

THE INTERNAL FACTORS AFFECTED EFFICIENCY OF TEACHING MONEY OF THE COLLEGE OF INNOVATION AND MANAGEMENT

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ABSTRACT

It aimed to analyze the internal factors of teaching reimbursement of the college of innovation and management in order to formulate appropriate solutions. The sample consisted of 60 College of Innovation and Management personnel. The fundamental data of the respondents were analyzed by using frequency, percentage, mean, and standard deviation, and analyzing the relationship between internal factors and the efficiency of teaching reimbursement of the college of innovation and management. The results showed that 1) The opinions on the internal factors of teaching reimbursement of the college of innovation and management were generally at a high level ($\bar{X} = 3.45$). Considering each aspect, it can be sorted as follows: Management was at a high level ($\bar{X} = 3.45$) Skills, knowledge, and abilities were at a high level ($\bar{X} = 3.79$). The organizational culture was at a high level ($\bar{X} = 3.72$). Personnel was at a moderate level ($\bar{X} = 3.15$) The operating system was at a moderate level ($\bar{X} = 2.74$). 2) The results of the analysis of the internal factors affecting the effectiveness of teaching reimbursement of the college of innovation and management found that the operating system had a positive correlation with the effectiveness of the annual budget disbursement of the College of Innovation and Management at a statistical significance of 0.01 and had a very high correlation in the same direction ($r = 0.796$). Cognitive skills had a relatively high correlation in the same direction ($r = 0.687$). The management style had a relatively high correlation in the same direction ($r = 0.651$). Personnel had a relatively moderate correlation in the same direction ($r = 0.421$). The organizational culture had a relatively low correlation in the same direction ($r = 0.372$).

Keywords: The Internal Factors, Effectiveness, Teaching Reimbursement

INTRODUCTION

1. Introduction

Nowadays, Thai society has fully stepped into the digital world. As a result, all socio-economic activities are fast-paced, highly competitive, access to massive amounts of information through the online world increases, Characteristics of people in society have changed. The

government has announced the Thailand 4.0 policy. The goal is to move Thailand out of the middle-income problem and into a high-income country by using high-quality economic, social and human resource development innovations to move Thailand forward. Therefore, education is an important tool for enhancing the quality of human resources in Thailand.

It is also to prepare manpower to be an important mechanism for the development of the Thai economy and society into the regional and international economic arena. Moreover, education plays an important role in every economic and social development by integrating economy, society, politics and environment for the well-being of all Thai people. It is a matter of great importance as it is an important foundation for the development of a prosperous country. Education management in Thailand needs to speed up the development and promotion of human resources, as well as prepare manpower to enter the labor market after completing various levels of education. It can be adapted to a variety of flexible foundations and teaching methods. It is in line with the government's policy and changes in the modern era in order for the country to develop and move in the same direction.

To develop the country towards the aforementioned goals requires the development of the quality of people in society and education reform. It must be consistent with the country's development vision. It needs to be managed at the national and department level accordingly. Educational management in Thailand has an organization or agency that is responsible. In addition to the Ministry of Education, there are also local government organizations, private sector, foundations, universities, especially Suan Sunandha Rajabhat University. It is one of the important departments for improving the quality of people in society, producing graduates, research for the creation of new knowledge, providing academic services to society, and preserving arts and culture. The College of Innovation and Management, which is a division of Suan Sunandha Rajabhat University, can define the above missions as part of the curriculum or be integrated into organized activities. It is to develop the community, society, nation and continue to create quality graduates.

Through teaching at the bachelor's, master's, and doctoral levels, the College reimburses teaching fees to both internal and external teachers. It was found that the teaching reimbursement process in the past was cumbersome and complicated as well as delayed. The problem affected teachers receiving their tuition fees late than usual and the college budget system. Therefore, the researcher is interested in studying the internal factors of teaching reimbursement of the college of innovation and management in order to understand the internal factors of teaching reimbursement of the college of innovation and management and their obstacles. Research results can be improved teaching reimbursement to be more effective.

