THE POLICES OF TOWN MUNICIPALITY TO ESTABLISH A HUMAN CAPITAL ELDERLY IN COMMUNITY TOWN MUNICIPALITY, NAKHONSAWAN PROVINCE.

PHICHAK PHUTRAKHUL

Suan sunandha Rajabhat University
E-mail: Phichak.ph@ssru.ac.th

Abstract- This research aimed 1) To study the factors leading to the success of development of the elderly to establish a human capital in Chum Saeng, Nakhon Sawan 2) To study the elderly policies and the roles associated with the elderly policies in Chum Saeng, Nakhon Sawan

The study population of the elderly from 10 communities in the municipality .Data collection carried out by the researcher, then verified and analyzed them all. Quantitative data was analyzed by statistical methods with quantitative description such as frequency distribution and percentage. For qualitative data analyzing, the researcher interviewed by using context analysis, and integrated it into the frequency distribution and percentage of grouping messages or repeat issues then synthesized issues based on the research objectives.

The study found that:

1. The factors leading to the success of development of the human capital elderly in Chum Saeng, Nakhon Sawan was to be human capital, the elderly must be ready for 3 aspects which are 1) The identity of the elderly including effort to work with attention, like and love what they are doing, talent, seek more knowledge consistently, be creative and be able to pass on their knowledge to others 2) Pay attention to the elderly and their capability and encourage the elderly to participate activities that develop their own, and 3) Must be volunteer to help community development.

2. The elderly policies and the roles associated with the elderly policies in Chum Saeng, Nakhon Sawan consists of 3 aspects which are;

1) Education: 1. Encourage the elderly to learn interesting knowledge such as google, facebook and youtube in order to search interesting matters on their own 2. Provide additional educational facilities such as glasses, tuition fee, lunch, including the necessary equipment for each activity 3. Schedule training regularly and continuously 4. Encourage for language training.

2) Career: 1. Municipality organizes career to suit the elderly 2. Organize a fund which supports the elderly to work in community 3. Government and community support the elderly's products.

3) Social and Welfare: 1. Municipality will organize the elderly to participate more leaning activities in addition to viewing the annual event 2. Establish the association to develop the exchange of learning in the community regularly and continuously 3. Arrange transfer service facilities provided to the elderly 4. Creating better understanding with the elderly's children about activities that the municipality provides to the elderly.

In addition to the main roles associated with the elderly policies like municipality and the welfare office, there are also Office of the Non-Formal and Informal Education and Thai Women Empowerment Funds that important to develop the elderly.

Index Terms- elderly, human capital, community development.

I. INTRODUCTION

In the 21st century, the world population has stepped into the crisis of the society that is the population of elderly people aged 60 years or above that keeps increasing while the population of children and adolescent decreased. The UN definitions of seniors are those aged 60 years or more. If the country has the population aged 60 years and over accounted for 10 percent or age 65 years or more than 7 percent of the country's population considers that the country has entered the aging society. (Aging Society beloved of hope, 2554) data from the Civil Registration Department, Ministry of Interior in the year 2554 found that countries with a population of approximately 7.79 million of the total population of 62.93 million people.

From the above figures, it indicates clearly that Thailand has already entered into an aging society. Even if the ratio of the elderly in Thailand are still not as much as in developed countries but the change to the aging society occurs in short period of time. That is the increase of the population aged 65 years and above from 7 percent to 14 percent takes 22 years only 1986 - 2008.

While in developed countries such as the United States or Europe spent almost half a century or a century of change (office for the Promotion and Protection of the elderly 2010.The current policy on the elderly people of Thailand and development has become more concrete which consists of the constitution of the Kingdom of Thailand 2007 which are as follows;

- The national plan for the elderly, volume 1 1986-2001
- The national plan for the elderly volume 2 2002-2021
- Thailand Declaration Elderly Act in 2009.

This act requires the appointment of the National committee on it mechanism for the elderly policy. Meanwhile, the National Economic and Social

Development Plan No. 10(2007- 2011) has integrated the elderly issues by focusing on the savings to promote the strength of the community in the management and care for the elderly in the long term process. To ensure that this policy will be successful, it requires older people to work together to achieve the multilateral development. Nakhonsawan province is one of the community districts to be considered. It's about 39 km. away from the town about half an hour walk. It offers many recreation attractions with its subtropical climate. Most of the populations are consists of farmers according to the district- level health data inventory year 2015.

Chum Saeng district has an elderly population of 121,854 based on the administrative department data. The Ministry of Interior found out that the province is moving towards an aging society in the proportion of 15. 93%. Some of them were interested to learn that in each community especially in Chum Saeng has a policy. Seniors in the community, has a strategy to develop human capital for their own communities.

