Unit 3

Methodology

A knowledge-capturing of the best practices and achievement factors in NIT's recruiting system performed in the form of qualitative data collection: a documentary study,   in-depth interview, and focus group discussion. Details were as follow.

1. Research methods

This research divided into 2 sessions: the documentary study, and the in-depth interview and focus group discussion. Details of each session were as follows.

Session 1: the document study

Data were collected from previous studies, articles, report, reviews and related institution publications both in paper and online on the following items.
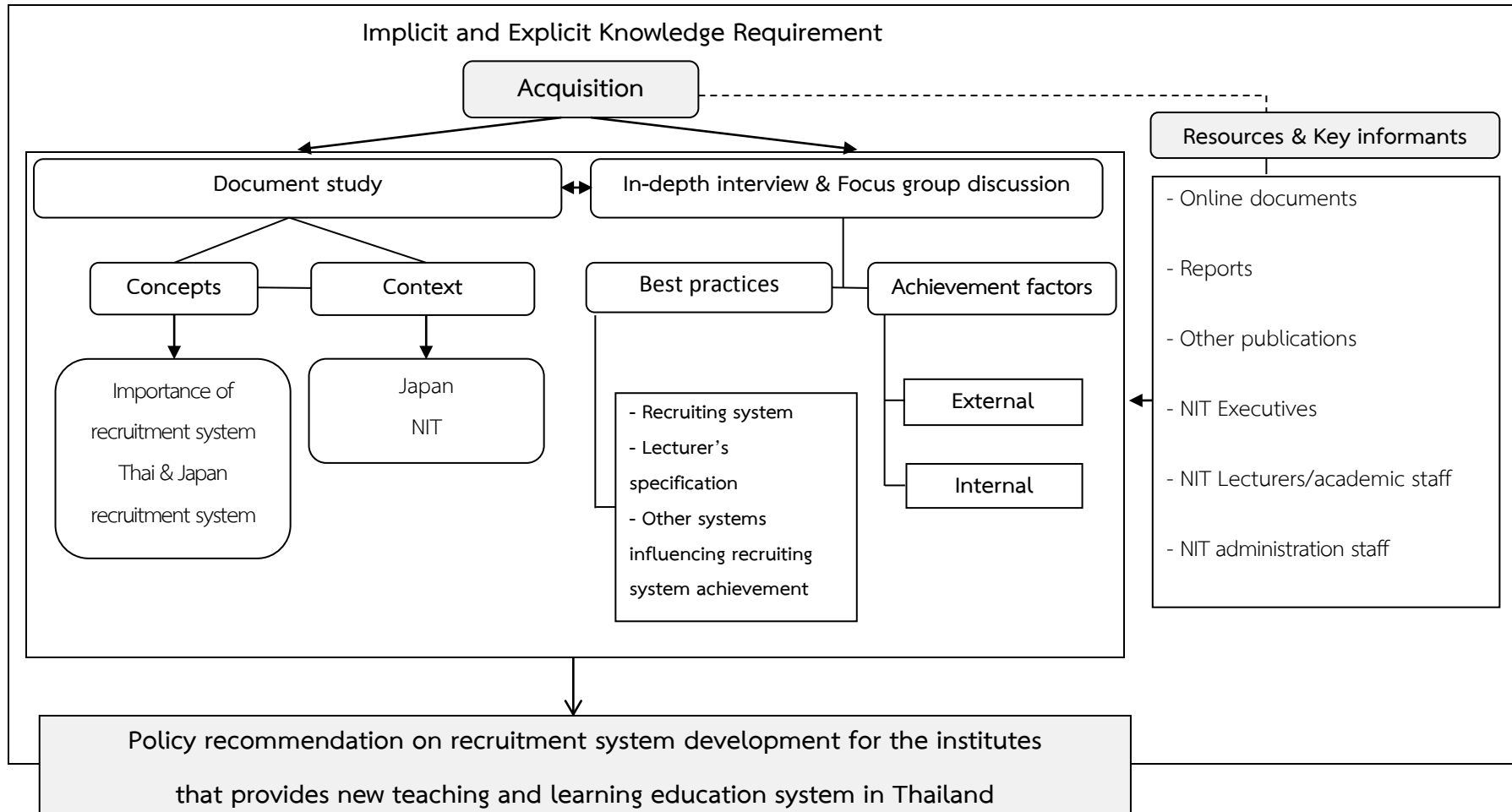
1) Importance of recruitment system
2) Teachers' recruitment system in Thailand
3) Teachers' recruitment system and teachers tasks in Japan
4) General context of Japan
5) General contexts of NIT

In addition, three meetings between OTEPC and NIT were set for the discussion regarding the overview of personnel management. The reports of the three meetings were reviewed and all data were analyzed. The analyzed data was used to design interview items for the next session.