1.1 Conceptual framework

From the study of relevant documents and research on the internal factors of teaching reimbursement of the college of innovation and management, the conceptual framework can be summarized as follows:

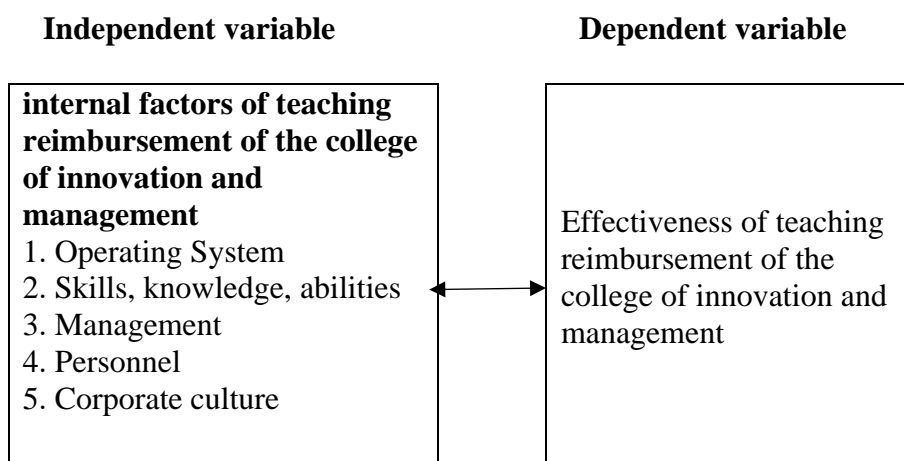


Figure 1: Conceptual framework

RESEARCH METHODOLOGY

2. Research methodology

2.1 Research design

This study is survey research.

2.2 Population and samples

The population and sample used in this research were 60 personnel of the College of Innovation and Management, Suan Sunandha Rajabhat University during the fiscal year 2022.

2.3 Research Instrument

The researcher used a questionnaire to collect data from the population based on textbooks and related research. It divided the questionnaire into two parts as follows.

Part 1: Questions related to respondent's status, i.e. gender, age, position, course/field of study. It was Close-ended questions and a only Checklist answer.

Part 2: Questions related to personnel opinions. It was Close-ended questions. It used the Evaluated Rating Scale of Likert, where respondents can choose only one answer. The criteria for scoring 1 to 5 represent the attitude level as follows:

5	means	Totally agree
4	means	Agree
3	means	Not sure
2	means	Disagree
1	means	Totally disagree

The evaluation criteria can divide the score range for calculating the width of the Class interval as follows:

4.21 – 5.00	means	Highest
3.41 – 4.20	means	High
2.61 – 3.40	means	Moderate
1.81 – 2.60	means	Low
1.00 – 1.80	means	Lowest

2.4 Testing quality of research instrument

2.4.1 Content validity

Content Validity was built on validation of theoretical conceptual papers, and relevant research. After that, the questionnaire was taken to consult with experts with specific expertise for examination.

RESULTS AND FINDINGS

3. Results and Findings

3.1 General information

According to the study of internal factors of teaching reimbursement of the college of innovation and management, it was found that most of 54 respondents had higher education or 90.00%, and 6 people with bachelor's degrees or 10.00%, 50 academic personnel or 83.30 % and 10 academic support personnel or 16.70 %

3.2 Results

The analysis of the internal factors of teaching reimbursement of the college of innovation and management of the respondents is shown in Table 1-3.

