

The Transformation Leadership Administration of Fit Middle School in Auhui Province

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Abstract

This article has the objectives of 1. To study the level of creative leadership and management of school administrators in Zhonghua Vocational and Technical College. 2. To study the work at the executive level of school administrators. School in Zhonghua Vocational and Technical College 3. To study the relationship between creative leadership and administration of school administrators in Zhonghua Vocational and Technical College. 152 teachers The purposive selection method was used. There was 1 type of research tool: 1) a questionnaire to analyze data by mean, standard deviation. The statistical value used to test the hypothesis with the t-value The statistical value used to test the hypothesis was the correlation coefficient F. The results showed that

1. It was found that the overall creative leadership and administration of educational institution administrators were at a high level in all aspects at a high level. Teamwork

2. It was found that the administrative level of school administrators according to the teacher's point of view on budget management Executives study and analyze plans and allocate budgets according to the framework. direction of school

3. It was found that creative leadership in overall imagination was positively correlated with the Management of school administrators in terms of imagination and academic administration.

Keywords: Creative, Leadership, Technical College, Zhonghar Vocational

Introduction

According to Hersey and Blanchard, leadership is The process of influencing a colleague's performance toward achieving a goal under a given situation. Leadership and process models must also

change, so the leader in the education system is the school administrator. which good executives must be able to keep up with events and changes in society are always There was a stirring interest among associates and followers to look at their work in a new light, raising awareness of the mission and vision of the team and organization The ability of associates and followers has been developed to a higher level of competence. Direct colleagues and followers to look beyond their interests to what will benefit the group. is the quality of executives with transformational leadership by change leaders will lead others to do more than they originally intended and more often than not They thought it would be possible. Leaders will have to challenge expectations. and often leads to higher contributions administrators must rely on teachers as important people in making the administration effective. In the work of the teachers. If teachers work with enthusiasm and voluntary or motivation to work It will make the mission to achieve the goal and be most efficient. Good management is therefore important to make workers aware and motivated to be effective. efficiency and effectiveness Factors Affecting Motivation to Work are the nature of the work performed Job achievements and recognition in knowledge, and abilities, as well as advancements in the position (Pattaraphon Sermsong, & Thanawat Chaopho, 2021).

The researcher interviewed teachers and personnel in educational institutes. want to work in an educational institution near home to reduce the cost burden to take care of the family as appropriate Another part gave the same reasons that they wanted to change the working atmosphere. want to change management I don't like the management system of the executives. and society within educational institutions by executives who have met a lack of justice Lack of leadership in school development inability to solve certain problems within school Sometimes do not listen to the opinions of personnel. regards one's ideas as high allowing teachers to participate in administering only certain subjects. Many times, they are just commanders but do not take action and cannot be a good role model for teachers. with many teachers giving additional interviews that Characteristics of school administrators like this Lack of self-motivation to work not wanting to come on duty and do not have the heart to fully practice As a result, he was unhappy at work. and would like to write about transferring schools based on interviews It reflects that the characteristics of school administrators greatly affect the work of teachers. And this problem is also consistent with the assessment of the educational situation. The results of the analysis of the internal environment revealed the weaknesses of teachers as follows: Many teachers with less than 5 years of teaching experience lack skills and experience in organizing teaching and learning activities and measuring and evaluating results. Some teachers have knowledge and skills. but not seriously implemented some teachers should be strengthened in morality and ethics (Pariwat Yuenying, 2020). The spirit of being a teacher and some schools have many teachers who

resign often causing the work to be interrupted. for that reason Make executives aware of their roles more own duties and administrative processes by incentivizing to boost morale provide opportunities to participate in the work allow teachers to develop themselves. as well as build good relationships in the organization to make teachers more committed and intend to perform at full capacity which will affect the quality of learners

Research Objectives

1. To study the level of creative leadership and management of school administrators at Zhonghua Vocational and Technical College.

