

## **ASSOCIATE PROFESSOR POSCHANAN NIRAMITCHAINONT, Ph.D.**

- Program Director for M.Ed. in Educational Management (International Program)
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### **EDUCATION**

#### **Ph.D. in Non-Formal Education**

Department of Educational Policy, Management and Leadership  
Faculty of Education, Chulalongkorn University  
\*Dissertation (Excellent) : Causal factors and the effects of workplace learning affecting work behaviour with the corporate social responsibility of science and technology researchers.

#### **M.Sc. in Applied Behavioral Science Research**

Behavioral Science Research Institute, Srinakharinwirot University  
\*Dissertation : Social psychological factors related to students' self - directed learning at Srinakharinwirot University.

#### **B.Ed. in Educational Psychology and Guidance**

Faculty of Education, Srinakharinwirot University

### **Expertise**

- Future research
- Social Sciences Research & Statistics
- Human Resource Management & Development
- Workplace Learning
- Lifelong Learning
- Healthy Organization/ Happiness in the Workplace
- Quality of Working Life
- Strategic Planning
- Stakeholder Analysis

## Teaching experience

- **Master of Education in Educational Management (International Program)** : Human Resource Management, Leadership and Challenge in Education, Organizational Behavior, Seminar on Educational Management and Morality Ethics for Educational Leaders
- **Doctor of Education in Educational Management (International Program)** : Role of Educational Leaders and Human Resource Management, Educational Leadership for Sustainable Development, Educational Leaders Development and Teacher Professional Development, Management of Lifelong Learning and Adult Education and Seminar on Education Management Innovation
- **Guest speaker** : Ph.D in Sport Management program, Mahidol University; Ph.D in Population Education program, Mahidol University; M.P.A. & D.P.A. Public Policy and Public Management program, Mahidol University; M.P.A. & D.P.A. Public Policy and Public Management program, Thammasart University; Ph.D. in Non-Formal Education program, Chulalongkorn University; Ph.D. in Industrial and Organizational Psychology, King Mongkut's University of Technology North Bangkok (KMUTNB); Ph.D. in Educational Administration, Mahamakut Buddhist University

## Consultant & Guest speaker

- National Assembly of Thailand; Thanachart Bank Public Company Limited; PTT Public Company Limited; Bank for Agriculture and Agricultural Cooperatives; National Science and Technology Development Agency (NSTDA); Health Systems Research Institute (HSRI); Central Police Training Division, Police Education Bureau, Royal Thai Police; Office of Atoms for Peace (OAP); Iron and Steel Institute of Thailand; Knowledge Network Institute of Thailand; Sasin Graduate Institute of Business Administration; Payao University; Faculty of Applied Arts, King Mongkut's University of Technology North Bangkok (KMUTNB); Faculty of Education, Kasetsart University

## Research

### Current research

1. Project leader : Evaluation on Organizational Performance of Thai Media Fund in Fiscal Year 2022 (Funded by Thai Media Fund, 2022-2023)
2. Project leader : Training Program for Television and Radio Broadcasting Personnel (Funded by Office of The National Broadcasting and Telecommunications Commission, 2022)
3. Researcher : The validation of the Working Memory Power Test (WMPT) as a predictor of educational attainment in Grade 4 children in Thailand. (Collaboration between Mahidol University and University of Newcastle, Australia, 2020-2022)
4. Researcher : Trade Competition Master Plan for Office of Trade Competition Commission (OTCC) (Funded by Office of Trade Competition Commission, 2021-2022)

