

**มคอ.3**

**Research and Techniques for Individual and Group Development  
for Work Effectiveness  
Behavioral Science Research Institute, Srinakharinwirot University  
Semester 2, Academic Year 2014**

**Section 1: General Information**

**1. Course Code and Course Title**

**วป 731            การวิจัยและกลวิธีในการพัฒนาบุคคล  
                         และกลุ่มเพื่อประสิทธิผลของงาน**

RB 731            Research and Techniques for Individual and Group Development  
for Work Effectiveness

**2. Number of credit**

3 credits

**3. Program of study and Type of course**

**Program:** Doctoral Program in Applied Behavioral Science Research

**Type of course:** Core course

**4. Course Coordinator and Instructors**

**Course Coordinator:** Dr. Kanu Priya Mohan

**Instructors:**

No.	Name	Email
1.	Dr. Kanu Priya Mohan	kanum@g.swu.ac.th
2.	Dr. Yuttana Chaijukul	yuttanac@g.swu.ac.th
3.	Dr. Oraphin Choochom	oraphin@g.swu.ac.th

**5. Semester/ Level of study**

Semester:                      Second semester, 2014

Level of study:                1<sup>st</sup> year student, PhD by coursework

**6. Pre-requisite**                None**7. Co-requisite**                None**8. Venue of study**

BSRI, First Floor Room 2

**9. The most recent date on which the course syllabus was developed or adjusted**

25 November, 2014

**Section 2: Purposes and Objectives**

**1. Course Objectives**

1. To acquire knowledge about the factors affecting work effectiveness.
2. To understand the techniques of individual and group development for work effectiveness.
3. To be able to apply techniques of Individual and group development for work effectiveness in work life.
4. To conduct research on work effectiveness in an ethical manner.
5. Develop and apply skills of oral presentations, discussion, writing compositions, academic reports and research articles, and ICT skills

## 2. Purposes of course development/ revision

### Section 3: Aspect and Process

#### 1. Course Descriptions

This course covers the research methodologies and techniques for the development of Individuals and groups to achieve work effectiveness: through an evaluation of the causes, processes, and consequences. Individual differences, group processes, and work characteristics would be reviewed, analyzed and synthesized. Perspectives would be shared about applying the techniques for the development of individuals and groups to achieve work effectiveness, such as work motivation, decision-making strategy, conflict handling and stress management.

#### 2. Teaching Hours per Semester (hours)

Lecture	Practice	Case Study	Problem based Learning	Self-study
16	0	16	16	96

#### 3. Responsibility

1. Ethics					2. Knowledge				3. Cognitive Skills				4. Interpersonal Skills and Responsibility				5. Numerical Analytical skills, communication and IT		
1	2	3	4	5	1	2	3	4	1	2	3	4	1	2	3	4	1	2	3
●	●	●	○	○	●	●	●	○	●	●	○	○	●	●	○	○	○	●	●

#### 4. Number of hours per week for academic advice and guidance to an individual student

Assoc. Prof. Dr. Oraphin Choochom	By appointment
Dr. Yutthana Chaijukul	By appointment
Dr. Kanu Priya Mohan	By appointment

### Section 4: Development of Students' Learning Outcomes

#### 1. Ethics

1.1 Ethics needed to develop	1.2 Teaching Methods	1.3 Evaluation Methods
Cooperative spirit, Integrity and academic honesty, Development of understanding and willingness to follow ethical and guideline for research.	Expected outcome on ethics and morality are introduced as the basic formal framework for the class' <i>modus operandi</i>	Qualitative assessment of students' ability to design and conduct research under the ethical guidelines of research. Software supported investigation into possible plagiarism.

## 2. Knowledge

2.1 Knowledge needed to develop	2.2 Teaching Methods	2.3 Evaluation Methods
Comprehend and critical discuss some fundamental factors influencing work effectiveness. Understand techniques used to increase work effectiveness in individual and groups.	Lectures, group discussion, power-point presentation, supplementary teaching materials, class activities	Pre and post test exam, individual assignment, group assignments and Final exam

## 3. Cognitive Skills

3.1 Cognitive skills needed to develop	3.2 Teaching Methods	3.3 Evaluation Methods
Development of critical thinking skills Development of ability to integrate and implement concepts, theories, and recent research learned from the course.	Research-based learning	Course assignments and group discussions

## 4. Interpersonal skills and responsibility

4.1 Interpersonal skills and responsibility needed to develop	4.2 Teaching Methods	4.3 Evaluation Methods
Improving the role as a team player and contributor. Development of appreciation and tolerance towards peers' strengths and weaknesses. Development of effectiveness and effort with regard to course assignments.	Collaborative learning	Quantitative assessment of attendance and punctuality. Qualitative assessment of overall class behavior, particularly during class discussions and class activities.