Table 1: Mean and standard deviation of opinions on internal factors of teaching reimbursement of the college of innovation and management

Marketing Mix	\bar{X}	S.D.	Opinions' level	Ranking
1. Operating system	2.74	0.36	moderate	5
2. Skills, knowledge and abilities	3.79	0.32	high	2
3. Management	3.85	0.22	high	1
4. Personnel	3.15	0.35	moderate	4
5. Organizational culture	3.72	0.30	high	3
Total	3.45	0.16	high	-

(n = 60)

Table 1 showed that overall opinions on internal factors of teaching reimbursement of the college of innovation and management were at a high level ($\bar{X} = 3.45$). When considering each aspect, it can be sorted as follows: Management was at a high level ($\bar{X} = 3.85$). Skills, knowledge, and abilities were at a high level ($\bar{X} = 3.79$). The organizational culture was at a high level ($\bar{X} = 3.72$). Personnel was at a moderate level ($\bar{X} = 3.15$). The operating system was at a moderate level ($\bar{X} = 2.74$), respectively.

Table 2: Mean and standard deviation of opinions on effectiveness of teaching reimbursement of the college of innovation and management

Marketing Mix Product	\bar{X}	S.D.	Opinions' level	Ranking
1. Correct and complete reimbursement and payment of tuition fees	2.27	0.71	low	5
2. Payment approval can be done quickly.	2.42	0.74	low	2
3. The disbursement and payment of teaching fees is in accordance with the disbursement regulations.	2.42	0.77	low	3
4. Checks and disbursements are accurate and fast as required.	2.42	0.77	low	4
5. Successful results are in accordance with the goals set by the organization.	2.43	0.77	low	1
Total	2.39	0.34	low	-

Table 2 showed that the overall effectiveness of teaching reimbursement of the college of innovation and management was at a low level ($\bar{X} = 2.39$). When considering each item, it was found that every item was at a low level. Successful results are in accordance with the goals set by the organization ($\bar{X} = 2.43$). Compensation approval can be done quickly ($\bar{X} = 3.62$). The disbursement and payment of teaching fees is in accordance with the disbursement regulations. ($\bar{X} = 2.42$). Checks and disbursements are accurate and fast as required. ($\bar{X} = 2.42$) Correct and complete reimbursement and payment of tuition fees ($\bar{X} = 2.27$), respectively.

Table 3: The results of the analysis of the correlation of internal factors affecting the effectiveness of teaching reimbursement of the college of innovation and management

Marketing Mix Price	r	Sig	Relation level
1. Operating system	0.796	0.001	very high
2. Skills, knowledge and abilities	0.687	0.001	relatively high
3. Management	0.651	0.001	relatively high
4. Personnel	0.421	0.001	moderate
5. Organizational culture	0.372	0.001	relatively low

** at the statistical significance level of .01

Table 3 showed that internal factors affecting the effectiveness of teaching reimbursement of the college of innovation and management consisting of operational systems were statistically significantly positively correlated with the college of innovation and management annual budget disbursement effectiveness. 0.01 There had a relatively high correlation in the same direction ($r = 0.796$). Cognitive skills had a relatively high correlation in the same direction ($r = 0.687$). Management had a relatively high correlation in the same direction ($r = 0.651$). Personnel had a relatively moderate correlation in the same direction ($r = 0.421$). Organizational culture had a relatively low correlation in the same direction ($r = 0.372$)

CONCLUSION

4. Conclusion

4.1 It was found that most of 54 respondents had higher education or 90.00%, and 6 people with bachelor's degrees or 10.00%, 50 academic personnel or 83.30 % and 10 academic support personnel or 16.70 %

4.2 The opinions on the internal factors of teaching reimbursement of the college of innovation and management were generally at a high level ($\bar{X} = 3.45$). Considering each aspect, it can be sorted as follows: Management was at a high level ($\bar{X} = 3.45$) Skills, knowledge, and abilities were at a high level ($\bar{X} = 3.79$). The organizational culture was at a high level ($\bar{X} = 3.72$). Personnel was at a moderate level ($\bar{X} = 3.15$) The operating system was at a moderate level ($\bar{X} = 2.74$).

4.3 The overall effectiveness of teaching reimbursement of the college of innovation and management was at a low level ($\bar{X} = 2.39$). When considering each item, it was found that every item was at a low level. Successful results are in accordance with the goals set by the organization ($\bar{X} = 2.43$). Compensation approval can be done quickly ($\bar{X} = 3.62$). The disbursement and payment of teaching fees is in accordance with the disbursement regulations. ($\bar{X} = 2.42$). Checks and disbursements are accurate and fast as required. ($\bar{X} = 2.42$) Correct and complete reimbursement and payment of tuition fees ($\bar{X} = 2.27$), respectively.