## Completed research

1. Project leader : Evaluation on the Service Standard of Sport Complex (Funded by Sports Authority of Thailand, 2022)
2. Project leader : Evaluation on Organizational Performance of Office of Trade Competition Commission (OTCC) in Fiscal Year 2021 (Funded by Office of Trade Competition Commission, 2021-2022)
3. Project leader : Evaluation on Organizational Performance of Thai Media Fund in Fiscal Year 2021 (Funded by Thai Media Fund, 2021-2022)
4. Researcher : Promoting People with Disabilities to access and utilize Information in Broadcasting and Telecommunications (Funded by Broadcasting and Telecommunications Research and Development Fund for the Public Interest, 2021-2022)
5. Researcher : Strategic Plan of Thai Media Fund (Funded by Thai Media Fund, 2021-2022)
6. Project leader : Training Program for Authorized Trial Radio Broadcasting Personnel (Funded by Broadcasting and Telecommunications Research and Development Fund for the Public Interest, 2020-2021)
7. Researcher : 3<sup>rd</sup> Strategic Plan for Bangkok Metropolitan Administration during 2023 -2027 (Funded by Office of the Bangkok Metropolitan Administration, 2021)
8. Researcher : Possibility, Economics Impacts and Model for hosting E-Prix (Formula E) in Thailand (Funded by Sports Authority of Thailand, Ministry of Tourism & Sports, 2020-2021)
9. Researcher : The Development of Digital Literacy Network for Subdistrict Quality Schools Under the Office of the Basic Education Commission in Nakhon Pathom (Funded by Office of the Education Council, 2020)
10. Researcher : Evaluation on Organizational Performance of Thai Media Fund in the Fiscal Year 2020 (Funded by Thai Media Fund, 2020)
11. Researcher : Possibility, Economics Impacts and Model for hosting Formula One World Championship (F1) in Thailand (Funded by Sports Authority of Thailand, Ministry of Tourism & Sports, 2019-2020)
12. Researcher : Selection and Funding Criteria for Sport Tourism Events in Thailand (Funded by Ministry of Tourism & Sports, 2019)
13. Researcher : Monitoring and Evaluating Tourism Data in Thailand (Funded by Ministry of Tourism & Sports, 2019)
14. Researcher : The effective enhancement of T Sports Channel operation (Funded by Sports Authority of Thailand, Ministry of Tourism & Sports, 2019)
15. Researcher : Satisfaction survey on project and activity fundings of Thai Media Fund during 2018 – 2019 (Funded by Thai Media Fund, 2019)
16. Project leader : Developing Volunteer Network for Media Regulation in Radio and Television (Funded by Office of The National Broadcasting and Telecommunications Commission, 2018 – 2019)
17. Researcher : Satisfaction survey on project and activity fundings of Thai Media Fund during 2017 – 2018 (Funded by Thai Media Fund, 2018)

18. Researcher : Need Assessment on Doctor of Education in Educational Management (International Program) (Funded by Doctor of Education in Educational Management (International Program), 2018)
19. Project leader : Populism: Implications and Guidelines for Solution (Funded by Office of the National Anti-Corruption Commission, 2017)
20. Researcher : Happy 8 Menu Knowledge Management (Funded by Thai Health Promotion Foundation, 2014 - 2017)
21. Researcher : Action Research in Developing A New Paradigm of Leadership for Social Facilitation for Organization's Leadership Capacity Building Program (Funded by Thai Health Promotion Foundation, 2015 - 2016)
22. Project leader : Appropriate Model for Providing Teachers and Education Personnel's Welfare in Thailand (Funded by Office of the Welfare Promotion Commission for Teachers and Educational Personnel : 2015 - 2016)
23. Researcher : Annual evaluation on radio business in the 2015 (Funded by Office of The National Broadcasting and Telecommunications Commission, 2015 - 2016)
24. Researcher : Model and Mechanism for Enhancing Democratic Citizenship (Funded by King Prajadhipok's Institute, 2015)
25. Researcher : Factors affecting Generation Y Teacher's Happiness at work : The comparative study between Thailand and Bhutan (Funded by Educational Management (International Program) - Mahidol University, 2015)
26. Researcher : Educational decentralization for learning development in 21<sup>st</sup> century (Funded by World Class University Program, 2015 - 2016)
27. Project leader : Quality of working life survey in steel and metal industry in Thailand (Funded by Iron & Steel Institute of Thailand (Project leader, 2015 - 2016)
28. Academic working group : 1st National Conference on Physical Activity : NCPA 2015 (Funded by Thai Health Promotion Foundation, 2015)
29. Project leader : Causal Relationship Model of Organization and Healthy at work affecting Generation Y's work behavior (Funded by Hongwiwat Scholarship, 2014)
30. Researcher : Factors affecting Generation Y's work behavior in Public Organization (Funded by Department of Social Sciences - Mahidol University, 2014)
31. Researcher : Factors affecting Routine to Research (R2R) Achievement of Supporting Staff in Higher Education Institution in Thailand (Personal funding, 2014)
32. Researcher : Operational achievement evaluation of the Chalerm Rajakumari Scholarship Program (Funded by Office of the Higher Education Commission, 2014 - 2013)