2. To study the work at the executive level of school administrators. School in Zhonghua Vocational and Technical College

Research hypothesis

1. Students of different educational levels have their opinions on of fit Middle School in Auhui Province

2. Different management experiences have opinions on the impact of Fit Middle School in Auhui Province

Literature review

Leaders make their followers do things that benefit the organization. lead the organization to success and achieve the policy or plan set By using the ability that exists within the leader to lead the follower to do those things. Here, many scholars have given many meanings of leaders as follows

Jacobs (Jacob) mentioned the meaning of leadership that leadership is communication between subordinates. Offer news, information, and subordinates believe that When he follows the instructions, he will achieve the predetermined effect 38.

Hersey and Blanchard (Hersey and Blanchard) defined leadership as the process of influencing the performance of colleagues towards achieving goals under defined circumstances. If the situation changes Leadership and process styles must also change.

Kouzes and Posner define leadership as Leadership that is not based on position. But it depends on the experience of training and behavior. These methods guide leaders in achieving their goals. or be successful which is an important component of the concept of transformational leadership. These

methods include Courage to challenge the process of inspiration shared vision Increasing performance potential for others leading role models and building morale and encouragement

From the definition of leadership mentioned above It can be concluded that leadership is an attribute, behavior, ability, or process within a group. Which relies on influential actions to guide, motivate, create change Convince, Motivate, and Communicate to Other Followers followed by excitement and full effort in operating towards the goals that are accepted, trusted, and followed willingly or as the art of a person's action to get What you want and please others. established by a joint organization If the situation changes leadership and process style are required to change too And leadership is not based on position. But based on training experience and behavior, these methods will guide leaders in achieving their goals. or be successful It is also an important component of the concept of transformational leadership. These methods include challenging the process of inspiration. shared vision Increasing performance potential for others lead role model morale and encouragement

Research conceptual framework

The researcher defined the scope of the research focusing on the transformational leadership of executives and Performance Motivation of Teachers in Schools in Schools at Yingshang Country Fifth Middle School China with an interest in Executive Transformative Leadership as proposed by Bass and Avolio. The transformational leadership of executives in 4 aspects

Dependent variable

- 1) idealized influence
- 2) inspirational motivation.
(inspirational motivation)
- 3) intellectual stimulation
(intellectual stimulation)
- 4) individualized consideration

Independent variable

performance motivation according to Barnard's concept:

- 1) material inducement
- 2) personal non-material opportunity
- 3) desirable physical conditions
- 4) ideal benefits
- 5) association attractiveness
- 6) work conditions incentives. Adjusting the working conditions to suit the abilities of the person and the attitude of each worker (adaptation of habitual methods and attitudes)
- 7) the opportunity to participate in the work widely (Opportunity of enlarged participation)
- 8) the condition of living together (the condition of the community)

Research Methodology

Population and Sample

1. Phase 1: 15 administrators, 77 teachers from Central School of Fit Middle School in Anhui Province 77 valid samples. Population and sample 77 people

The informants in this research consisted of 4 directors and 73 teachers who were a sample group of 4 places with a total of 77 informants.

Sample group and sample selection

The sample used in the research was the Educational institutions of Fit Middle School in Anhui Province. where the researcher determines the sample size from the group size estimate table. The sample of Krejcie and Morgan (Krejcie and Morgan) was a sample of 4 locations and the researcher selected the sample according to the statistical probability (probability sampling) by stratified random sampling by district classification.

Data collection

Research tools

Research tools are opinion questionnaire (questionnaire) in the amount of 1 issue, divided into 3 parts as follows:

Part 1 Inquiry about the personal status of the respondents in the form of a checklist form to ask for basic information about the respondents, namely 1) gender 2) age 3) highest level of education 4) current position 5) Working experience in the current position

Part 2 asked about the transformational leadership of school administrators under the Trang Primary Educational Service Area Office, Surat Kanchanaburi, in which the researcher created a tool based on the concept of Bass and Avolio.

