

(DAD 5300)

Philosophy and Development
Administration Theories

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Philosophy and Development Administration Theories (DAD 5300)

Theoretical analysis of development management
Conceptual framework for development, vision formulation, mission in economic, social, and political development, including national, ministries, departments, duties and responsibilities. Development of developing countries on the structure of development models Concepts of public administration, local administration, and justice administration, mechanisms related to the development of various resources, organizational structures, etc. Human behavior, the external environment, within the organization that are beneficial, and obstacles to development.

Philosophy

(Intelligence, Knowledge, Fact, Rational)

Pre-Philosophy before the 16th century

All human knowledge is divided into:

1. Natural Philosophy
2. Moral Philosophy

Philosophy

Modern era, there is the study instead of philosophy. It means to the knowledge of man. Academically, it is divided into:

1. Natural Science

Such as physics, biology, chemistry, etc.

2. Social Science

Such as law, political science, economics, sociology, religion. Philosophy, Public Administration (Public Administration), etc

Current Philosophy Scope

1. It is a branch in social science.
2. It is divided into 3 sub-branches:
 - 2.1 Meta physic what is the truth?
 - 2.2 Epistemology on the acquisition of human knowledge.
 - 2.3 Axiology on goodness (ethics) and beauty (aesthetics)

In the context of Doctor of Philosophy, the term "philosophy" does not refer to the field or academic discipline of philosophy alone, but is used in a broader sense. In its original Greek meaning, it is "love of wisdom". In Europe, it is traditionally known that philosophy is the highest curriculum with a wide range of academic disciplines.

Organ (Versus:VS) Organization

These two terms are used very confusing in academic circles.

Currently, but in the dictionary it is described. As follows:

Organ refers to the sub-components of a large unit that function in relation to each other or depend on each other. It has its own specific function.

Organization refers to the center of business that is combined into a unit and carries out joint activities in a step-by-step manner to achieve the mission. If it is a government sector, most of them will be legal entities according to the establishment law.

Conclusion Many organizations have merged into an organization.

Efficiency VS Effectiveness

Efficiency refers to the use of resources in any action with the aim of achieving results, and the results are achieved by using the least amount of resources and the implementation is economical. Whether it is time, labor resources, and other things that are required to carry out the process to be successful.

Effectiveness refers to the success of being able to operate the business and be able to achieve the goals set by the organization, such as working with minimal resource consumption and completing the work according to the goals.

Administration VS Management

Administration is derived from the Latin word for (Assist) or (Directing) and has a similar meaning to the word "Minister", which means to serve or serve. (Owen E Hughes, 2003)

Management is mainly focused on the public sector to benefit public services for the people, not for profit.

Management It is used in the business sector for the purpose of managing the business to seek maximum profits. For the benefits to fall to the public as a secondary objective.

Management is the process of transforming (Vision) into (Mission) so that it can be clearly managed by the implementation department.

Administration has several important importances. This is a process to gain confidence in transforming the vision into a mission. In order to develop, improve, make the organization's operations continuous, systematic, and enable the organization to adapt. Creating stability and sustainability

"Administration" is the essence of development in all dimensions.

Vision means envisioning the future of leaders and members of the organization, and defining a destination that is linked to mission, values, and beliefs, and then aiming for the desired destination. Such destinations must be clear. It is powerful and possibly possible.

V (Vision) = I (Image = Future Dream Image) + A (Action = action)

The Importance of (Vision)

1. Help determine the direction in which the organization's activities will be carried out with a clear destination.
2. Help all members know that each person matters. To reach the destination and know the Who, Why, How, and When[5W1H]
3. It encourages all members to have a sense of interest. Commitment to act willingly, challenging, and aspiring to success.
4. It helps to make the organization quality and help society to progress.

Mission

It refers to an obligation to be performed, usually a short sentence of about one or two lines. If there are multiple missions, they can be divided into several items, including 1) Main) and 2) Secondary Missions or (Imply).

The difference between Out put and Out come

An output is what is made as a product that is measured at the end of the action.

For example, the Entrance Out put exam is the test score achieved, and the exit come is the entrance exam with or without passing.