33. Researcher : Transformational leadership and readiness toward ASEAN community of program director at Mahidol university (Funded by Educational Management (International Program) - Mahidol University, 2013)
34. Researcher : Customer service satisfaction survey of government pawnshop (Funded by government pawnshop, 2013)
35. Researcher : Capacity building and academic empowerment for happy workplace network (Funded by Thai Health Promotion Foundation, 2011 – 2013)
36. Researcher : Quality of work life development model for civil servant in Thailand (Funded by Office of The Civil Service Commission, 2012)
37. Project leader : Management in alternative studies and desirable characteristics of alternative studies instructor related to Thai social reformation (Funded Mahidol University, 2011 – 2012)
38. Researcher : Needs for continuing education in Ph.D. in Educational Management (International program), Department of Education Faculty of Social Sciences and Humanities, Mahidol University (Funded by Educational Management (International Program) - Mahidol University, 2012)
39. Researcher : Learning styles of international students at Mahidol university (Funded by Educational Management (International Program) - Mahidol University, 2011 – 2012)
40. Researcher : The development of Database and information system of Healthy Organization (Funded by Thai Health Promotion Foundation, 2010-2011)
41. Mentor : The development of research potential for integrated learning in sufficiency economy (2010-2011)
42. Project leader : The Scenario of Forensic System in Thailand (Funded by Health Systems Research Institute, 2010 – 2011)
43. Project leader : Thailand Science and Technology Manpower Database. (2011)
44. Researcher : The “Asian City Innovation Systems Initiative” project which use foresight techniques to propose policy options for the megacities in the six emerging economies of the Association of Southeast Asian Nations (ASEAN), co-organized with Faculty of Architecture, Chulalongkorn University and Noviscape Consulting Group Ltd. (2010)
45. Researcher : The scenario of Thailand 2019 (Funded by Knowledge Network Institute of Thailand, 2010)
46. Researcher : Global risk with foresight techniques to develop “The 11<sup>th</sup> national economic and social development plan”, co-organized with Sasin Graduate Institute of Business Administration of Chulalongkorn University (2010)
47. Researcher : Science and Technology Status in Thailand project, (Funded by Thailand Graduate Institute of Science and Technology, 2009-2010)

## Publication

### Journal

1. Chansaengsee, S., Niramitchainont, P., Leksansern, A. & Longpradit, P. (2022). The Blueprint of Transdisciplinary Concepts of Education for Sustainable Development (ESD) in Thai Tertiary Education. In *Fostering excellent next generation*. Chiba University, Japan.
2. Sathianwatchai, A. & Niramitchainont, P. (2022). Generation Z Teachers' Quality of Work Life: Measurement and Enhancement Guidelines (Accepted 29-Oct-2021 and will publish in 2022) (SCOPUS)
3. Siriteerawasu, W. & Niramitchainont, P. (2022). The scenarios of entrepreneurial university in 2030: The case study of Thai private universities. *Kasetsart Journal of Social Sciences*. (Accepted 11-May-2021 and will publish in 2022) (SCOPUS)
4. Dong, W.J. & Niramitchainont, P. (2021). Leading private Chinese schools in Northern Thailand : Contextual Challenges facing school principals and their perception towards their leadership roles. *Kasetsart Journal of Social Sciences*. *Kasetsart Journal of Social Sciences*, 42 (4), 940-946.
5. Chansaengsee, S., Longpradit, P., Niramitchainont, P., & Leksansern, A. (2021). Phenomenon of Boredom of Online Activity in COVID-19 Outbreak Causing Dysfunctional Behavior of Teenagers for Creating Virtual Reality Classroom Prototype. In *Ideas and challenges of the online classes under the COVID-19 pandemic*. Chiba University, Japan
6. Sathithada, K. & Niramitchainont, P. (2019). Scenarios of a Sustainable E-leadership for Thai Higher Educational Institution Leaders in 2027. *Discourse and Communication for Sustainable Education*, 10 (1), 81-90. (SCOPUS)
7. Niramitchainont, P., Leksansern, A., Longpradit, P. & Chansaengsee, S. (2018). Factors affecting Happiness at Work of Generation Y Teachers in Public Schools in Bangkok. *Veridian E-Journal*, Silpakorn University, 11 (3), 160-176. (TCI-I)
8. Niramitchainont, P., Leksansern, A., Sonsri, G. & Noriya, W. (2018). Populist Policies: Implications and Preventive Guidelines . *NACC Journal*, 11, (1), 83-98. (TCI- II)
9. Chansaengsee, S., Longpradit, P., Niramitchainont, P. & Leksansern, A. (2018). Needs Assessment of Study in Doctor of Education Program in Educational Management (International Program). *Veridian E-Journal*, Silpakorn University, 11(3), 141-159. (TCI- I)
10. Niramitchainont, P. (2017). Strengthening Active Citizenship in Democracy Model for all Generation Citizen in Bangkok. *Rattaphirak Journal*, 59, (3), 47 – 61. (TCI- I)
11. Niramitchainont, P. & Sonsri, G. (2017). Appropriate Model for Providing Teachers and Educational Personnel's Welfare and Safety in Thailand *Veridian E - Journal*, 10, (1), 1680 – 1697. (TCI- I)

