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| Research Title | A Need Assessment for Desired Competencies' Rajabhat University Instructors at Graduate Level |
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| Year | 2016 |

The purposes of this research are 1) to study and formulate the components and indicators for desired competencies' Rajabhat University instructors at graduate level, 2) to examine the quality of components and indicators for desired competencies' Rajabhat University instructors at graduate level, 3) to evaluate desired competencies' Rajabhat University instructors at graduate level of 4 groups of stakeholders (administrators faculty members, students, alumni), 4) to study need assessment of desired competencies' Rajabhat University instructors at graduate level, and 5) to study factors affecting desired competencies' Rajabhat University instructors at graduate level.

The significant research findings were as follows:

1. Eighty four related literatures were reviewed for synthesis the components and indicators for desired competencies' Rajabhat University instructors at graduate level and 6 experts and 120 stakeholders helped verifying the content validity, appropriateness, feasibility and utility. They were 3 components of desired competencies' Rajabhat University instructors at graduate level: 1) *core competency* composed of body of knowledge competency, research and development competency, self development competency, communication competency 2) *non-core competency* composed of moral and ethics competency, academic service competency and learner development competency and 3) *management competency* composed of leadership competency, teamwork competency, performance management under the changes's competency.

2. The result of current and goal evaluation of desired competencies' Rajabhat University instructors at graduate level evaluated from 4 groups of stakeholders(administrators faculty members, students, alumni), their mean ranged from 3.54 - 4.16 and 4.49 - 4.82.

3. The need assessment using the compare of current and goal evaluation of desired competencies' Rajabhat University instructors at graduate level found that there were significant different between current and goal evaluation of body of knowledge competency, research and development competency, personal development competency, academic service competency and learner development competency, leadership competency, teamwork competency and performance management under the changes's competency.

4. The result of multi-level analysis indicated that factors explaining the desired competencies' Rajabhat University instructors at graduate level were education level and academic position of faculty members.