law : disseminate regulations to community, update regulations and clarify them to members; 6) Morality : encourage members to work with diligence, punctuality and be faithful to oneself and it's duties.

Suggestions for further research

Even though the findings application is limited in some aspects, the limit is beneficial for guidelines of research in the future. As this research aims to develop factor indicators

affecting good governance management of community enterprises, the future research should expand research scope to other organizations to compare findings between community enterprises and other organizations whether they have different indicators and factors of good governance management.

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