(Result) = Productivity + Results

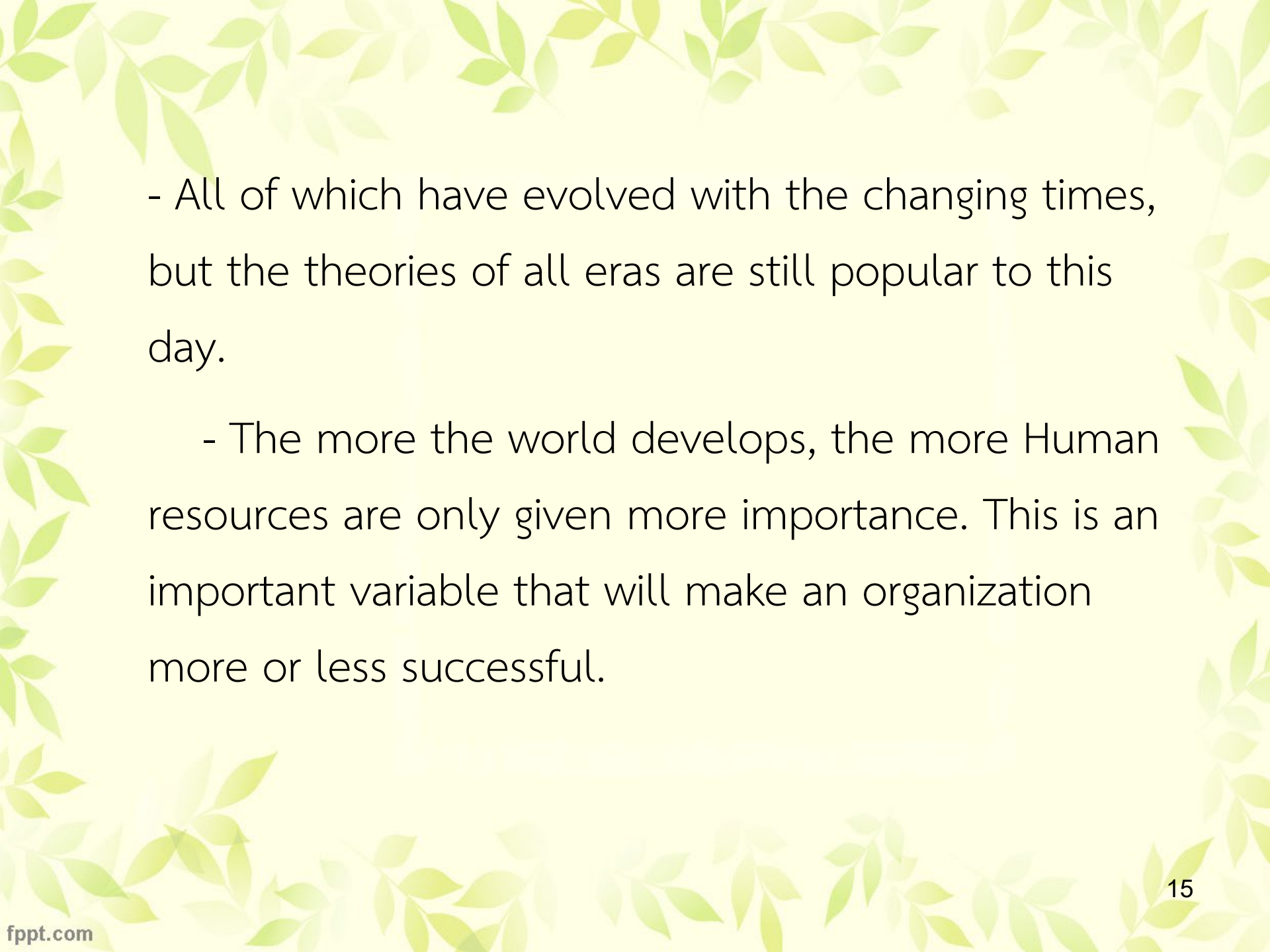
Management Concepts and Theories

Key Points

It was born during the Industrial Revolution around 1760 that began to change from manual labor to machine labor.