12. Niramitchainont, P. & Sonsri, G. (2017). Causal Relationship Model of Organization and Healthy at Work Affecting Generation Y's Work Behavior. *Interdisciplinary Studies Journal*, 17(1), 170-200. (TCI- II)
13. Suriyamane, N., Leksansern, A., Niramitchainont, P., Sathianwatchai, A. (2017). Educational Decentralization Model for Developing Learning Management in the 21<sup>st</sup> Century. *Interdisciplinary Studies Journal*, 17, (2), 195-218. (TCI- II)
14. Niramitchainont, P. & Leksansern, A. (2016). Nurturing the Next Generation Leaders for Driving Thailand's Future with New Paradigm of Leadership. *Interdisciplinary Studies Journal*. 16(2), 5-31. (TCI- II)
15. Leksansern, A. & Niramitchainont, P. (2016). Action Research in Developing a New Paradigm of Leadership for Social Facilitation for Organization's Leadership Capacity Building Program. *Quality of Life and Law Journal*. 12(2), 182-194. (TCI- II)
16. Sonsri, G., Noriya, W. & Niramitchainont, P. (2015). Factors affecting Supporting Staff's Routine to Research achievement of Office of the Higher Education Commission. *Interdisciplinary Studies Journal*, 15, (1), 361-401. (TCI- II)
17. Sonsri, G. & Niramitchainont, P. (2015). Factors Affecting Work Behavior of Generation Y Government Employee. *Journal of Politics, Administration and Law*, 7 (1), 39-66. (TCI- I)
18. Niramitchainont, P. & Suriyamane, N. (2015). Roles of Alternative Education in Thailand's Education Reform : Lesson Learned from Alternative Education in Various Countries. *Alternative Education in Thailand Reform*. Nakhon Pathom : Department of Education, Faculty of Social Sciences and Humanities, Mahidol University
19. Niramitchainont, P. (2014). Roles of alternative educators in Thai social reform. *Interdisciplinary Studies Journal*, 14 (1), 274 - 299. (TCI- II)
20. Niramitchainont, P. (2014). Supporting factors in organizational driving forces towards a healthy organization in Thailand..From theories to practices in the view of Behavioral Sciences. *Methodologies and Theories in Organisational Behaviour Research*. Bangkok : Behavioral Science Research Institute, Srinakharinwirot University.
21. Suriyamane, N. & Niramitchainont, P. (2014). A Study of Transformational Leadership and the Readiness towards ASEAN Community of the Graduate Program Directors in Mahidol University. *Trends in Managing Borderless Higher Education*. Nakhon Pathom : Department of Education, Faculty of Social Sciences and Humanities, Mahidol University
22. Niramitchainont, P. (2013). Foresight as a tool for learning and sustainable progression : A case study of scenarios for higher education systems to 2030 and crises or opportunities of university in Thailand. *Learning to live together sustainably in the Multi - Cultural Society*. Nakhon Pathom : Department of Education, Faculty of Social Sciences and Humanities, Mahidol University.