## 5. Numerical analytical skills, communication and IT

5.1 Numerical analytical skills, communication and IT needed to develop	5.2 Teaching Methods	5.3 Evaluation Methods
To be able to communicate effectively and select appropriate methods of presentation. To interact via E-learning and to develop analytic and abstract knowledge structuring skills.	Using power-point, CD, VDO clips for presentations. Encourage students to use ATutor to facilitate their learning and to communicate with the instructors	Quantitative assessment of the use of Power Point and/or other multi-media program during the presentations, as well as ATutor log.

## Section 5: Teaching and Evaluation Plans

### 1. Teaching Plan

Week	Topics	Teaching methods & Learning activities	Materials	Instructor
1 Jan	Introduction, pre-test and students' interests and needs assessment	Informative session, open session	ATutor	Dr. Oraphin, Dr. Kanu
2 Jan	Work effectiveness: concept and measurement	Lecture, class discussion and self-study	Reference list, library, online database and ATutor	Dr. Kanu
3 Feb	Research methods in organizations	Lecture and class discussion	Reference list, library, online database and ATutor	Dr. Oraphin
4 Feb	Psychological factors and development	Lecture and class discussion	Reference list, library, online database and ATutor	Dr. Kanu
5 Feb	Cognitive factors and development	Lecture and class discussion	Reference list, library, and online database	Dr. Kanu
6 Feb	Person-Environment Fit	Lecture and class discussion	Reference list, library, and online database	Dr. Kanu
7 Mar	Work group process and development	Lecture and class discussion	Reference list, library, and online database	Dr. Oraphin
8 Mar	Leadership, delegation and development	Lecture and class discussion	Reference list, library, and online database	Dr. Yuttana
9 March	Research proposal for the term paper- Presentation of developmental techniques	Individual work with instructors	Reference list, library, and online database	Dr. Oraphin, Dr. Yuttana & Students
10 March	Organizational conflict, Organizational communication and development	Lecture and class discussion	Reference list, library, and online database	Dr. Yuttana
11 March	Organizational Change, Organizational Creativity & Innovation	Lecture and class discussion	Reference list, library, and online database	Dr. Yuttana
12 April	Presentation of Research proposal, Term Paper- Presentation of developmental techniques	Group presentation (Instructor Feedback)	Reference list, library, and online database	Students
13 April	Work Design	Lecture and Class discussion	Reference list, library, online database and ATutor	Dr. Kanu
14 April	Stress and Stress Management, Coping and Resilience	Lecture, Class discussion and class activities	Reference list, library, and online database	Dr. Kanu
15 April	Organizational learning and Development	Lecture, Class discussion and class activities	Reference list, library, and online database	Dr. Kanu
16 May	Oral presentation of Research Work	Group presentation (Instructor & Group Feedback)	Reference list, library, and online database	Students
17	<b>Final exam (TBA)</b>			

## 2. Student Evaluation

Activities	Learning Outcomes	Evaluation Methods	Marks
Class attendance/ participation	Ethics, cognitive skills and communication skills	Class observation and class discussion	10%
	Interpersonal relationship and responsibility	Assigned work and class participation	
Research work in English (research proposal + oral presentation + written research article)	Ethics, cognitive skills and English communication skills	Assigned work	50%
Report on techniques for individual and group development	Ethics, cognitive skills and communication skills	Assigned work	20%
Final exam	Ethics, cognitive skills and communication skills	Written exam	20%

### A. Report Guidelines for the Term paper for Techniques of Individual and group development (individual term paper in Thai language)

1. Select an interesting topic
2. Report concepts, theories, and research on the topic
3. Present techniques of Individual or group development
4. Presentation in class
5. Submit the report (not more than 15 pages)