II. METHODOLOGY

Research study, "The polices of town municipality to establish a human capital elderly in community development: a case study of Chumsaeng town municipality, Nakhonsawan province " is a qualitative research study to collect information on the filed by using the techniques of individual in a depths interview or one on one basis. The major information provider that is relevant to the job in this research is the senior executive of local administrative organization head community including people involved that are able to provide the information directly. These individuals are those who can give information which will directly contribute to understand the concept of creating a strategy development.

The information interview questions in advance will make it easy to manage, as this is the question that was used in the interview that are not sorted before the latter as defined in the frame concept of the story. In this study, researchers conducted a study and present the following details initial phase. Introduction to qualitative research (preliminary qualitative research)

The data used in research.

Researchers used in a method of study and survey to collect information as follows;

1. Secondary data- a data of study from sources, documents, magazines, books, thesis and national strategies that involve development. A report from the government in the private sector including the research on the elderly.

The data were analyzed by using SWOT analysis to find potential barriers to the development of the elderly. This will serve as guidelines that allow the researchers to study in a written outline and a written report on the results of the study.

2. Primary data- the data obtained from in depth interviews. They are the very important resource persons in the study.

Researchers have determined that the information required to be conducted should be involved with the development of the elderly.

The methods and tolls used in the study.Qualitative research is used in conducting this research. That is to collect data from source documents by study data documents and recorded material. The personal information will be collected by the research field in Chum Saeng district during the month of February 2558 to April 2558 by collecting data, documents and personal information while conducting an interview to provide details on the scope and content in using this method here are as follows

1.**Interview -** using interview technique informally where the research will be conducted to detail the information directly to the objectives mostly by using the in- depth interview from the key informants. The interview will not inform a standard format of questions. But there's a set of framework or issue to be interviewed only. Based on the framework and the concept are the main factors in the question which are open –ended. If the interview indicates any incident or issue, it would be interviewed in detail. To get a clear answer, the data should be saved through voice recording and pictures.

2.**The instruments used in the research**

In this part of the interview the researcher used no formal interview in gathering qualitative data. By using the interview questions, the researchers have created questions according to sequence and set two steps as detailed below.

2.1 **To create and develop concept and questions.**

Researchers have created a question of the interview which Creswell – (2011)[1] have suggested for effectiveness. This consists of four types of questions as detailed below.

1. Leading questions (introduction questions) question is on the issue of broad discussion.
2. The initial questions (ice-breaker question) are questions that will lead to basic information to contribute to the next question.
3. The main question (sub-questions) 5-7 questions that will have information on research.
4. Closed question (closing question) questions that serves as an invitation to summarize the interview.

3. **Data Collection**

The researcher collected data through interviews with no formal interview as detailed below.

1. Contact the state sector members in the area and elderly leaders for permission to collect research data and details about the purpose of this research before conducting the interview.
2. Bring an official certificate from Rajabhat University pointed value with interview questions conducted with the appointment date, time and place of the interview.
3. Approval of recordings during the interview and recorded interviews of executives.
4. **Data Analysis**

The researcher analyzed data to answer research questions on issues pertaining to the development of seniors using text analysis (textual analysis) and the classification of the model of development of each area to answer the research questions on issues about development of the elderly. The researchers take the data from the interviews and group the data collected on the same group with the same subject collected. Find the percentage and frequency, then marked from most to least.

III. RESULTS AND DISCUSSION

1. Factors that contribute the success of the development of elderly human capital are mainly consist of;
1. The identity of elderly people who tries to perform task with interest. They must love and like of what they for they seek additional knowledge regularly. Their creativity and knowledge can influence others.
2. Social; to give priority to the elderly that have potentials and encourage them to join their activities.
3. Society; people volunteer to assist community development, which is consistent with the human capital equation of Thomas Davenport (1999).[2] Divided into elements of human capital capability that includes knowledge and skills

In addition, it was found out that elderly people who are the human capital in the community do not need a high level of education. This is consistent with the research subject factors associated with the success of being alone of the elderly in Metropolitan Region of Porto Alegre. It was found that the education level on strategies for success in the life of the elderly is no deficient (Jaao Duarte de Morals, Feliz Valdemarina Bidone de Azevedo e Gouza, 1995)[3] and the seniors who already retired have a good economic position because of their money before they became seniors. According to the report of Depp and Jeste (2006)[4] they were already successful when their still young. It depends on several variables both internal and external. One of the most important examples is Doris (nd) 80 years old. She said that the factor of their success is financial stability. Majority of them have better life.

The policy on the elderly and the roles associated in the municipal district of Nakhon Sawan province must contain 3 factors;

1.Education

1.1To encourage the elderly to learn more about information such as the use of Google website, Facebook, or YouTube to research for topics of internet manually.

