A Study of Learning Culture in Private Schools in Thailand

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Abstract

This study explores learning culture in private schools in Thailand. Through the descriptive research methodology divided into 2 steps ;

(1) Study of learning culture primary factors by synthesizing 17 documents about learning culture .
(2) Confirmation of the primary factors of learning culture with the 7 experts in educational administration and measurement and evaluation.

The research discovers that learning culture in private schools in Thailand consisted of 7 primary factors ; 1) continuous learning with the highest frequency, then 2) learning strategy 3) team learning 4) learning climate, 5) shared vision, 6) learning communication, and 7) learning network in consequence frequency.

Keywords *learning culture, private school*

INTRODUCTION

Organizing learning experience is an arrangement of learning activities for children which should give opportunity for children to participate in thinking process and taking practical action via conducting, searching, surveying and responding to interests, abilities and aptitudes. Learning activities should contain important characteristics such as involvement of children in practical action and active learning, promotion of holistic development to meet the needs of children as well as development of thinking processes that match the children's interests and diversity. Moreover, the activities should be relaxed and fun [1].

According the concept, organizational culture has influenced members to establish the practical objectives, standards and guidelines in the school, and to motivate members to increase effectiveness and productivity because they will collaborate and work hard to achieve their goals [2]. Organizational culture determines the common guidelines in an organization. That will provide personnel with guidelines for the achievement of organizational goals.

School administrators therefore have a primary role in teacher development continuously and consistently so the teachers will be able to provide education that is suitable for students to develop 21st century skills and Executive Function skills. Therefore, transforming the school learning culture to facilitate personnel development of teachers to be a driving force for school success by creating beliefs and values that can be passed down via school culture. So, schools must be aware of the importance of learning culture because it effects on working process of teachers which will reflect the success of the schools. To create the learning culture in classroom the teacher must realize that not everyone knows everything but must learn with

the children. Therefore, the school must promote the activities that create and develop learning culture. Because learning culture will nurture change and develop the effectiveness of communication, relationship, knowledge transfer, skills and attitudes [3]. Organizations can develop personnel learning skills by creating new ways of working, giving people the opportunity to make collaborative decision, learning as a team, training, and working to promote organizational learning and achieving goals [4]. Creating a learning culture is to find ways to improve the learning process in order to improve the quality of life of people in the era of change. It is the best if the educational development process develops teachers and society to participate in the creation and adjustment of learning to suitable for the locality or community [5].

Educational institutions can change the organization to create a learning culture of personnel. Administrators must utilize learning culture to determine the direction of the school, since learning culture is a behavior that reflects thinking processes, decisions, and learning plans [3]. And most importantly, learning culture will affect organizational change by becoming administrative and development tools to determine the direction of the organization rather than establishing and forcing rules to support the organizational adaptation to respond to changes in all dimensions in society.

In addition to that the learning culture in the school will encourage students to manage their self-regulatory strategies and to develop the level of self-supervision of students [6] and the school should adopt the learning dimension (DOL; [7]) as a teaching and learning framework to focus on only the development of self-supervision of children.

RESEARCH OBJECTIVE

To study components of learning culture in private schools in Thailand.

LITERATURE REVIEW

Learning Culture

In the last 15 years, organizational learning culture concepts originally develop from concepts of a learning organization. Many scholars and researchers ([8], [9], [10], [11], [12], [13], [14] Peter Sen) have identified the characteristics of a learning organization.

"Learning Culture" is a tradition, beliefs and values in an organization that is inherited and passed on to enable the personnel in the organization to learn and develop themselves continuously and consistently.

Scholars have given the definition of learning culture as follows:

Learning culture is changing processes and development of knowledge, skills and attitudes for effective interaction and communication with other people [4].

Learning culture of an organization is the development of member behavior in the organization for learning, job expertise, teamwork, knowledge transfer and changing behavior to create new knowledge and creativity. The development of members in the organization not only provides quality members of the organization but also makes the organization more efficient [15].

Organizational learning culture refers to the shared values and norms that develop the organizational structure and process to promote employees' learning activities both individually and collectively [16], [17], [12], [18].

In conclusion, learning culture refers to methods, practices, feelings, and beliefs that are expressed as behaviors, which lead to the study of knowledge from various sources, development and change in behavior in learning by reflecting through work methods of school personnel.

The learning culture of the school may have different ways of organizing the learning process.

But one condition which is the teacher culture should be the same is being a teacher that loves students and students love. Love is the foundation of happiness. And this will make children learn happily as well as Teachers should understand and be patient to children. Teachers must realize that they do not need to know everything but must learn with children. Therefore, to establish learning culture, schools must promote activities to build and develop children in parallel with the learning culture. Plus, schools should create learning climate to facilitate learning and encourage students' learning desire. To

achieve success in creating the continuous learning culture school administrators, teachers and students must be involved in learning [3]. The learning climate of the organization will help the personnel to learn and work with goal. Creating good relationships, communication, motivation, and leadership have an influence on learning culture that will make organizations more effective [19]. The organization should allow employees to develop themselves from having new ways of working

Giving personnel the opportunity to make decisions and Learning together as a team through the work process and training to promote learning organization and achieve the organizational goals [5]. Organizations that are focused on learning culture must understand the transformation of thinking and behavior because this leads to important on implementation and practice as well as the development of organizational culture and the development of a learning organization [20].