Divided into 3 major groups

1. Classical Theory
2. Neo-classical theories and concepts
(Theory of Organization)
3. Modern Theory of Organization

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- All of which have evolved with the changing times, but the theories of all eras are still popular to this day.

- The more the world develops, the more Human resources are only given more importance. This is an important variable that will make an organization more or less successful.

Traditional theories and concepts (Classical Theory)

1. Scientific Management Concepts
2. Management Concept

Scientific Management Concepts

It means systematic work management. By relying on scientific research techniques or methods, which are "rules and regulations", applied to work performance. Collect data and analyze to find the best way to do the job. It began to emerge at the beginning of the industrial revolution, shifting from manual labor to machines. The theory of this era focuses on the goal. The results of management make work more efficient.

Scientific Management Concept

There are prominent theorists including:

1. Frederick Winslow Taylor is regarded as the "father of scientific management". Better than the traditional "Rule of Thumb" (a simple approximation principle, predicting events based on experience without calculating exactly), it has studied how to increase productivity in the steel smelting industry in Pennsylvania. In 1878, the economic depression introduced various methods such as training, clear division of labor, daily wages, etc., which increased the efficiency of factories by 4 times.

2. Max Weber is regarded as a master. Bureaucracy, management in large organizations, 1911, with a clear structure and management with 7 elements.

1. Hierarchy
2. Principle of Responsibility
3. Rationality
4. Achievement Orientation
5. Principles of Specialization
6. Discipline
7. Professionalization

Management Concept

It is born from the belief that scientific management is a universal characteristic that exists normally, but it focuses on the work of the management or management department in particular. It does not focus on lower-level employees, with the assumption that the success of the job depends more on the work of the management or management.

Management Concept

There are outstanding theorists

Lyndall Urwick & Luther Gulick Emphasis is placed on organizational theory and management processes. Focus on how it works as well as POSDCORB presents 7 important duties of executives (P-planning, O- organizing, S-staffing, D-directing, Co-coordinating, R-reporting, B-budgeting).

Modern Traditional Theories and Concepts

(Neo-Classical Theory of Organization)

- Started in 2000, developed along with academic studies in sociology and psychology.
- Study of human factors Seeing the value and importance of people
- Human Resource Management
- Informal Group Education
- Human needs that affect the success of work and self-development.

Human Management Concepts (Human Relation)

There are outstanding theorists.

Abraham H. Maslow is known all over the world. Proposes the Hierarchy of Needs, also known as the "Maslow Theory", which is built in the shape of a pyramid of 5 stages of human needs.

1. Physiological needs
2. Security and Safety needs
3. Belonging and love needs
4. Esteem-needs
5. Self-actualization

2. Elton Mayo Harvard Industrial Research Division, a sociologist named the "Father of Human Relations Management" from 1927 to 1932. The research focuses on 3 major topics: Room Studies, Interview Studies, and Observation Studies, which have become important studies of Employee Motivation or Theory of Motivation.

Modern Conceptual Theory (Modern Theory of Organization)

- Social and economic conditions change rapidly. Businesses are expanding rapidly.
- Management It is more complicated.
- Therefore, the management of the organization is a variety of combinations by applying mathematical principles. Personnel management is even more complicated.
- Various strategies have been created and implemented.

Outstanding theorists

1. Henri Fayol Recognized as the founder of the science of modern management, focusing on personnel, work systems, The remuneration system to the welfare system to create fairness for workers and build loyalty to the organization. This theory is called "Fayolism or Theory of Business Administration" with 5 factors that must be coordinated: POCCC (P-planning, O-organizing, C-commanding, C-coordination, C-controlling).

2. Edward Deming Modern management in the form of PDSA (Plan-Do-Study-Act) was later developed into PDCA (Plan-Do-Check-Act) or called the Deming Cycle (very successful). It was used in Japan, becoming an industrialized country), called the "quality cycle".

3. Clayton Magleby Christensen wrote a famous book at Harvard University called "The Innovator's Dilemma", especially the theory of disruptive innovation, which is regarded as the most influential person in business in the 2000s.