4.4 The results of the analysis of the internal factors affecting the effectiveness of teaching reimbursement of the college of innovation and management found that the operating system had a positive correlation with the effectiveness of the annual budget disbursement of the College of Innovation and Management at a statistical significance of 0.01 and had a very high correlation in the same direction ($r = 0.796$). Cognitive skills had a relatively high correlation in the same direction ($r = 0.687$). The management style had a relatively high correlation in the same direction ($r = 0.651$). Personnel had a relatively moderate correlation in the same direction ($r = 0.421$). The organizational culture had a relatively low correlation in the same direction ($r = 0.372$).

DISCUSSION

5. Discussion

5.1 The opinions in internal factors of teaching reimbursement of the college of innovation and management were at high level. For the most part, management, competency, organizational culture, people and operating systems are consistent with the ideas of McKinsey, who said that "The operation according to the strategy to achieve the specified objectives. In addition to the proper organizational structure and good strategy, the organization of work systems is also very important, such as accounting/financial systems, supplies systems, and information technology systems. monitoring/evaluation system, etc." It is consistent with the ideas of Peters & Waterman (1980: 1-12). they said "Success in business management is found in great companies because they have management that consists of the 7S's: Strategy, Structure, which is hardware or visible variables. The other 5S's, namely Style, Staff, Skills, Shared-value, and System, are considered software or invisible variables. Therefore, successful management requires both hardware and software to be used together." It is consistent with the concept of Thin Prachayaprut (2009) that

"behavioral analysis in the context of the organization and its environment are factors influencing organizational and employee behavior." It will directly affect the operational effectiveness of the organization. It consists of 1) organizational culture, 2) organizational policies and strategies, 3) management structure, 4) processes and technology, 5) management resources, and 6) management competencies and competences."

The results of the analysis of the internal factors affecting the effectiveness of teaching reimbursement of the college of innovation and management found that the operating system had a positive correlation with the effectiveness of the annual budget disbursement of the College of Innovation and Management at a statistical significance of 0.01 and had a very high correlation in the same direction ($r = 0.796$). Cognitive skills had a relatively high correlation in the same direction ($r = 0.687$). The management style had a relatively high correlation in the same direction ($r = 0.651$). Personnel had a relatively moderate correlation in the same direction ($r = 0.421$). The organizational culture had a relatively low correlation in the same direction ($r = 0.372$). It is in accordance with the management of the organization that focuses on systematic and orderly operations. It is consistent with the research of Sukhee Inta (2018, pp. 37-38), who found that "organizational environment factor, organizational management process factor, and organizational development factor gave the multiplicative coefficient (R) equal to 0.869. It was able to explain the variability of factors affecting the efficiency and effectiveness of budget management of the Bangkok Traffic and Transport Bureau with statistical significance at the 0.01 level. Personnel is the main priority. It also depends on the motive factor to perform." Chumpol Rodcham et al. (2021, page 143) studied work motivation in the organization which found that the overall level of opinions of employees was at a high level. When considering each aspect, it consisted of recognition from colleagues, job characteristics, job achievements and rewards, respectively. The overall performance of the staff was at a high level. When considering each aspect, it consisted of workload and time. It corresponds to internal factors of teaching reimbursement. Management is in accordance with disbursement regulations.

SUGGESTIONS

6. Suggestions

Additional suggestions are that personnel must have the skills, knowledge, competence, and understanding of the problems and obstacles that affect the effectiveness of teaching reimbursement of the college of innovation and management. Personnel should study the law or information related to budget disbursement. Personnel must adapt to changes for accuracy and clarity in accordance with relevant regulations, including preparing a teaching reimbursement of the college of innovation and management manual. It will increase productivity and reduces complex procedures.

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