Session 2: the in-depth interview and focus group discussion

Data were collected via in-depth interview and focus group discussion. Purposive sampling with the snowball method was used to select the key informants. Fifteen NIT key informants: executives; academic staff; and administration staff from Kumamoto College and Ube College including one executive at NIT headquarters in Tokyo were involved. Focus group discussion, interview, and campus context were observed and noted. All collected data were analyzed and synthesized into 2 parts: NIT's best practices in recruiting system; and achievement factors influencing recruiting system using content analysis method. Based on these data, policy recommendations were summarized. (See Figure 3)

Figure 2 Research framework

Implicit and Explicit Knowledge Requirement

Acquisition

Resources & Key informants

Document study

In-depth interview & Focus group discussion

Concepts

Context

Best practices

Achievement factors

Importance of recruitment system Thai & Japan recruitment system

Japan
NIT

- Recruiting system
- Lecturer's specification
- Other systems influencing recruiting system achievement

External

Internal

- Online documents

- Reports

- Other publications

- NIT Executives

- NIT Lecturers/academic staff

- NIT administration staff

Policy recommendation on recruitment system development for the institutes that provides new teaching and learning education system in Thailand

2. Research area sampling

The key areas for data collection were selected by NIT experts using the purposive sampling method through a snowball sampling technique were as follow.

1) NIT headquarters in Tokyo.

2) Kumamoto College in Kumamoto which was considered as one of NIT's largest colleges among the 51 campuses nationwide.

3) Ube College in Ube City which was considered as one of NIT important small-sized college.

3. Research participants

Research participants were 15 key informants from Kumamoto College, Ube College, and NIT headquarters. The executives, academic staff, and administration staff were selected through snowball technique by NIT experts. The selection criteria were as follow.

1) Academic professors in NIT major colleges

2) Present or former executives

3) Instructors or researchers

4) Administration officers at both executive and operational levels whose work were in charge of teachers' personnel management

5) Person from both Thailand and Japan whom the research consultants or experts in items 1 - 4 considered as reliable informants.

4. Research tools

Research tools consisted of two forms of interview and discussion and researchers' observations items as follow.

A semi-structured interview and discussion item, investigating by three OTEPC and NIT experts, was designed regarding NIT's structure and context and the best practices of its recruitment system and lecturers' specification. The example items were as follows:

1) Principal concepts: vision; identity; policies etc.

2) Recruiting process: recruiting structure, recruiting manners

3) Channel of recruitment

4) Recruiting method: selecting specifications; duties; criteria; staff profile such as academic background and experiences; other responsibilities and tasks; activities as NIT staff

5) Other influencing systems: promotion, value, retention, problems, and academic and/or administration-related problem solving

6) Internal and external factors: Reasons to work with NIT; Job satisfactory as NIT staff; impression toward NIT; impression toward higher rank officers, colleagues, and students

7) Others

A researchers' observations form consisted of the following items:

1) Best practices of NIT's recruiting system
2) Achievement factors of NIT's recruiting system
3) Reaction
4) Others

5. Data collection

Data collection performed in three parts: an in-depth interview; a focus group discussion; and an observation. Fifteen key informants were selected by experts through a snow ball sampling technique. They were NIT executives, academic staff, and administration staff in Kumamoto College and Ube College, and NIT headquarters. In-depth interview and focus group discussion were conducted from February 25 until March 2, 2018. Semi-structured interview form was used to collect data from an in-depth interview and focus group discussion. Observation form was used to record the results of researchers' observing data.

6. Data analysis

The analysis of data collected from the in-depth interviews, focus group discussion, and observation were conducted using the content analysis method. The results of the analysis were investigated by 3 qualified experts. Qualified experts must be the members of NIT. They can be the executive, lecturer, or staff who involved in teaching, management, research, human resource management or the administration of the lecturer.