### B. Guidelines for the Group research report (3 persons per group / 1 research project to be made in English language)

1. Select a research problem relevant to work effectiveness. Each group has a unique problem. Sophisticated, creative, and useful research work to be reported
2. Write and present the research proposal in class
  - a. Written proposal should not more than 10 pages
  - b. Proposal should be submitted before the class presentation
  - c. Proposal presentation should not be more than 15 minutes
3. Conduct the research in an organization/ work place.
4. Give a presentation of the complete research project in class (not more than 20 minutes)
5. Submit the research article (*as in a Journal*) using APA format (not more than 10 pages of content, excluding references)

### C. Knowledge Management: By the end of the course, reports and research articles of the students will be made available for public on the BSRI website. Students are also encouraged to present their research findings at the local and international conference.

## Section 6: Teaching Materials & Resources

- ประทีป จินนี และคณะ. (2542). *การประมวลผลและสังเคราะห์งานวิจัยเกี่ยวกับการทำงานในประเทศไทย: รายงานการวิจัยฉบับที่ 74*. สถาบันวิจัยพฤติกรรมศาสตร์ มหาวิทยาลัยศรีนครินทรวิโรฒ.
- วิลาสลักษณ์ ชั่ววัลลี งามตา วนินทานนท์ และวิริณธิ ธรรมนารถสกุล. (2547). *โครงการวิจัยกรณีศึกษาบุคคลตัวอย่างและเครื่องชี้วัดเพื่อนำไปสู่การพัฒนาพฤติกรรมข้าราชการยุคใหม่*. สำนักงานคณะกรรมการข้าราชการพลเรือน.
- วิลาสลักษณ์ ชั่ววัลลี อังคินันท์ อินทรกำแหง วิริณธิ กิตติพิชัย และนำชัย ศุภฤกษ์ชัยสกุล. (2551). *โครงการวางระบบมาตรฐานดำเนินการพัฒนาข้าราชการก่อนปฏิบัติราชการ*. สถาบันพัฒนาข้าราชการพลเรือน สำนักงานคณะกรรมการข้าราชการพลเรือน.
- วีระวัฒน์ ปันนิตามัย. (2543). *การพัฒนาองค์การแห่งการเรียนรู้*. กรุงเทพฯ: บริษัทเอ็กสเปอร์เน็ท จำกัด

- อรพินทร์ ชูชม และคณะ. (2546). *รูปแบบการพัฒนาตนเพื่อเพิ่มพลังจิตใจในการทำงาน: กรณีข้าราชการครูประถมศึกษา: รายงานการวิจัยฉบับที่ 92*. สถาบันวิจัยพฤติกรรมศาสตร์ มหาวิทยาลัยศรีนครินทรวิโรฒ.
- อรพินทร์ ชูชม และคณะ. (2553). การวิเคราะห์ความสัมพันธ์ระหว่างครอบครัว-งานกับคุณภาพชีวิต. *วารสารพฤติกรรมศาสตร์*, 16(2), 33-50
- อ้อมเดือน สดมณี และคณะ. (2544). *ค่านิยมเกี่ยวกับการทำงาน การถ่ายทอดการทำงาน และลักษณะทางจิตสังคมของประชาชน : รายงานการวิจัยฉบับที่ 78*. สถาบันวิจัยพฤติกรรมศาสตร์ มหาวิทยาลัยศรีนครินทรวิโรฒ.
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## Section 7: Evaluation and Improvement of Course Management

1. Strategies for effective course evaluation by students.  
Evaluation form on the students' needs with regard to the course contents, course material, class activities, and preferred learning styles
2. Evaluation Strategies in teaching methods.  
Student evaluation using the มคอ. ๓.003 Evaluation Form and student interview regarding overall satisfaction of the course

3. Improvement of teaching methods.

Class observation, peers' observation and feedback. Evaluation form on the students' needs in regard to course contents, course material, class activities, and preferred learning styles

4. Evaluation of students' learning outcome.

Examination, class assignments, class participation and attendance.

5. Review and plan to improve the effectiveness of the course.

End of the semester review of the content and management of the course based on the students' learning outcomes, meetings of the course instructors, and the BSRI committee feedbacks.