



Guidelines for the Development of Talent Management Model for Basic Education Schools

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Abstract— The major reason that education has to be. Balancing development, management and staff in schools are more effective. In particular, the management of people's basic education. In the context of Utilizing the model of management talent used in schools under the Office of Basic Education is very little. As well as research related to the management of people's basic education is relatively small, so the researchers are interested to learn the concepts and theories related to the research and development of management talent in place. basic education Which held that basic education is education important one. This is to allow administrators to manage personnel effectively, as well. As a result, educational achieving preset destinations. It has the ability to match a stable, prosperous and sustainable. The spirit of development and definition of national requirements. The study focused on a form of management that people's basic education consists of four elements is to identify talented people to develop rewarding and retains talented people. However, as a guide for practitioners. Educational Manager And agencies Involved in education To develop people, or those with a knack for performance excellence. This will lead to the development of educational effectiveness and contributes to the development of quality education and sustainability. To develop people, or those with a knack for performance excellence. This will lead to the development of educational effectiveness and contributes to the development of quality education and sustainability. To develop people, or those with a knack for performance excellence. This will lead to the development of educational effectiveness and contributes to the development of quality education and sustainability.

Keywords: TALENT MANAGEMENT MODEL FOR BASIC EDUCATION SCHOOLS

I. INTRODUCTION

The national economic and social development plan, Vol 12 (2560-2564) is a master plan for the development of the country, with the participation of the parties to the development of all sectors is important by sufficiency economy principle, seized the man as the Centre of development, seize 20-year vision, strategic target under the country's mounting mayonakhot Thailand. The year 2574 adheres to economic growth, reduce inequality and growth-driven increases in productivity from the

manufacturing on the base to use. Wisdom and innovation and adheres to lead the practice caused a serious achievement, in 5 years, advancing towards a long term goal (the Office of the Director of the national economic and social development, 2559) It can be seen that the national economic and social development plan, it focuses on the development of human resources so as to develop and adopt innovations are driving the development of the country, in every dimension, to enhance the potential of the country in all aspects as the focus, and the current page. Luxembourg, during the national economic and social development plan, Vol 12 therefore say that human resources constitute the most valuable resources in the Organization and the country. This is because human beings are valuable resources, which, in management and organization, it is important to develop human resources, valuable by increasing human potential, higher (SiriPong saopayon 2553) is consistent with the Dandi Tianput (2551) explains that people. Activates the same thing in the world that is important and valuable to absolutely broad per the existence and the collapse of the world and, if a study back in business, an interest in people continuously all ages, which is seen among the senior management of all corporate Info. Hunting the same hostname that is so people is the most valuable asset. In addition, Teerakiat Chareansedsil (2559 (2016)) suggestion that Thailand has a 4.0 so. Everything must go through the plan to create the Foundation and good environment and require patience is considerable. Than take a long time to see results. Like plants that will have to be prepared for good soil. There are good seeds and need to keep watering to loosen soil. So the tree growing up. Everything takes time and requires several simultaneous section operation, particularly innovation-driven countries which comply Wichan Phanid (2555)

II. RESEARCH QUESTIONS

This research aims to answer important research questions. As follows:

1 elements of talent management of basic education?

2 current conditions. The condition and needs of the managerial talent of basic education?

3 format of the talent management education should be?

4 a trial management talent, of fundamental education?

5 the impact of using the format of talent management education?

III. RESEARCH OBJECTIVES

From the research question. Researchers have therefore defined the following research objectives.

1 in order to study the composition of the management of talent education.

2 current state studies. The condition and needs of the managerial talent of basic education.

3 in order to develop talented management of basic education.

4 to trial management talent, of fundamental education.

5 in order to evaluate the format of talent management, basic education.

IV. SCOPE OF STUDY

This research study has defined the scope of research is as follows:

1 scope of content contains Elements of management talent, of fundamental education. The number of 4 elements include identifying talent development talented people and retain the best people to anarchy, which has an indicator as follows:

1.1 elements to identify talented people with the indicator.

- the personnel planning.
- the preference choices.
- to determine where critical
- to evaluate the performance of advanced

2 elements to develop talented people with the indicator.

- challenging assignments.
- the empowerment
- to elevate the ability of talented people

3 elements Awards With the indicator.

- the allocation incentives
- strengthening trust.
- the constructor to accept from the team.
- strengthening spirit

4 elements upholding the best people with the indicator.

- strengthening suntaree yotnotna
- enhancing working environment.

- developed as master

V. EXPECTED OUTCOMES

1. the best people management elements of basic education is to contribute to education for advancing academic knowledge management education can be used to cause the quality management education to truly.

2. the format of talent management, basic education is possible. A useful ability appropriate and accurate coverage, which is the format that has systems and procedures in the development of the beneficial use of operating personnel, development, efficiency, and effectiveness of the institution.

3. new knowledge about managing talented people of basic education, which can be used directly or can be scaled according to the application, in the context of education.

VI. RESEARCH METHODOLOGY

This research is the research and development of management talent of basic education. Its purpose is 1) to study the composition of the Management adept 2) study the present. Adverse conditions And the needs of the people management of basic education and 3) to develop a model for managing people's basic education, 4) trial order form. Talent Management of Basic Education 5) to evaluate the results of the model for managing people's basic education.

The researcher has proposed the implementation of the research methodology, research and development (Research and Development: R & D) to develop a model for managing people's basic education. Divided into five phases:

Phase 1 studies component of management talent

Phase 2 study of current conditions. Adverse conditions And the needs of the management of people's basic education

phase 3 development model for managing people's basic education

phase 4 trial model for managing people's basic education.

phase 5 Evaluation model for managing people's basic education.

VII. RESEARCH FINDINGS

1. the best people management elements of basic education is to contribute to education for advancing academic knowledge management education can be used to cause the quality management education to truly.

2. the format of talent management, basic education is possible. A useful ability appropriate and accurate coverage, which is the format that has systems and procedures in the development of the beneficial use of operating personnel, development, efficiency, and effectiveness of the institution.

3. new knowledge about managing talented people of basic education, which can be used directly or can be scaled according to the application, in the context of education.

VIII. RESEARCH DISCUSSION

1 teachers can develop their professional expertise and strengthens the chances of progress in the work. By studying from the elements and indicators of knowledge obtained from research and development talent management pattern of education.

2 executive education can bring the management talent to use in the development of educational institutions include the preparation of strategic plans for the preparation of the action plan and the development plan for development in education, operating results, quality and affect the quality of the next study.

3 organizations include the Office of the basic education educational service area office, and schools can bring their talent management pattern of basic education to improve the quality of education, such as a policy for education management effectiveness. Defining the strategic development talent in the Organization, planning, workforce planning, recruitment and succession users identify the best people to develop the talent and motivation to people and to maintain all this talent to achieve operational and development process. Talented, able to work more efficiently. This makes the enterprise management excellence. Have the competitiveness and sustainable development.

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