23. Niramitchainont, P. (2013). Desirable characteristics of alternative educators in Thai social reform. *Asian Social Science*, 5(9), 183 - 190. (SCOPUS)
24. Suriyamane, N. & Niramitchainont, P. (2013). Learning styles of graduate students in international programs of Mahidol University, Salaya campus. *Interdisciplinary Studies Journal*, 11 (1), 21-32. (TCI- II)
25. Niramitchainont, P. (2011). Stakeholder analysis : Guidelines for developing education and learning system of Thailand in the future. *Interdisciplinary Studies Journal*, 11(1), 21-32. (TCI- II)
26. Niramitchainont, P. (2010). Scenarios of education and learning in Thailand in 2019. *Education power for Thai Society*. Nakhon Pathom : Department of Education, Faculty of Social Sciences and Humanities, Mahidol University.
27. Niramitchainont, P. (2010). Book Review "Workplace learning and development : delivering competitive advantage for your organization". *Journal of Behavioral Science*, 16 (2), 113 - 119. (TCI- I)
28. Niramitchainont, P. (2010). Future shock. *Horizon*, 2(2), Back cover.
29. Niramitchainont, P. (2010). Personal futuring. *Horizon*, 2(1), 8 - 9.
30. Niramitchainont, P. (2010). Scenarios of Bangkok Metropolis. *Horizon*, 2(1), 10.
31. Niramitchainont, P. (2010). Backcasting. *Horizon*, 2(1), Back cover.
32. Niramitchainont, P. (2010). Causal Layered Analysis. *Horizon*, 1(4), 8 - 9.
33. Niramitchainont, P. (2010). Scenarios of Forensic System in Thailand. *Horizon*, 1(4), 11.
34. Niramitchainont, P. (2010). How to Idea Basket. *Horizon*, 1(3), 8 - 9.
35. Niramitchainont, P. (2010). Design Thailand 2019 #3. *Horizon*, 1(3), 10.
36. Niramitchainont, P. (2010). Horizon scanning. *Horizon*, 1(3), Back cover.
37. Niramitchainont, P. (2009). Design Thailand 2019 #2. *Horizon*, 1(2), 10.
38. Niramitchainont, P. (2009). Parliament Workshop. *Horizon*, 1(2), 11.
39. Niramitchainont, P. (2009). Scenarios of Thailand in the year 2019. *Horizon*, 1(1), 11.
40. Niramitchainont, P. (2009). Foresight. *Horizon*, 1(1), Back cover.
41. Niramitchainont, P. (2006). Social Psychological Factors Related to Students Self-Directed Learning at Srinakharinwirot University. *Journal of Behavioral Science*, 12 (1), 129 - 141.



## Book

1. Niramitchainont, P. (2017). Inspiring Stories from Happy Workplace : Happy Brain Practices. Bangkok: P.A. Living Co., Ltd. (In process)
2. Niramitchainont, P. (2016). Happy Brain. Bangkok: P.A. Living Co., Ltd.
3. Niramitchainont, P., Limkriengkrai, J. & Marnmana, D. (2013). Inspiring Stories from Happy Workplace : Happy 8 Menu II. Bangkok: P.A. Living Co., Ltd.
4. Niramitchainont, P. (2012). Frequently Asked Questions (FAQ) in building Happy Workplace. Bangkok: P.A. Living Co., Ltd.
5. Jiawiwatkul, U., Niramitchainont, P., Limkriengkrai, J. & Marnmana, D. (2012). Inspiring Stories from Happy Workplace : Looking Through Happy 8 Menu. Bangkok: P.A. Living Co., Ltd.

## Proceedings

1. Pradhan, M. & Niramitchainont, P. (2020). Effects of Quality of Non-Formal Education on Quality of Life of Woman under Tashichholing Dungkhang in Samtse, Bhutan. The 2nd China-ASEAN International Conference 2020. April 23,2020. Dhurakij Pundit University, Bangkok, Thailand.
2. Sonam, K. & Niramitchainont, P. (2020). Effects of Teachers' Professional Development on Teacher Performance in Primary schools of Chhukha district, Bhutan. The 2nd China-ASEAN International Conference 2020. April 23,2020. Dhurakij Pundit University, Bangkok, Thailand.
3. Yan, H.Y. & Niramitchainont, P. (2018). The effect of Buddhist climate and Buddhist instruction on student's moral behaviors in Wavachirathamasathi school, Thailand. The International Conference on Lifelong Learning for All 2018 (LLL 2018). August 6th-7th, 2018. Faculty of Education, Chulalongkorn University, Bangkok, Thailand.
4. Herath, R. & Niramitchainont, P. (2017). Causal Relationship Model on Teaching Quality of Lecturers in Thai Universities. The Arts and Sciences of King Bhumibol Adulyadej : Wisdom of the Land. May 22 - 23, 2017. Prince Mahidol Hall, Mahidol University, Nakhon Pathom, Thailand
5. Ngamman, J. & Niramitchainont, P. (2017). Developing Thai-Language Open Educational Resources for Primary Instruction in Mathematics and Science: Some Preliminary Guidelines. The Arts and Sciences of King Bhumibol Adulyadej : Wisdom of the Land. May 22 - 23, 2017. Prince Mahidol Hall, Mahidol University, Nakhon Pathom, Thailand
6. Chen, C. & Niramitchainont, P. (2017). Guidelines For Developing Flexible Benefit Program For Faculty Staff In Faculty Of Social Sciences and Humanities Mahidol University. The Arts and Sciences of King Bhumibol Adulyadej : Wisdom of the Land. May 22 - 23, 2017. Prince Mahidol Hall, Mahidol University, Nakhon Pathom, Thailand

