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☒ Bachelor's degree ☐ master ☐ doctorate

Course Specification

Course Code PUB 3216..... Courses..... Public Sector Human Resource Development.....

discipline... Public Administration (Public Policy and Public Administration)....

Faculties/Colleges College of Politics and Government.... Suan Sunandha Rajabhat University

Semester.....2..... School year.2565.....

Section 1 General Information

1. Course code and name

Course Code PUB 3216.....

Course Name in Thaiการพัฒนาทรัพยากรมนุษย์ภาครัฐ.....

English Course Name Human Resources Development in Public Sector.....

2. Number of credits3(3-0-6) Credits.....

3. Courses and types of courses

3.1 Curriculum Bachelor of Public Administration.....

3.2 Types of courses Compulsory subjects.....

4. Teachers in charge of courses and instructors

4.1 The teacher in charge of the course. Asst. Prof. Dr.Phichak Phutrakhul.....

4.2 Instructors Asst. Prof. Dr.Phichak Phutrakhul.....

5. Contact Address College of Politics and Government Suan Sunandha Rajabhat University....

E – Mailphichak.ph@ssru.ac.th.....

6. Semester / Year of Study

6.1 Semester 2/2022..... / Year Level.....2.....

6.2 Number of students accepted about.....80..... person

7. Pre-requisite (if any)-.....

8. Co-requisites (if any)-.....

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9. school College of Politics and Government Suan Sunandha Rajabhat University....

10.Date of last preparation or update of course details November 2022.

Section 2 Aims and Objectives

1. Course aims

To provide students with a basic understanding of the overall picture of human resource development in the public sector. In the system section structure Principles and functions of human resource management, including the evolution of human resource management in the public sector from the past to the present, to human resource management in the bureaucracy and employment. Learn examples of situations and problems both domestically and internationally in order to be able to analyze and discuss problems and learn solutions for human resource development in the public sector.

2. Objectives for course development/improvement

1. To provide students with basic knowledge and understanding of human resource development in the public sector.
2. To provide students with knowledge and understanding of the role of human resource development evolution in the Thai government.
3. To enable students to analyze human resource development problems of the Thai government.

Section 3 Characteristics and Actions

1. Course Description

The whole picture of human resource development in public sector – systems, structures, principles, and responsibilities of human resource management; evolution of human resource management changes in public sector from the past until present; human resource management in bureaucracy; employment; and situated learning by looking at both foreign and domestic problems in order to be able to analyze and discuss problems including learning ways to improve public sector's human resources.

2. Number of hours spent per semester

narrate (hours)	Supplementary teaching (hours)	Internship/Internship/Internship (hours)	Self-education (hours)
45 hours per semester	-	-	Self-study 30 hours

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			per week
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3. The number of hours per week that professors provide academic advice and guidance to individual students.

3.1 Self-consultation at the instructor's room 1 hour / week room ..3557..

Faculties/Colleges..... Humanities and Social Sciences.....

3.2 Consultation via work phone / mobile phone number.... 02-1601306.....

3.3 Consultation via e-mail.....phichak.ph@ssru.ac.th.....

3.4 Consultation via social networks (Facebook/Twitter/Line).....phichak phutrakhul.....

3.5 Consultation via computer network (Internet/Webboard).....

Section 4 Student Learning Outcomes Development

1. Morality and ethics

1.1 Morality and ethics to be developed

☐ (1) Be able to adapt to various situations in everyday life.

☐ (2) Have responsibilities in accordance with the roles and duties assigned, taking into account the public interest.

☒ (3) Perform all work in accordance with professional ethics.

1.2 Teaching methods

(1) Establish a corporate culture to instill discipline in students by emphasizing on-time attendance and dress code in accordance with the regulations of Suan Sunandha Rajabhat University.

(2) establish group work to train students to be responsible, to know the duties of group leadership and good group membership.

(3) The instructor inserts content related to good governance and morality for executives in the course to instill morality, work ethics, and professional ethics.

(4) The instructors insert content related to morality and ethics in teaching all subjects, including activities to promote morality and ethics, such as honoring students who have done well. Make good for the common good, make sacrifices.

1.3 Evaluation methods

(1) assess the student's punctuality in attending class; Submission of tasks according to the assigned period and participation in activities

(2) assess students' discipline and readiness; To participate in extracurricular activities.

(3) Observe behaviors between learners together and with all instructors.

(4) the results of the apprenticeship assessment by the organization in which the student took the internship.

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(5) the amount of fraud in the examination.

