



# Educational Administration Concepts and Theories for Work Administration

*Translated from the Thai Version by Phanu, S.*



## **Suitable for:**

- Teachers
- School Administrators
- Educational Administrators
- Educational Supervisors
- Lecturers and Students at the Master's and Doctoral Levels in Educational Administration
- General Public

PHANU, S.



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# Educational Administration

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Suwit Phanujaree

# **Educational Administration: Concepts and Theories for Work Administration**

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## Preface

This book, “Educational Administration: Concepts and Theories for Work Administration”, was written with the objectives of allowing teachers, school administrators, educational administrators, educational supervisors, lecturers and master’s and doctoral students in the field of educational administration, and interested persons in general, to study, and enable them to effectively apply the knowledge in work administration and research.

This book contains important content for educational professionals, which is divided into two parts: (1) Concepts for Work Administration and (2) Theories for Work Administration.

Studying the topic of “Educational Administration: Concepts and Theories for Work Administration” and applying it to work administration and research is very important, because it will be useful in educational administration and lead the organization to success.

The author sincerely hopes that this book will be a source of knowledge or information for understanding concepts and theories for work administration and research in education, which will be useful for educational administrators and the general public.

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# Part 1

# Concepts for Work Administration

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## 1.1 Introduction

**Work administration concept**, in this context, refers to principles and processes of administration of various tasks applied to schools to lead them to success in accordance with the set goals, both in terms of teaching and learning management, personnel development, and creating an environment suitable for learning. This administration concept is a framework or principle that helps administrators to plan, operate, monitor, evaluate and develop the schools systematically, with clear goals, methods and processes related to the work administration of schools. Therefore, in this Part 1, it will present 9 important concepts for administration, namely (1) Concept of Management by Objectives (2) Concept of Balanced Scorecard (3) Concept of Results-Based Management (4) Concept of School-Based Management (5) Concept of Power and Duties of administrators (6) Concept of Administrative Innovation (7) Information technology concept for educational administration (8) Concepts of Thai Educational System and Educational Administration System and (9) Eastern concept and Thai educational administration, with details as follows:

## 1.2 Concept of Management by Objectives

The developer of the concept of management by objectives (MBO) is Peter F. Drucker (1951). The process of management based on objectives is

a management tool in governmental and private sector organizations, including non-profit organizations. Objectives are like a compass that shows the direction for administrators and workers to follow, or are the key for administrators to carry out effective planning. Clear objectives are a stimulus and promote management planning and decision-making. If the organization has clearly defined objectives, there will usually be no problems in developing the organization in both the short and long term.

In this section on management by objectives, there are 3 important points that should be studied: the meaning of management by objectives, the important components of MBO, and the management by objectives process, with details as follows:

In terms of management based on this objective, it consists of 3 important points that should be studied: the meaning of management based on objectives; Important components of MBO and management process based on objectives. The details are as follows.

### **1.2.1 Meaning of Management Based on Objectives**

Both domestic and international scholars such as Griffin, (2021); Robbins & Coulter (2022); Prajak Panasut (2022); Phisit Chamnansong (2021), etc. have defined the meaning of management by adhering to objectives, which can be summarized as follows:

Management by Objectives or MBO refers to management by administrators and co-workers jointly setting objectives. in order to carry out operations towards the goals set together with a definite direction of work. This will allow people in the organization to work together more efficiently.

### **1.2.2 Important Components of MBO**

Applying Management by Objectives (MBO) concepts for efficient organizational management depends on the important components and conditions as follows (Bunchai Kosolthanakul, 2018):