Table 1 Synthesis of learning culture concepts, document, and related research in order to determine the primary factors of learning culture in private schools in Thailand.

Primary Factors	[21]	[12]	[4]	[22]	[23]	[24]	[25]	[26]	[27]	[28]	[29]	[30]	[31]	[32]	[33]	[34]	[35]	Frequency
1. Continuous Learning	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐			☐	☐	☐	☐	15
2. Learning Communication	☐	☐	☐	☐				☐		☐	☐					☐	☐	9
3. Learning Responsibility					☐	☐			☐					☐			☐	5
4. Team Learning	☐	☐		☐	☐		☐	☐	☐	☐	☐			☐	☐	☐	☐	13
5. Learning Evaluation					☐	☐												2
6. Shared Vision	☐	☐		☐	☐	☐		☐	☐	☐	☐			☐		☐		11
7. Learning Climate	☐	☐		☐	☐	☐	☐	☐	☐	☐	☐			☐	☐	☐		13
8. Learning Strategy	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐	☐			☐	☐	☐		14
9. Learning Network	☐	☐		☐	☐		☐	☐	☐	☐						☐		9
10. Learning Values												☐	☐					2
11. Learning Norms												☐	☐					2
12. Learning Way												☐	☐					2

From Table 1 the researcher synthesized concepts of the learning culture according to the concept of [21], [12], [4], [22], [23], [24], [25], [26], [27], [28], [29], [30], [31], [32], [33], [34], and [35]. The primary factors of learning culture from theories, concepts and researches are 7 primary factors in private schools' context in Thailand which are as follow; 1) continuous learning

2) learning communication 3) team learning 4) shared vision 5) learning climate 6) learning strategy and 7) learning network as illustrated in Table 1.

RESEARCH METHODOLOGY

This research is a descriptive research intended to study the primary factors of learning culture in private schools in Thailand. The research was divided into 2 steps; Step 1 develop research tools

by studying analyzing and synthesizing from relevant theories, researches and documents. Step 2 confirm the primary factors of learning culture by 7 experts in educational administration and measurement and evaluation and verify learning culture primary factors that are appropriate in the context of private schools in Thailand. The 7 experts are specialists in the field of educational administration, and the measurement and evaluation. The primary factors of learning culture comprise of 1) continuous learning, 2) learning communication, 3) team learning, 4) shared vision, 5) learning climate, 6) learning strategy and 7) learning network.

RESEARCH RESULT

The result of the study shows that learning culture contains 7 primary factors which are 1) continuous learning, 2) learning communication, 3) team learning, 4) shared vision, 5) learning climate, 6) learning strategy and 7) learning network. The researchers analyze and synthesize the primary factors of learning culture from concepts, theories, research papers, documents, and books during literature review. Then, the researchers propose the primary factors to 7 experts in the field of educational administration, and the measurement and evaluation to verify and confirm the primary factors.

DISCUSSION

The result of the study of learning culture in private schools in Thailand shows that learning culture consists of 7 primary factors are 1) continuous learning, 2) learning communication, 3) team learning, 4) shared vision, 5) learning climate, 6) learning strategy and 7) learning network. The 7 primary factors of learning culture is from the processes of analyzing and synthesizing with systematic literature review of the primary factors of learning culture from concepts, theories, research papers, documents, and books and then proposing the primary factors to 7 experts in the field of educational administration, and the measurement and evaluation to verify and confirm the primary factors. So, the 7 primary factors of learning culture are suitable for the context of private schools in Thailand.

All primary factors are 1) continuous learning gets the highest frequency of 15 from [4], [12], [21], [22], [23], [24], [25], [26], [27], [28], [29], [32], [33], [34], and [35] theories, 2) learning strategy gets the frequency of 14 from [4], [12], [21], [22], [23], [24], [25], [26], [27], [28], [29], [32], [33], and [34] theories, 3) team learning get the frequency of 13 from [12], [21], [22], [23], [25], [26], [27], [28], [29], [32], [33], [34], and [35] theories, 4) learning

climate gets the frequency of 13 from [12], [21], [22], [23], [24], [25], [26], [27], [28], [29], [32], [33], and [34] theories, 5) shared vision gets the frequency of 11 from [12], [21], [22], [23], [24], [26], [27], [28], [29], [32], and [34] theories, 6) learning communication gets the frequency of 9 from [4], [12], [21], [22], [26], [28], [29], [34], and [35] theories, and finally 7) learning network gets the frequency of 9 from [12], [21], [22], [23], [26], [27], [28], [29], and [34] theories.

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