

THE STANDARD OF MONITORING THE PERFORMANCE OF SUAN SUNANDHA INTERNATIONAL SCHOOL OF ART

Nattacha Leepanyaporn* & Komson Sommanawat**

**Nakorn Phathom Education Center, Suan Sunandha Rajabhat University, Nakorn Phathom, Thailand,*

*E-Mail: *nattacha.le@ssru.ac.th, **komson.so@ssru.ac.th*

ABSTRACT

This research was aimed to study the system of monitoring the performance of Suan Sunandha International School of Art and to create its standard. The population of this research was 11 people who reported the performance; 3 executives, 3 lecturers and 5 staff, by using the purposive sampling as the method. The data was compiled by using the documents, the performance of Suan Sunandha International School of Art, the need of users and the frequency of data to analyze in order to create the system of monitoring and reporting the performance through the information network such as website, line and email etc. The process was; record the monthly performance, check its accuracy and possibility, process and analyze the performance, compare the performance with its goal, arrange the report and publicize on the public relations board and webpage.

The findings were used for reporting the success or failure of performance to the executives in order to improve the operation and resolve the problems and obstacles to achieve the success. Creating the system of monitoring and assessment was as following.

1. Emphasize on monitoring the progress and assessing the performance continuously by improving the Key Performance Indicators (KPIs) which were consistent with the major goal of yearly operation plan of Suan Sunandha International School of Art, improve the knowledge and understanding of monitoring, assessment and specifying the key performance indicators for the relevant sections in Suan Sunandha International School of Art to improve the skill of monitoring, assessment and mutual benefits.

2. Improve the information system to support the operation continuously and link all levels for the mutual benefits, especially improving the database to arrange the activity or project included monitoring, assessment and managerial decision.

3. Specify the monthly progress monitoring, performance analysis for the executive decision.

Keywords: Standard, Monitoring, Performance

INTRODUCTION

Performance commitment is a tool of the new management that helps the executive who works as the accountability holder and the subordinate who works as the operator in order to have the mutual understanding and expectation on the performance and its improvement. It is used for budgeting, monitoring the performance, and assessing the potentiality and appropriation of all positions including creating the motivation and performance related pay which are consistent with the operation plan (annual government statement of expenditure and revenue budget) of the higher education institute. Additionally, monitoring and assessing the performance are under the Section 3/1 of the Government Administration Act, (5th Edition) B.E. 2545 (2002) and the Royal Decree on the Principles and Methods of Good Governance B.E. 2546 (2003).

The university has created the operation plan, specified the overall strategy for guiding the operation plan of all departments, and specified the key performance indicators for monitoring and assessing the performance which are integrated with ones of the Office of the Higher Education Commission (OHEC) and the Office for National Education Standards and Quality Assessment (ONESQA). The university has

specified all faculties or departments to create their operation plans which are consistent with the operation plan of the university, for being the assessment tool of their executives and staff, and improving the efficient performance. [1].

The performances of Suan Sunandha International School of Art are; 1) producing the graduate: filming, performing art, animation, multimedia and new media to respond the need of community, local area and society 2) academic service: create the network and collaborate with the entrepreneur to improve the creative economy on filming, performing art, multimedia and new media for fundraising as the purpose of the college and enhancing the professional standard 3) arts and culture promotion: promote and inherit the arts and culture, research and being the cultural learning center which Suan Sunandha International School of Art has conducted the performance commitment with the university by 62.90 of the total weight in fiscal year 2014. Consequently, the researcher has realized that the good performance should have the standard of monitoring the performance which is consistent with performance, job description and the structure of the college that affect to the efficient performance.

METHODOLOGY

The sample group of this research of the standard of monitoring the performance of Suan Sunandha International School of Art was as following;

Sample Group

1. 3 executives of Suan Sunandha Rajabhat University who reported the performance, by using the purposive sampling.

2. 3 lecturers of Suan Sunandha Rajabhat University who reported the performance, by using the purposive sampling.

3. 5 staff of Suan Sunandha Rajabhat University who reported the performance, by using the purposive sampling.

Research Method

1. The researcher has compiled the performance of Suan Sunandha International School of Art.
2. The researcher has studied the need of users and the frequency of data before analyzing the monitoring system.

3. The researcher has created the system of monitoring and reporting the performance through the information network (website, line and email) by recording the monthly performance.

4. The researcher has checked the data accuracy and possibility.

5. The researcher has processed and analyzed the performance, and compared the performance with its goal.

6. The researcher has arranged the report for the executive and publicized on the public relations board and webpage.

Data Analysis

The data from documents and interviews were analyzed and interpreted as following;

1. The researcher has concluded the data from documents and various information which related to the performance report including the relevant documents to systematize for data processing;

1.1 The researcher has analyzed the performance report of Suan Sunandha International School of Art by interviewing the factors affecting the success of monitoring the performance of all departments in Suan Sunandha Rajabhat University included the relevant documents.

