



**Title:** The Scenario of Personnel Administration in the Private Schools in  
Maha Sarakham Province

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***Abstract***

The research aimed to study the scenario of personnel administration in the private schools in Maha Sarakham Province by using the EDFR (Ethnographic Delphi Future Research) technique. Purposively sampled, the 18 experts were divided into 2 groups: 1) 6 experts who had the role, authority and duty in setting the policy in the administration of the private schools; 2) 12 experts who had the role and duty in the operation that responded to the policy of the private school administration. The statistics for the suitability and congruency of the experts' opinions consisted of percentage, median, mode, and the difference between the mode and the median, and the inter-quartile range.

The results are as follows: on the aspect of staffing planning, more importance and thoughts should be given to the needs of students, parents and the community; the opportunity should be given to those involved in the private schools to participate in giving advice; there should be application notices and personnel in the fields needed by the school are chosen; there should be a probation period and evaluation of the work before the placement according to the regulations of the private school; the working morale should be enhanced; further education should be promoted; pride of the school should be built; there should be criteria for the evaluation of work for the promotion; workloads should be clearly assigned to personnel according to their knowledge and ability; in boosting the morale of the personnel, training should be provided; personnel should be developed through the working process and the administrative process in order to make the work of the personnel in the private schools more efficient and more effective; a valid and just personnel evaluation standard for school personnel should be made.