4. William Ouchi Professor at UCLA, Theory Z, which is a business management theory that combines Western and Eastern business administration (Theory A (America)+Theory J (Japan)).

- Employment period is long-term or life-long
- The nature of the job requires learning in many areas, not focusing on one aspect.

- Promotion does not need to wait for a period of 10 years, it can be promoted according to ability and appropriateness.

- Evaluate the effectiveness of work as a team system.

- Decisions on decentralization and consolidation of powers according to circumstances and appropriateness.

- Management uses the Management by Objective (MBO)

system or management based on objectives

5. W . Chan Kim The Koreans have a famous achievement, Blue Ocean Strategy, which must seek a new sea instead of fighting in the Red Ocean with many competitors. The pursuit of new sources is to create new markets. Creating new opportunities, modifying tactics There are 4 main principles: Eliminated, Reduced, Raised, and Created, or called ERRC.

6. Franklin D Roosevelt (Former 22nd President of the United States) is a New Deal policy to solve America's economic problems, consisting of principles called the 3R: 1) Relief, 2) Recovery, and 3) Reform, which are used in government, private, and executive agencies in other countries.

7. Ernest Dale has 7 business executive duties: POSDCIR (Planning, Organizing, Staffing, Direction Controlling, Innovation, Representation).

8. Harold D. Knootz The 5 executive duties are POSDC (Planning, Organizing, Staffing, Directing, Controlling).

Theoretical concepts about development

Development means a gradual change through a series of stages to a level that can expand and grow. It has been improved and more appropriate than before. Progress to a satisfactory level of fertility

- Prosperity Changes In a way that grows.

Unraveling in a good way

Development (in the sense of a development administrator) means the development of a thing, both in terms of quality (better), quantity (more), and environment (appropriate).

United Nations Educational, Scientific and Cultural Organization(The United National Educational, Scientific and Cultural Organization: USNESCO) **Development is a function of planning and management. As follows:**

$$D = f (p + m)$$

D = Development

P = Planning

M = Management

Development focuses on the serious and continuous implementation of plans and projects.

Relationship between the organization and the administration

- The survival of the organization requires management.
- The organization cannot maintain its status. Without management,
- Incompetent management will result in the collapse of the organization.
- Organization and administration are like a coin with two sides (administrative/organizational). We have to work in a balanced way.

Background of "Development Management" (Development Administration (DA))

- Formerly known as "Comparative Public Administration". It began to enter Thailand in 1955.
- It has a meaning as a whole discipline. Activities and Processes
- There are many names such as Development Administration, Public Administration Development.
- Originally, it was aimed at the activities and processes of government agencies. Currently, it has expanded to all sectors of society.

"Development Administration" appears as an important branch of public administration (public administration). In the 1970s, a new paradigm emerged that "management" is an important dimension of "development" in all aspects, including economic, social, political, cultural, and psychological development. Multidisciplinary It can be studied both international and domestic comparisons.

Definition of Development Management

Overseas

1. Weildner, 1962 refers to the conduction process.

The organization aims to achieve the objectives of progress.

.2. Stone, 1966 is a combination of elements and

All resources, both people and goods, are used to achieve it.

Aim is a continuous cycle. Implement the policy.

3. Paul Meadows Development management refers to the management of changes or the public management of economic and social changes. In accordance with the public policy established by the competent organization.

4. Harry J, Friendman, 1970 Development management consists of two parts: 1) the implementation of the plan which will bring about modernization, and 2) the changes that occur in the management system, which will increase the efficiency of the implementation of the plan.

(Administration of Development : A of D) and

(Development of Administration : D of A) respectively.

5. Fred W Riggs, 1970 Development Management It has both direct and indirect meanings. In the end, development management refers to the administration of development (A of D), while indirectly, development management refers to the strengthening of administrative capacity. And if you look carefully, it can be seen that the success of development services will also depend partly on the development of administration.

6. Gant, 1979 The objective of development management is to stimulate and facilitate the preparation of social and economic plans, which is the goal of change.