Part 3 inquired about teachers' motivation to perform their duties in educational institutions. under the office, Trang Primary Educational Service Area, Surat Thani, Kanchanaburi, where the researcher has built a tool According to Barnard's concept, part 2 and part 3 of the questionnaire have the characteristics of Likert's Five Rating Scale, by determining the weight of each level as follows:

Data analysis

The researcher creates and develops the tools used in this research. with the following steps

Step 1: Study the literature and related questionnaires. was used to create a questionnaire under Advice and advice from the thesis supervisor to verify the suitability and improving

Step 2: Check the content validity by taking the completed questionnaire. Presented to advisors and 5 experts to inspect, and improve, idioms, and content under the objectives and definitions of

variables. By considering the IOC (Index of Item–Objective congruence) index, the content validity of the tool is between 0.6 – 1.0.

Step 3: Take the revised questionnaire to try out with educational institutions under the jurisdiction. Ratchaburi Primary Educational Service Area Office 2, 10 places, 3 students per school, a total of 30 copies.

Step 4: Take the returned questionnaire to calculate. and analyzing the precision (Reliability) by considering the alpha coefficient (α –coefficient) according to Cronbach's method. (Cronbach)116 obtained a precision of 0.991.

Step 5: Prepare a complete questionnaire and apply the questionnaire to the sample group. data collection

to make research run smoothly And correctly according to government regulations. The researcher then proceeded to collect the data according to the following steps.

1. Write a textbook to the Dean of the Graduate School Bangkok Thonburi University to make books Ask for courtesy to the director of the school. in educational institutions, Trang, Surat Thani, and Kanchanaburi, which is a sample group to ask for courtesy in collecting information

2. Data collection The researcher had each school send the questionnaire back to the researcher by post and in some places, the researcher traveled to collect the data himself.

Data analysis

When all questionnaires have been returned The researcher proceeds as follows.

1. Check the completeness of all returned inquiries that are complete.
2. Enter the data code to calculate the statistics.
3. Analyze the data by using a packaged program.

Research statistics

To analyze the data to meet the objectives of the research. The researcher used statistics to analyze the data as follows:

1. Analysis of the personal status of respondents Statistics using frequency (frequency: f) and percentage (percentage: %)

2. An analysis of transformational leadership of school administrators and motivation in the performance of teachers in educational institutions Statistics used are The arithmetic mean: \bar{x}) and the standard deviation (standard definition: S.D.), then bring the arithmetic mean: \bar{x}) obtained to compare with the criterion according to the concept of Best as follows:

Data collection

The questionnaire was made through the questionnaire star website and sent to all teachers. The data was collected through the questionnaire website.

Data analysis

Step 1: Study the literature and related questionnaires. was used to create a questionnaire under Advice and advice from the thesis supervisor to verify the suitability and improving

Step 2: Check the content validity by taking the completed questionnaire. Presented to advisors and 5 experts to inspect, and improve, idioms, and content by the objectives and definitions of variables. By considering the IOC (Index of Item–Objective congruence) index, the content validity of the tool is between 0.6 – 1.0.

Step 3: Take the revised questionnaire to try out with educational institutions under the jurisdiction. Ratchaburi Primary Educational Service Area Office 2, 10 places, 3 students per school, a total of 30 copies.

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Creation and development of tools

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Step 1: Study the literature and related questionnaires. was used to create a questionnaire under Advice and advice from the thesis supervisor to verify the suitability and improving

Step 2: Check the content validity by taking the completed questionnaire. Presented to advisors and 5 experts to inspect, and improve, idioms, and content by the objectives and definitions of variables. By considering the IOC (Index of Item–Objective congruence) index, the content validity of the tool is between 0.6 – 1.0.

Step 3: Take the revised questionnaire to try out with 10 schools of fit Middle Schools in Auhui Province Region 2, 3 students per school, totaling 30 copies.

Step 4: Take the returned questionnaire to calculate. and analyzing the precision (Reliability) by considering the alpha coefficient (α –coefficient) according to Cronbach's method. (Cronbach)116 obtained a precision of 0.991.