2. Knowledge

2.1 Knowledge to develop

- ☐ (1) Have extensive knowledge and understanding of public and private administration, both theoretical and practical, and up-to-date on the global situation.
- ☒ (2) Knowledge and awareness of changes in public and private administration.

2.2 Teaching methods

- (1) In-class lectures and Q&A on key principles and theories in the field of public administration.
- (2) provide topics for research and reporting, both individually and in groups.
- (3) group discussions, whereby instructors ask questions based on a learner-centered teaching system.
- (4) Provide learning from real-world situations by studying or inviting existing experts; Hands-on experience as a thematic lecturer.
- (5) practice in the workplace.

2.3 Evaluation methods

- (1) Test theory and practice by sub-exams and score on the reports prepared by the student.
- (2) tested by midterm and final written examinations.
- (3) evaluate the results of assignments and presentations.
- (4) evaluate the report provided.
- (5) assessment of cooperative education courses.

3. Intellectual skills

3.1 Intellectual skills to develop

- ☐ (1) think critically and systematically.
- ☐ (2) Be able to process and study data to analyze the causes of problems and conflicts of public and private administration, as well as find appropriate prevention and resolution solutions. Both broadly and in-depth, systematically.
- ☒ (3) be able to apply theoretical knowledge; Practical exercises can be utilized for field experience training and practical work according to the situation appropriately.
- ☐ (4) be able to integrate the knowledge studied with knowledge in other related sciences.
- ☐ (5) academic progress and ability to conduct primary research to correct administration in public and private organizations.

3.2 Teaching methods

- (1) case studies in the application of theories, concepts; Public and Private Administration.

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- (2) group discussions- online instruction.
- (3) work assigned to research or report on organizational development.
- (4) lectures by experts with direct experience as thematic lecturers or successful entrepreneurs.
- (5) Provide learning from real-world situations by studying the work.

3.3 Evaluation methods

- (1) evaluate the work assigned to research or work related to organizational development.
- (2) presentation of reports in test classes using quizzes or interviews and/or observations.

4. Interpersonal skills and responsibility

4.1 Interpersonal skills and responsibilities to be developed

- ☐ (1) Able to communicate effectively and appropriately between various groups of persons in both the public and private sectors.
- ☒ (2) demonstrate leadership in resolving issues.
- ☐ (3) Be responsible and continuously improve yourself.

4.2 Teaching methods

- (1) activities are scheduled; Working in a group, which requires coordinating with others or researching information from interviews with other people or experienced people in order to learn interpersonal skills and ability to take responsibility.
- (2) insert experience and provide case study examples.

4.3 Evaluation methods

- (1) evaluate the group's performance and the work of the learners in the group assigned to the task.
- (2) students to self-assess and peer.
- (3) observe the behaviors expressed in the activities.
- (4) use the results of the apprenticeship assessment.

5. Numerical analysis skills Communication and use of information technology

5.1 Numerical analysis skills Communication and the use of information technology that must be developed

- ☐ (1) Able to use information technology effectively and appropriately for both public and private operations.
- ☐ (2) ability to communicate appropriately between individuals.
- ☒ (3) can use basic mathematical and statistical techniques for processing; Interpretation and Data Analysis.

5.2 Teaching methods

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(1) Organize activities by having students analyze simulations and virtual situations and propose appropriate solutions; Learn techniques for applying information technology in a variety of situations.

(2) To prepare projects for the practical aspects of public and private administration.

(3) train to present self-researched work in the classroom.

(4) practice using basic mathematical and statistical techniques in processing; translation Definition and Data Analysis.

5.3 Evaluation methods

(1) evaluate the presentation technique using theory; Selection of related information technology or mathematics and statistics tools for analysis. Resolve the situation appropriately.

(2) assess the ability to organize project-based activities, as well as explain the limitations; Reasons to choose the right tools.

(3) discussion; Case studies presented to the class.

(4) Ask questions and observe how to answer them (by timer).

note

symbol ● Means primary responsibility.

symbol ○ Means secondary responsibility.

Leave blank Means not responsible.

This is reflected in the map showing the distribution of responsibility for the standard of learning outcomes from curriculum to course. (Curriculum Mapping)

Section 5 Lesson Plans and Assessments

1. Lesson Plan

Week	Topic/Details	Quantity(hrs)	Learning activities, teaching/materials used	teacher
1	Course Introduction Scope and criteria for evaluation and measurement	3	Course Syllabus asks questions and creates rules in the classroom together and exchanges ideas.	Asst. Prof. Dr.Phichak Phutrakhul
2	The role of government and human resource development	3	Power Point Narrative	Asst. Prof. Dr.Phichak Phutrakhul
3	Philosophy and Theory of	3	narrate Power Point	Asst. Prof.