7. Heady, 1991 Development Administration focuses on achieving the objectives of public policy with the prosperous CAG=Comparative Administration Group.

8.Siffin,1991 Because they want to separate the administration at support and manage the development of "Legal Administration".and regulations", which is a full-time job.

Develop It is a catalyst for social change.

Economy Both quantitative and qualitative.

9. **Arora, 2010** The first meaning is (Administration of Development: A of D) and the second meaning (Development of Administration: D of A). The second meaning refers to administrative reform or bureaucracy that hinders development.

10. Swardlow, 2010 There are two related tasks in development management:

(1) Institution building, such as departments;

Nation Building and

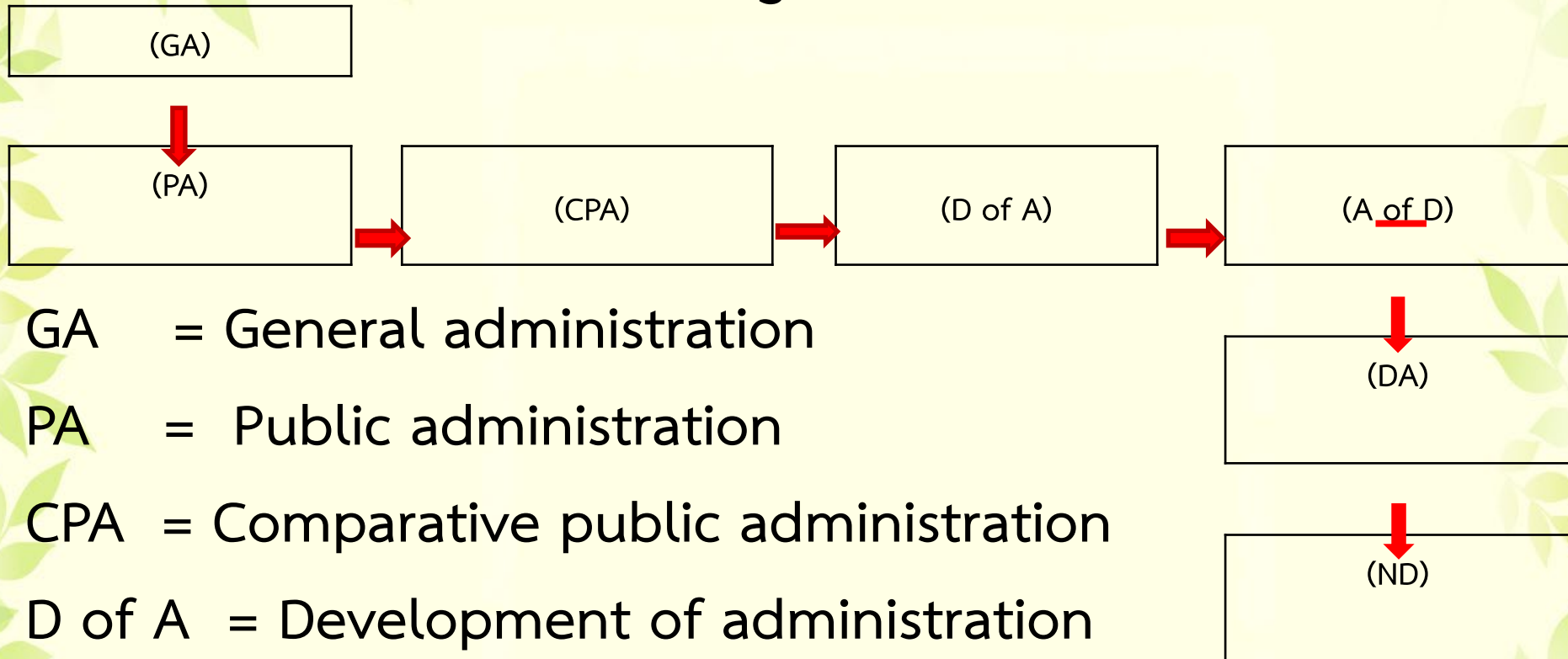
(2) Planning These two aspects of work are related.