Step 5: Prepare a complete questionnaire and apply the questionnaire to the sample group, namely 63 educational institutions of Fit Middle School in Auhui Province.

data collection

Research statistics

To analyze the data to meet the objectives of the research. The researcher used statistics to analyze the data as follows:

1. Analysis of the personal status of respondents Statistics using frequency (frequency: f) and percentage (percentage: %)

2. An analysis of transformational leadership of school administrators and motivation in the performance of teachers in educational institutions Statistics used are The arithmetic mean: \bar{x}) and the standard deviation (standard definition: S.D.), then bring the arithmetic mean: \bar{x}) obtained to compare with the criterion according to the concept of Best as follows:

Summarize

Part 1 : Teacher Performance Motivation in Auhui Province, An Analysis of Leadership Transformation of Administrators and Performance Motivation of Teachers in Schools in Auhui Province to answer the research question 1, Transformative Leadership of Executives and Teachers' Performance

Motivation in Schools of in Auhui Province. what level The researcher analyzed by using Arithmetic Mean: \bar{x}) and Standard Deviation (SD) of executive transformational leadership and teacher performance motivation of fit Middle School in. Anhui Province, both as a whole and by each aspect From a sample group of 4 places, 77 informants were then compared with the criteria according to the concept of Best (Best) that has been defined. As detailed in the following table:

Table 1 Arithmetic mean value standard deviation and the level of transformational leadership executive School Overview Auhui Province

(n= 77)

side	Transformative Leadership of School Administrators	\bar{x}	SD
1.	Ideological Influence (X1)	4.31	0.46
2.	Inspiration (X2)	4.33	0.41
3.	Intellectual stimulation (X3)	4.33	0.47
4.	Individual considerations (X4)	4.32	0.50
together		4.32	0.41

from Table 1 Transformative Leadership of School Administrators overall level very much ($\bar{x} = 4.32$, SD = 0.41). The transformational leadership of administrators and the high level in all aspects.

Table 2 The level of transformational leadership of school administrators Motivational aspect (X₂)

(n= 77)

Clause	Inspiring	\bar{x}	SD
1	Executives allow personnel to participate in setting vision and goals of the educational institution	4.30	0.64
2	Executives motivate personnel to see the importance of work. responsible	4.33	0.65
3	Executives encourage personnel to realize and see the importance of Participation in operations according to the vision and goals of the school	4.31	0.64
4	Executives encourage personnel to be assertive.	4.29	0.69

Clause	Inspiring	\bar{x}	SD
5	Management encourages personnel to be enthusiastic about their work.	4.42	0.69
6	Management encourages consciousness by creating positive attitudes and positive thinking for performance	4.37	0.63
7	Executives inspire people through expressions. Show that everyone is important and valuable.	4.29	0.70
8	Executives create morale and encouragement. with praise or rewarding personnel achievements	4.37	0.73
Together		4.33	0.41

from table 2 Transformative Leadership of Executives in Education force building inspired Overall, it was at a high level ($\bar{x} = 4.33$, SD = 0.41). Clause found Transformative Leadership of School Administrators Under the Educational Service Area Office of Fit Middle School in Anhui Province for inspiration at a high level in every aspect sort by value Descending arithmetic mean as follows Executives encourage personnel to be enthusiastic about their work ($\bar{x} = 4.42$, SD = 0.69)

Table 3 The level of motivation to perform of teachers in educational institutions Ideally Beneficial (Y4)

(n= 77)

Clause	Ideal Benefits	\bar{x}	SD
1	Teachers work according to the scope of duties assigned to them. focus and determination	4.39	0.60
2	Educational institutions encourage teachers to demonstrate their ability to work	4.40	0.65
3	Teachers have clear goals for their performance.	4.30	0.67
4	Teachers are dedicated to their work. to achieve the goal of the school	4.33	0.59
5	Teachers are committed and have an ideology in working for Educational institutions that can continually improve the quality of students.	4.33	0.64

Clause	Ideal Benefits	\bar{x}	SD
6	Teachers are proud that they have done their work with knowledge. ability to develop students	4.51	0.62
7	Teachers are satisfied with the opportunity to work. to help feed your own family life and those around you	4.50	0.57
	together	4.39	0.38

from table 3 Motivation for the performance of teachers in educational institutions. ideological benefits Overall, it was at a high level ($\bar{x} = 4.39$, $SD = 0.38$). It was found that teachers' performance motivation in schools in Auhui Province in terms of ideal interests.