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Week	Topic/Details	Quantity(hrs)	Learning activities, teaching/materials used	teacher
	Human Resource Development			Dr.Phichak Phutrakhul
4	Subject Human Resource Development Conceptual Framework	3	Power Point Lecture Assignment Activity 1 - Online Instruction	Asst. Prof. Dr.Phichak Phutrakhul
5	Human Resource Development Strategy	3	Power Point Lecture Event Deadline1 - Online instruction	Asst. Prof. Dr.Phichak Phutrakhul
6	Learning in organizations	3	Power Point Lectures - Online Instruction	Asst. Prof. Dr.Phichak Phutrakhul
7	Human Resource Development Processes and Procedures	3	Power Point Lectures - Online Instruction	Asst. Prof. Dr.Phichak Phutrakhul
8	สอบกลางภาค			
9	Individual development	3	Power Point Lecture Assign Activity 3	Asst. Prof. Dr.Phichak Phutrakhul
10	Career Development	3	Event Deadline 3 - Online Teaching	Asst. Prof. Dr.Phichak Phutrakhul
11	Diversity Management	3	Power Point Lectures - Online Instruction	Asst. Prof. Dr.Phichak Phutrakhul
12	Performance Management and Human Resource Development	3	Power Point Lectures - Online Instruction	Asst. Prof. Dr.Phichak Phutrakhul
13	Training	3	narrate Power Point - Online instruction	Asst. Prof. Dr.Phichak

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Week	Topic/Details	Quantity(hrs)	Learning activities, teaching/materials used	teacher
				Phutrakhul
14	Providing hands-on training	3	Perform activities	Asst. Prof. Dr.Phichak Phutrakhul
15	Practical training (continued)	3	Perform activities	Asst. Prof. Dr.Phichak Phutrakhul
16	Direction and trend of human resource development in the public sector	3	Take lessons from the Power Point Human Resource Development Podcast	Asst. Prof. Dr.Phichak Phutrakhul
17	สอบปลายภาค			

๒. แผนการประเมินผลการเรียนรู้

Learning Outcomes	How to evaluate learning	Estimated week	Proportion of evaluation
1.2 and 1.3	Attendance Participation in classes	weekly	10%
2.1 and 3.2	Midterm Exams Final exam	9 17	30% 30%
2.1, 3.2, 4.1, 4.2, 5.1 and 5.2	research Analyze case studies, data presentations, group work and work. Delivery of tasks as assigned Subtests 1-3 - Online Instruction	weekly	30%

Section 6 Teaching Resources

1. Textbooks and main documents

1) Phichak Phutrakhul. (2019). Human Resource Development in Public Sector. Teaching Materials Department of Public Administration, Faculty of Humanities and Social Sciences Suan Sunandha Rajabhat University

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2) Yorks, L. (2005). *Strategic human resource development*. Mason, OH: South-Western Thomson.

3) Gilley, J.W., Eggland S.A., 2002. Gilley A.M. *Principles of Human Resource Development* 2nd ed Cambridge, Perseus Publishing.

๒. เอกสารและข้อมูลสำคัญ

1) Jira Hongladarom, Manirat Bhinyopusaruk and Pabhavadi Prajaksubhanuti. *Human Resource Development in Organizations*. Bangkok : Namkang Printing

2) Chuchai Smithikrai. *Training of personnel in the organization*. Bangkok: Chulalongkorn University Press.

๓) Desimone, R.L., Werner, J.M. and Harris, D.M.(2002) *Human Resource Development*. (3rd ed) Orlando, Harcourt College Publishers

๓. เอกสารและข้อมูลแนะนำ

1) Banyong Tojinda. *Human resource development and practical training in private industrial business*. Bangkok: Includes Epistle (1977)

2) Narongwit (2007). *Development and training of personnel that the CEO would like to see*. Bangkok: HR Center.

3) Wararat Greenpairi. *Human Resource Development in Organization*. Bangkok: Dhonburi Rajabhat University.

Section 7 Evaluation and improvement of course operations

1. Strategies for evaluating the effectiveness of courses by students

Evaluation of the effectiveness of this course by students Organize activities to listen to opinions and suggestions from students in the following ways:

1.1 On the first day of instruction The instructor explained to students the improvement of this course from the previous semester and the benefits of the student's feedback on course development to encourage students to express their opinions on the development of the course at the end of the semester.