Mutual

11. United Nations Economic and Social Affairs Division

Development management consists of two parts: the first part refers to the characteristics of administrative competencies for development and how to increase them, and the second part refers to the organization and management of development.

Concept and relationship of development management



GA = General administration

PA = Public administration

CPA = Comparative public administration

D of A = Development of administration

A of D = Administration of Development

CPA (Comparison of Environment, Structure, Process, and Administrative Behavior)

(Development administration : DA) It refers to the field of study and also refers to the activity or process of development management, consisting of D of A and A of D.

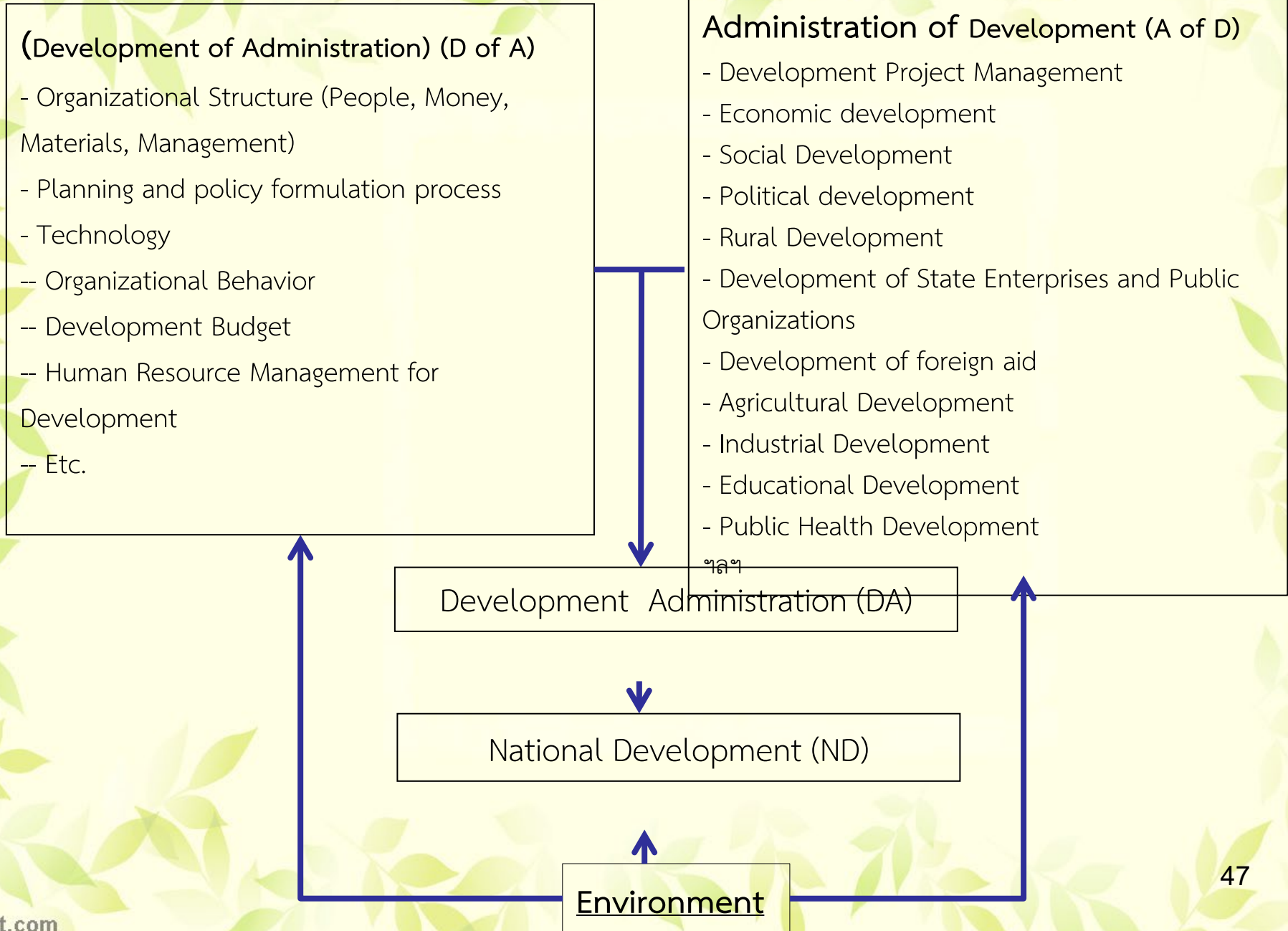
(Development of administration : D of A) It means to prepare, to change. Improve or reform the structure, processes and behavior of administration to have (Capabilities) or capabilities to support policies, plans, plans, projects or activities for national development.