1.2 The researcher has created the standard of monitoring the performance of Suan Sunandha International School of Art.

2. The researcher has assessed the standard of monitoring the performance of Suan Sunandha International School of Art.

3. The researcher has studied and reviewed the details of data for arranging the report.

RESULTS

Creating the standard of monitoring the performance of Suan Sunandha International School of Art was as following;

1. Operating the operation plan in fiscal year 2015 should emphasize on the collaboration management for arranging the efficient activity or project including improving the information system and monitoring the performance systematically for the efficient performance as following purposes; [2].

1.1 To enhance the knowledge and mutual understanding of staff in Suan Sunandha International School of Art on the concept and main point of the development strategy of the college.

1.2 To change the process and management mechanism for operating the operation plan in fiscal year 2015 efficiently.

1.3 To monitor and assess systematically by specifying the key performance indicators as the tool.

2. Guideline of operating the operation annual plan in order to achieve the purposes, the operation plan in fiscal year 2015 is being set as following; [3].

2.1 Create the mutual understanding of concept and main point of the development strategy by arranging a guideline of communication and public relations to create the understanding of mission, goal, development strategy and responsibility for the staff to support their efficient performance.

2.2 Manage the budgeting system and developing the potentiality of staff to consistent with the activity or project which emphasize on the performance.

2.3 Promote each section of Suan Sunandha International School of Art to consistent with the strategy of the college and university including link and assess all sections for resource subsidizing efficiently from the university.

2.4 Conduct the performance commitment to create the strategic agreement; executive and system including performance and resource subsidizing from the college and university.

2.5 Create the collaboration mechanism of all sections in Suan Sunandha International School of Art to arrange the activity or project for the progress continuously, data exchange, storage, publication and education by using the information technology as the communicative tool. Additionally, create the database for the accessibility and convenience of all sections in Suan Sunandha International School of Art to share their ideas and activity.

2.6 Monitor and check the performance of activity or project to respond the development strategy and assess it by using the information technology.

3. Monitoring and assessing the performance of the operation plan

Monitoring and assessment were the tools which supported the performance of Suan Sunandha International School of Art to achieve the goal of the operation plan in fiscal year 2015 to report the success or failure of the performance for the executive and staff. Additionally, they led to change the operation guideline for solving the problems and obstacles and achieving the goal was as following system; [4].

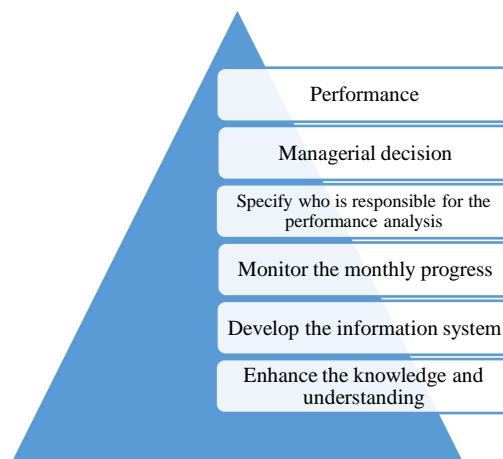
3.1 Emphasize on monitoring the progress and assessing the performance continuously by improving the key performance indicators to consistent with the goal of the operation plan of Suan Sunandha International School of Art, improving the knowledge, enhancing the understanding of monitoring and assessment, and specifying the key performance indicators for all sections in Suan Sunandha International School of Art to create the skill of monitoring and assessment, and mutual benefits.

3.2 Improve the information system to support the performance continuously and link all levels for the mutual benefits, especially improving the database to arrange the activity or project including monitoring, assessment and managerial decision.

3.3 Specify the monthly progress monitoring and performance analysis for the executive decision.

The standard of monitoring the performance of Suan Sunandha International School of Art was shown in Figure 1,

Figure 1



CONCLUSION AND FUTURE WORK

The standard of monitoring the performance of Suan Sunandha International School of Art has created the information sharing between its staff and the other sectors, learning exchange, collaboration, weakness or solutions for planning and budgeting, problems, solution and report.

ACKNOWLEDGEMENTS

I would like to express my sincere thanks to Suan Sunandha Rajabhat University for invaluable help throughout this research.

REFERENCES

- [1] Sasitorn Wachirapanyapong (2013), The Structural relationship model of Learning Organization and Knowledge Management effectiveness of Quality Assurance for Higher Education, *SDU Research Journal Humanities and Social Sciences*, Vol. 9, No. 3, Pp. 141-158.
- [2] Komson Sommanawat (2017), Reducing the Waste of Lemon Planting in Nakhon Pathom Province. College of Logistics and Supply Chain, Suansunandha Rajabhat University

- [3] Sasitorn Wachirapanyapong (2013), Credibility-Enhancing Communication Framework for Rajabhat Universities' Website, *SDU Research Journal Humanities and Social Sciences*, Vol. 9, No. 1, Pp. 187-198.
- [4] Marquardt & Reynolds. (1994). *Building the Learning Organization*. New York: McGraw - Hill.