7. Niramitchainont, P. & Sonsri, G. (2015). Causal Relationship Model of Organization and Healthy at work affecting Generation Y's work behavior. The 3rd International Conference on Lifelong Learning for All 2015 (LLL 2015) "Empowering Lifelong Education and Learning for Human Security". September 10-11, 2015. Faculty of Education, Chulalongkorn University, Bangkok, Thailand
  
8. Sathianwatchai, A. & Niramitchainont, P. (2014). Factor influencing success in knowledge management operation : Case study of Faculty of Social Sciences and Humanities, Mahidol University, Thailand. Presented in The 2014 Annual Conference on Social Sciences Humanities and Education "Thai Higher Education towards the ASEAN Community". March 13-14, 2014. The royal river hotel, Bangkok, Thailand.
  
9. Liu, L.P. & Niramitchainont, P. (2014). Learning motivation and achievement In Chinese language of high school students in Huaykuang District Bangkok, Thailand. Presented in The 2014 Annual Conference on Social Sciences Humanities and Education "Thai Higher Education towards the ASEAN Community". March 13-14, 2014. The royal river hotel, Bangkok, Thailand.
  
10. Penjor, K. & Niramitchainont, P. (2014). Organizational factors affecting instructors' job satisfaction in vocational training institutes of Bhutan in The 2<sup>nd</sup> International Conference on Lifelong Learning for All 2014 (LLL 2014). September 11 - 12, 2014. Faculty of Education, Chulalongkorn University, Bangkok, Thailand.
  
11. Tshewang & Niramitchainont, P. (2013). Principals' transformational leadership and teachers' job satisfaction of secondary schools under Chhukha District, Bhutan. Presented in The 1<sup>st</sup> International Conference on Lifelong Learning for All 2013 (LLL 2013). July 18-19, 2013. Faculty of Education, Chulalongkorn University, Bangkok, Thailand.
  
12. Karma & Niramitchainont, P. (2013). Teacher's attitude towards corporal punishment in the schools under Bumthang district of Bhutan. Presented in The 1<sup>st</sup> International Conference on Lifelong Learning for All 2013 (LLL 2013). July 18-19, 2013. Faculty of Education, Chulalongkorn University, Bangkok, Thailand.
  
13. Sherpa, D. S. & Niramitchainont, P. (2013). Relationship between instructional leadership and teacher performance in the lower secondary schools of Thimphu District, Bhutan. Presented in The 1<sup>st</sup> International Conference on Lifelong Learning for All 2013 (LLL 2013). July 18-19, 2013. Faculty of Education, Chulalongkorn University, Bangkok, Thailand.
  
14. Kwannate, N. & Niramitchainont, P. (2013). The influence of school climate and parental involvement on student's learning outcome in alternative high schools, Bangkok Metropolis. Presented in The 2013 Annual Conference on Social Sciences Humanities and Education " Prosperous Asia : Threats or Opportunities for Thailand". February 21-22, 2013. The royal river hotel, Bangkok, Thailand.

15. Wang, Q. & Niramitchainont, P. (2013). The job satisfaction of Native Chinese Teachers (NCTs) in higher education institutions in Bangkok metropolis and vicinity. Presented in The 2013 Annual Conference on Social Sciences Humanities and Education " Prosperous Asia : Threats or Opportunities for Thailand". February 21-22, 2013. The royal river hotel, Bangkok, Thailand.
16. Rattanakarn, P., Pathumcharoenwattana, W. & Niramitchainont, P. (2012). Development of a non-formal education activity model based on Neo-humanist concept and constructivism theory to enhance creative services for personnel telecommunication organizations. Presented in The 5<sup>th</sup> International Conference on Educational Reform 2012 'Empowering Education, Empowering People, Empowering the World'. March 22-23, 2012, Faculty of Education, Mahasarakham University