(Administration of Development : A of D) It means the use of the competencies or abilities existing in the management system to implement the policy. Plans, plans, projects, or actual development activities to bring about changes as planned in advance, and these pre-planned changes will be aimed at the growth of both administration, management, and management. This will lead to a reduction in the suffering of people both within the organization (i.e. government officials, employees, government, and employees of state enterprises) and those outside the organization, namely the citizens of the country.

Development management must have the basis of administration, organization and publiadministration.

1. POCCC = (P=Planning, O=Organization,
2. C = Command/Command,
3. C = Coordination, C=Control)
4. 2. POSDCORB = (P=Planning, O=Organization,
5. S = Placement of people, D = Director,
6. CO = Coordination, R = Reporting,
7. B = Budgeting
8. 3. POSDCIR = Controlling, Innovation ,
Representation

Elements of development administration



Common features of development management(GDTF)

1. Geographical It was born in a developed country, namely the USA, but has been applied in developing countries in Asia. Africa, Latin America
2. Development management is a consequence or result derived from the elements of administrative development, political, economic and social development, etc. Administrative Development Section Political, economic and social development, etc., are the primary or causal variables.

3 It is the process of movement from one condition to a certain goal (Teleological), that is, from an underdeveloped state to a developing state and to a developed state. The final goal is to develop the country. Make the nation stable and the people prosperous.

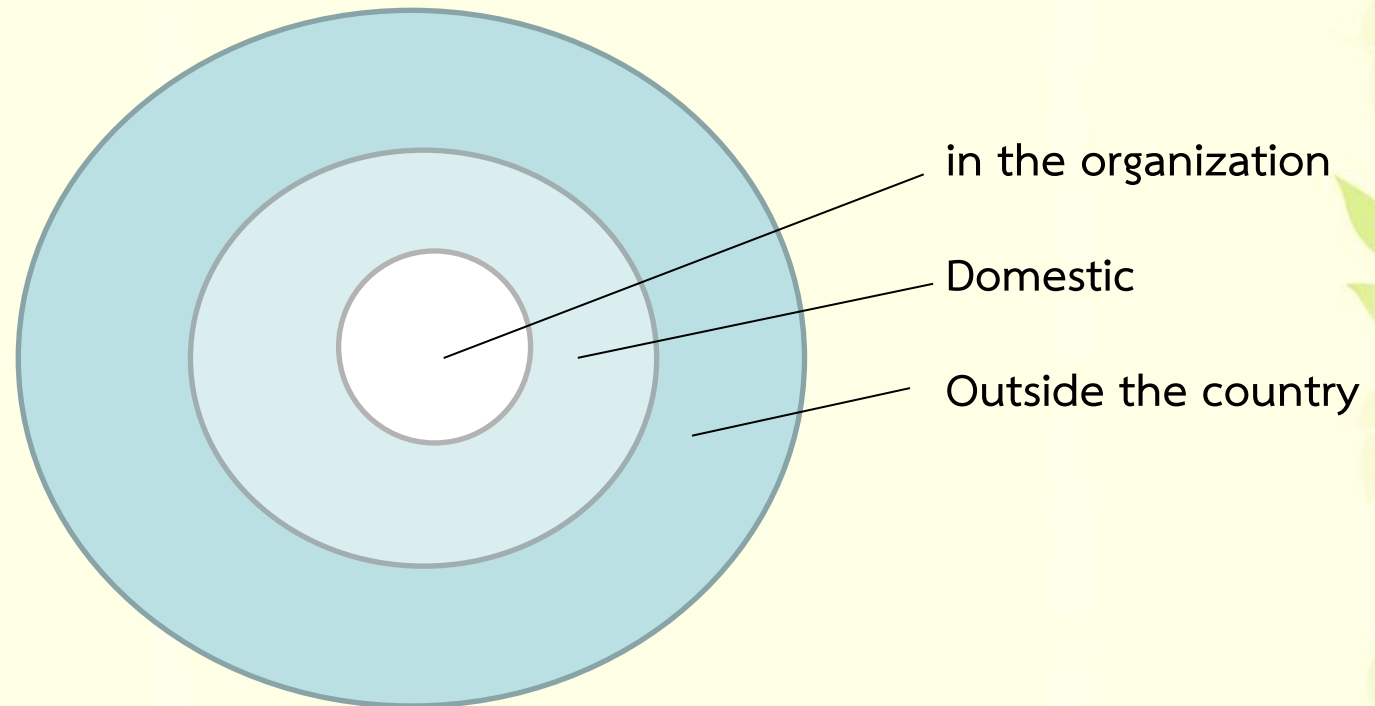
4. It is an indication that developing countries must perform tasks that are the same or similar to those of developed countries (Functional). Economic, political, and social, etc.