Discussion of Research Results

The results of the research have many issues that should be taken into consideration. The researcher, therefore, brings to discussion for clarity as follows. 1. Transformational Leadership of School Administrators, Province, Anhui Province Overall and by side It was found that it was at a high level. teachers know administrative skills. and have work experience that can be further developed Therefore, (Thongthawong Wongsawan, Jintana Chancharoen, Cherdasak Supasophon, Weerapan Siririt, & Juthamas Kitisri, 2022). they have an understanding of the needs of school administrators. and direction in management thus making it possible to understand the context of executives and in conjunction with educational institutions under the Office of Primary Education Area Which received the policy from the parent unit, the Ministry of Education, during the past academic year And at present, there are a lot of plans (Ratchawin Phunaha, Nathapat Worapongphat, 2023) and (Vangso, Tavee Sarakham, Nataphat Vorapongpat, 2023). improvements, and changes in various policies, resulting in educational institute administrators having to comply with that policy. With more management (Monsicha Thammaraks, & Pimonphan Petchsombat, 2020) there must be action. change the original working system and create a new working system to keep up to comply with that policy Causing executives to sacrifice their interests for personal gain have the dedication to work have a vision of work the policy must be conveyed to the co-workers to implement as well. As a result, teachers see what administrators intend and devote. Therefore, (Wina Suthipho, Jakkrit Podaphol, 2018) and (Amornrat Sribunrueang, Suchada Bubpha, 2022). it is viewed that executives can be good role models. motivate teachers Encourage teachers to be assertive There is enthusiasm to work with (Onchai, K., Chaowachai, S., Jansila, V, 2022). And sometimes the context of the educational institution may not be ready to comply with

certain policies. Executives need to think about solving problems (Yeepu, K, 2022). and allowing teachers to share their thoughts and opinions on how to solve that problem and when so Teachers therefore feel that they are important people in the school. Resulting in more confidence in the executives (Suwanjaroen, J., Patphol, M., & Jamjuree, D, 2022). There is a follow-up on the work resulting from the policy. such as teaching and learning with a student-centered approach Management of STEM education Administrators must advise and advise teachers in their work. (Kulnit Baojanya, Phrakru Palad Boonchuay. Chotiwangso, Sunthorn Saikham, Nathaphat Worapongpat, 2023). as well as changes in the policy on the preparation of new academic standing by providing teachers with hours of academic self-development Administrators must assign teachers to attend training in various tasks (Kasama Prasongcharoen, 2022)., making teachers see the importance of administrators.

New Knowledge From Research

When considering the motivation for the performance of teachers in educational institutions. Executives show relations with personnel. by taking care of personnel individually Be a mentor and mentor of the personnel, providing useful advice for the advancement of the personnel. Allow personnel to use their special abilities to perform their duties to the fullest. see the importance of personnel By providing opportunities for personnel to always learn new things Respect and honor personnel to express their opinions and make decisions in the teacher's performance, resulting in teachers' motivation to work. This is in line with the research of Mohamad and Prayuningtyas studying the relationship between motivation and professional competence in the performance of primary school teachers. There was a significant positive correlation with the performance of primary school teachers.

Summarize

from the study of The transformational leadership of administrators and teacher performance motivation in schools in Trang, Surat, and Kanchanaburi provinces, the researcher has suggestions for schools. school administrators education related person Academics and the general public to be able to use it as a guideline for development for the benefit of educational institutions as follows:

Suggestion

1. According to research, Transformative Leadership of Executives in Provincial Educational Institutions, Anhui Province inspiring Therefore, administrators should encourage teachers and personnel in educational institutions to participate in educational management planning in other areas by giving opportunities for teachers and personnel to express their opinions, think together, and solve problems together. within the school fully To develop educational institutes to be efficient in all aspects

2. According to research, Performance motivation of teachers in provincial educational institutions, Ah Hui Province ideological benefits have the highest arithmetic mean value Therefore, administrators should encourage all teachers in educational institutions to develop their academic work. with executives waiting to be mentors and give advice Teachers in educational institutions, provinces, and Ah Hui Province have basic characteristics He is a person who is dedicated to work and has a high work ideology.

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