1.2 Provide educational facilities such as eyeglasses, lunch and necessary equipment for each activity regularly and scheduled trainings.

1.3 and 1.4 to promote continuous language training and professional interest .

2.Professional career

2.1municipal career appropriate for the elderly

2.2Funds for the elderly for them to work in the community

2.3The state and the community support for their products.

3.The Social welfare and benefits

3.1The municipality will allow the elderly to participate in learning activities rather than watching it once a year.

3.2 Set up an association to develop the exchange of learning in the community with a regular and ongoing basis.

3.3 Transportation facilities as well as the children's knowledge about the activity.

Part of the fund is consistent with the research of Ta Chai House Net gulls (2001)[5] found that having a better quality of life in older age, there must be guarantee of sufficient financial stability in life. But now a number of population could not achieve this financial stability. So, the state must contribute to the promotion of the fund, etc. The development strategy of community in Nakhon Sawan province research has found that the human capital strategies are consists of two levels;

1. The identities of elderly people who tries to perform task with interest. They must like and love of what they do for they seek additional knowledge regularly. With their creativity and knowledge, they can influence others.
2. Social: to give priority to the elderly that have potentials and encourage them to join their activities.
3. Must be a volunteer who has helped develop the community.

In behalf of this study, a subject scorecard was created in Taiwan for the elderly who have succeeded in life for the local Government of the country of Taiwan. The dimension of health complications, which found that elderly people who have been encouraged to get good care from the community and local level is the most important indicator of 1 in 6 dimensions (65 indicators) that represents the success of the life of the elderly in the community by the five dimensions are: the lifestyle of health services in the community,

participation and support of community environment, the social hub of the community and the nature of environment to evaluate the ecology of the community which the metrics that are very similar to the needs of the Elderly People from the research results of this 3D except for the environment nature which regard to somewhat less from the research of Suwannarit Wongcha-um. (2010) [6]

To reflect the cultural capital of the communities in which it reflected the cultural values as well as the human capital created a cultural asset to the community. If any community has the human capital that affect the cultural capital in the community.

The results of the research of Tsai reflects the need to take into account the ecological system for future maintenance of the community and the nation. From concept development strategies elderly as human capital is vital that the various agencies, including the family must be a priority. Consistent with the research of Jitapunkul, S, Chayovan, N & Kespichayawattana, J (2002)[7] has provided feedback on the plans long-term elderly care is important to the state and related agencies. The family must give priority to cooperation in the management of the system.

IV. SUGESSIONS

1. Teaching and learning research and social services to the elderly by requiring students to study aging society. The curriculum of the elderly can be easily accessed. Such as teaching, cooking, and teaching profession through various online media. Promote the development of the elderly both individual level and at the policy level. Create academic services to the elderly people such as teaching, researching information from the online media and etc. 2. The public policy of a State agency should make the development of the elderly tangible. The development of the elderly are not only for the study but the tasks to the course is much more. Elderly people who have the ability may be hired to work as well as the servants of pension that is physically and mentally healthy. Elderly people who has the ability and love what he does should be promoted as the leader of the Elderly People in the community development.

CONCLUSIONS

1.The factors that led to the success of the development of the elderly human capital in the Municipality of Chum Saeng, Nakhon Sawan Province found that if the elderly is a human capital to develop the community will need to be as well as;

1)The identity of the elderly people must try to work in the interest to enjoy and love what they do. A person who regularly seek more knowledge . Be creative and be able to pass on their knowledge to others.

2)Social aspects, including the need to focus on the elderly that have the potential to encourage others to join their development.

3) And those who have volunteered to help develop the community.

2.The policy on the elderly and the roles associated in the municipal district of Nakhon Sawan province must contain 3 factors;

1.Education

1.1 To encourage the elderly to learn more about information such as the use of Google website, Facebook, or YouTube to research for topics of internet manually.

1.2 Provide educational facilities such as eyeglasses, lunch and necessary equipment for each activity.

1.3 Schedule of regular and ongoing training sessions to promote continuous language training.

1.4 And professional interest

2.Professional career

2.1 municipal career appropriate for the elderly

2.2 Funds for the elderly for them to work in the community

2.3 The state and the community support for their products.

3.The Social welfare and benefits

3.1The municipality will allow the elderly to participate in learning activities rather than watching it once a year.

3.2Set up an association to develop the exchange of learning in the community with a regular and ongoing basis.

3.3 Availability of shuttle service facilities for the elderly.

3.4 Children's awareness about various activities that the municipality provided to the elderly. The indicator for the relevant authorities including the municipal welfare office. That the non-formal education and Women Empowered Community Development Department Network were developed in the elderly as well.

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