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THE STUDY OF MULTICULTURAL LEADERSHIP OF SCHOOL ADMINISTRATORS UNDER THE DEPARTMENT OF EDUCATION BANGKOK

Abstract:

This research to study elements of multicultural leadership of school administrators under the department of education bangkok The purpose of research were to study the elements of multicultural leadership of school administrators under the department of education bangkok. Method comprised of 3 steps: 1. The study analyzed the synthesis and related research 2. Expert interviews for 12 people. 3. The results of the study of documents and interviews. The instruments used were the interviews. The results showed that : the elements of multicultural leadership of school administrators under the department of education bangkok There are 4 factors 15 variables. 1. Multicultural Competencies: Multicultural awareness, Multicultural knowledge , Multicultural skill. 2. Diversity Management: Commitment from Leadership, Part of Strategic Plan, Recruitment, Employee involvement, Diversity Training, Accountability and measurement. 3. Trust: Competence, Character. 4. Vision-oriented leadership: Communication, Empowerment, Create Image, Determining achieve the goal.

Keywords:

Multicultural Leadership, School Principals , Leadership , Principals Leadership

Introduction

Current society has changed towards the concept of modernization under development by the typical social cues with the concept of capitalism or adoption and adaptation action possible path of social order new world cannot be denied because the country has joined the group of ASEAN (ASEAN Community) by Thailand as a leader in the establishment of ASEAN. Has the potential to become leaders in building a strong ASEAN Community. Under the same strategic vision The only identity And one community The steady growth of population and economic resources, which includes Malaysia, Philippines, Indonesia, Singapore, Brunei, Myanmar, Cambodia, Laos and Vietnam under this priority to the establishment of the ASEAN Political-Security Community. AEC ASEAN Socio-Cultural Community The study was organized in Socio-Cultural Community. This will have an important role to encourage the international community to the other side. Strengthened Because education is the cornerstone of development in every aspect

The changes that occurred in Thailand has joined the ASEAN Community and aims to prepare the study. ASEAN to step above it. It is seen that the drive to educate our commitment towards the Ministry of Education set. Depending on educational leadership or management itself. Whether for education at any level. Management has to be among the diverse cultural environment. Thus, the concept of education along multiculturalism are essential for managers who have the basic skills or leadership in management education in line with the cultural dimension. Which is linked to beliefs, attitudes, traditions, religions, including various contexts. School teachers. Or a student who has a different basis. Including academic performance. The needs of students, teachers and members of the community, which is important for stakeholders. Education to be effective Those reasons School administrators have demonstrated multicultural leadership, which are important in providing education in accordance with the diverse above (Ekarin Sungthong, 2012), corresponding to Potoker (2005) studied the relationship between culture and experience of anthropologists. Found that the relationship between culture and experiences. Language and culture Significantly Management And cultural differences may hinder communication. Management quality This is also in accordance with Sakda Siripatarasophon (2012), said cross-cultural management efficiency. This will create a competitive business advantage. The learning management culture across the nation. It is necessary and important for all personnel who work in the organization. In particular, businesses or institutions that have the opportunity to work with foreigners. The preparation of the administration. Multicultural efficiency and effectiveness. Require learning and alertness.

The Concept of Multicultural Leadership

Bordas (2007) gave the definition of leadership that multiculturalism. How to integrate a philosophy that incorporates influences the practice and appreciation of cultural diversity. In a respectful manner and efficiently.

Grisham (2006), the basic concept of leadership across cultures that. A leader who not only has the ability to perform all or in part. But also to choose the right style to fit the situation and organizational structure. And require the application of authority and command to a culture that is quite different. Whether authoritarian or democratic

Gundling, Hogan, & Cvitkovich (2011) has to say about that multicultural leadership. The leader must have the ability to handle a variety of sophisticated in many forms. Often the need to use repeatedly. Earlier methods Different skill sets And add new roles In Behavioral Leadership This is the essence of leadership is multicultural.

Laverne Webb, Jeri Darling, and Nanette Alvey (2014) has said that the organization. Multicultural leadership development to emphasize the importance of developing a skilled person working in a multicultural context. And eventually to the leaders more aware of the many effective ways of being able to lead. The leader can manifest themselves.

The Elements of Multicultural Leadership

Consideration of the elements of multicultural leadership is important. The study, which collected and are summarized below.

Connerley and Pederson (2005), refer to develop leadership in multicultural environment. That person must be developed in three process steps. 1) multicultural awareness. 2) multicultural knowledge. 3) multicultural skills.

Grisham (2006) conducted a study to develop a cross-cultural leadership. The format of the knowledge arising from research. Each side has a cross-cultural leadership elements as follows: 1) Trust. 2) Empathy. 3) Transformation. 4) Power. 5) Communication.

Daft (2008), refer to leadership related to diversity management as a new generation of leaders should have an understanding of the culture and diversity. But he was not able to know all about. So in diverse cultural environments. Leaders are successful if a flexible way. And have the ability to To adapt to new situations. And how the various functions.

Gary Yukl (2012), refer to cross-cultural management in the AEC is the most important thing. Creating a good relationship between them. The base is located on the friendliness. Trust between Loyalty to each other And help each other to do business. For mutual benefit in the long run.

Sakda Siripatarasophon (2012), refer to leadership of managing international efforts to create incentives. The team leaders from diverse cultures. To urge task achieve organizational goals The need to pay attention to issues. In cross-cultural sensitivity of employees from countries with fundamentally different, as different ethnic, religious and cultural differences. Which tends to increase steadily. The leadership in international business. So has the complexity of administration, be it in manufacturing, marketing and management individuals within the different environments of each country. For this reason, the vision of the leadership of the international business it is important that managers need is a leader with vision (Visionary leadership) is a senior executive with a knack superior. Strategy to guide the management of the organization to be effective. Flexibility and create learning

Research Methodology

1. The study analyzed the synthesis and related research

1.1 The study, analysis, synthesis document. And research related to the mechanical and truth of school principals.

1.2 Summary of results from studies of the synthesis. To define the multicultural leadership of school principals.

2. Interviewing experts involved.

3. The results of the study of documents and interviews. Defined as the multicultural leadership of school principals.

Conclusion

The results showed that : The multicultural leadership of school principals There are 4 elements 15 variables.

1. Multicultural Competencies: Multicultural awareness, Multicultural knowledge , Multicultural skill.

2. Diversity Management: Commitment from Leadership, Part of Strategic Plan, Recruitment, Employee involvement, Diversity Training, Accountability and measurement.

3. Trust: Competence, Character.

4. Vision-oriented leadership: Communication, Empowerment, Create Image, Determining achieve the goal

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