1.2 Have students evaluate their development comparatively. Knowledge and critical thinking skills before and after studying this course.

1.3 Encourage students to express their opinions on the teaching and development of the course in the last hours of this course.

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Have all students evaluate the effectiveness of their courses, including teaching methods. Organizing activities in and out of the classroom Teaching and learning support that affects learning and learning outcomes, including suggestions for course improvement through the university's computer system or online.

2. Teaching Assessment Strategies

2.1 Teachers evaluate their teaching. View student performance and make a report summarizing student development, problems, obstacles and solutions or course changes/improvements.

2.2 The department appoints an evaluation committee or from the observation of teaching by the professors in the department.

3. Teaching Improvement

3.1 Processing student opinions Self-assessment of teaching and summary of problems Obstacles to solutions at the end of teaching as a prerequisite for course improvement in the next semester.

3.2 Teachers are required to attend training in teaching strategies or research to develop teaching styles and methods.

3.3 Update the details of the subjects to be up-to-date and suitable for the next generation of students.

4. Verification of student achievement standards in subjects

4.1 Morality and ethics

4.1.1 Review the learning outcomes from classroom commentary on social situation issues related to moral and ethical dimensions in public administration.

4.1.2 Review the learning outcomes from the answers and presentations of students in dimensions that reflect the attitudes about integrity and ethics of public administration.

4.1.3 Review the learning outcomes from the responsibility of performing the duties assigned to them. Perseverance and attention to work to the best of our ability.

4.2 Knowledge

4.1.1 After the announcement of the grade level within 30 days, the selected lecturer randomly draws students from the grade level by randomly selecting one student by lottery.

4.1.2 The student shall take an oral examination, whereby the instructor in each subject shall take the exam once more.

4.1.3 The results of the exam are estimated to be 80 percent or more of the students.

4.1.4 If it does not pass, the instructor must bring a meeting with the course instructor to bring it to a meeting to improve the next teaching.

4.3 Intellectual skills

4.3.1 Review the learning outcomes from the work that reflects the ability to apply knowledge to the analysis. Explain and respond to classroom learning with a first-come, first-served measurement.

4.3.2 Review the learning results from the test to determine the ability to apply knowledge, principles and theories as a framework for critical thinking on issues related to public administration. Private sector and local government organizations systematically.

4.3.3 Verification of learning outcomes from observation of presentations Discussions and opinions of students in class to measure their understanding of the question. Clear presentation of ideas, as well as tact in answering questions.

4.4 Interpersonal relationships and responsibilities

4.4.1 Assessment of collaborative activity behavior in class to measure collaboration skills and relationships within the group.

4.4.2 Evaluation and presentation of students' work to determine their mission management skills Sharing responsibilities and division of duties between members within a group.

4.4.3 Evaluation of behavior and interactions between different groups of learners in listening to arguments and suggestions between each other. To measure the level of ability to tolerate differences of opinion and to be open to the opinions of others appropriately.

4.5 Analysis and communication and the use of information technology

4.5.1 Evaluation of studies and preparation of reports to measure skills and ability to use information technology for research. Data analysis and processing to meet learning needs appropriately.

4.5.2 Assessment of the ability to use information technology to analyze data and statistics To communicate the results of the research as well as the preparation of media to present information for the discussion to be easily understood by the listener.

4.5.3 Evaluation of skills and ability to use information technology for the preparation of information media for creative presentations.

5. Conducting reviews and planning to improve the effectiveness of courses.

5.1 Apply the results from the assessment of teaching by students. The results of the assessment by the evaluation committee of the department group the knowledge content that needs to be improved in order to adjust the teaching and learning management in the next generation.

5.2 Use the results of their own teaching assessment to group them in comparison with the opinions of students in order to develop up-to-date content. Adjust teaching and learning methods and evaluation methods to match expected learning outcomes.

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Curriculum mapping as shown in the programme specifications. TQF2

Courses	Morality and Ethics							knowledge					Intellectual skills			Interpersonal skills and interpersonal responsibility and responsibility			Numerical analysis skills Communication and use of numerical information technology Communication and use of information technology				Other skills
	<input checked="" type="radio"/> Main responsibilities														<input type="radio"/> Secondary responsibilities								
General Education	1	2	3	4	5	6	7	1	2	3	4	5	1	2	3	1	2	3	1	2	3	4	
Course code PUB 3216 Course name Public Sector Human Resource Development	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>					<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>			<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	

Responsibilities in each area can be increased and reduced according to responsibility.