The focus of development administration as an administration for development(Administration of Development : A of D)

1. Focus on the project
2. Focus on specific developments
3. Focus on putting policies into practice.
4. Environment

Conclusion Development management refers to the organization of the administrative system in terms of structure. Appropriate Format and Processing In various aspects to be carried out continuously, systematically, according to the goals and objectives, the last is the development of the country.

Environment of Development Management and Ecology



It refers to concrete and abstract things, both internally, externally and around the organization, which influence the structure, process, and behavior of administrative development and development administration.

Impact of the Environment on Development

- Environmental impact from outside the country

Population impact

Impact of Physical and Biological Technology

Impact of social inventions such as corporations

Trade unions, interest groups (NGOs), etc.

Impact of ideology such as professional groups. Religious denominations

political parties, etc.

Political Impact

Economic Impact

Social Impact

Effects of interactions between organizations and individuals

The environment of development management is divided into 3 types.

From within the organization

From within the country

From outside the country

The concrete environment may include geography, demographics, technology, while the abstract environment includes social inventions, including trade unions, interest groups, political, economic, and social systems, etc.

Within the organization, such as conflicts between organizations and individuals, etc.

Domestic Environment, such as the political, economic, and The society of the country

Outside the country, such as population, technology, physical and biological materials, social and ideological inventions, etc.

Biotechnology, for example, scientists can divide and synthesize genetic material. that regulates inheritance. known as DNA (Deoxy Nucleic Acid), which is a subset of chromosomes.

Development Management Environment

Felix A. Nigro and Lloyd Nigro

- Physical and social things that surround the organization.

Influence over administrative behavior

And at the same time, Administrative behavior also dominates. Environment with

Edgar F. Huse and James L. Bowditch

- Conditions outside the organization that affect or receive Organizational Impact

This includes abstract concepts, such as people's feelings.

Herbert G Hicks

The sum of the various factors surrounding the organization.

War/Peace

Culture/Ethics

Attitude, Benefits

Alvin Toffler (1981) Write a book “Toward a Third Wave Civilization” It is said that our world has gone through three waves.

- 1) Agricultural Revolution, 2) Industrial Revolution, 3) Information and Technology Revolution
- 2) The world will enter the 4th era of knowledge, and information entry and perception will be faster. People who can select the best information to make use of it have more opportunities to improve.

Summary of the development management environment

- Concrete and abstract things both inside and outside.

Around Organization Influence over structures, processes, and behaviors. Administrative Development and

Administration for Development

- If the organization can control the environment, it will be influenced in how much direction do they want? It is more in line with the philosophy of manage the development more than that.

Types of development management environments

- Divided by Time/Place Dimension

Divided by specific dimension (political, economic, social)

Divided by Dimension of Constant/Volatile (Change)

Divided by Impact Dimension

Environment-level analytics 1. Uncertainty

2. Complexity 3. Easy to change