Role of Strategic Management towards Sustainable Educational Organizations

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ABSTRACT

Strategic management plays an important role for organizational leaders to be able to effectively direct the organization's operations. An educational organization is an organization that raises quality levels through knowledge management, developing and improving the work process to increase the mission operations, and achieving organizational goals. This chapter highlights the role of strategic management in sustainable educational organizations. In doing this strategic management of learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, and participatory management drive the organization's success of having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, using innovation and communication technology for learning towards sustainable educational organizations.

Keywords: Role of strategic management; sustainable; educational organizations.

1. INTRODUCTION

Education is an important foundation for creating progress, and social problem solving, and is a process that helps develop people to quality, as key factors to successful educational organization management. Which, the education leaders need management that is special to strategic management, starting with the

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analysis of the external and internal environment, planning, organizational management, implementation, and evaluation, which will make the educational organization very high quality and efficient [1]. A design of a new organizational structure from centralized management to decentralized change, reducing the use of authority as organizational leaders and emphasizing the importance of people as the main focus on teamwork and personnel participation. In expressing opinions, promoting and stimulating creativity, creating competitive ability, and creating satisfaction in the work of personnel in the organization so that the organization is efficient and achieves its goals [2]. Educational organizations adapt to various changes, and effective organizational management requires the role of leaders with high potential to develop the organization's learning organization, from playing an important role in managing change, analytical thinking, having a clear vision and future goals, creating a mission to be a learning organization. A cultivating of culture and creating an atmosphere conducive to work, stimulating and promoting the use of creative thinking and using innovation and information technology for learning at the individual, team and organizational levels [3]. Educational organizations to be able to adapt and develop capabilities in a continuously changing environment and sustainably. However, strategic management involves developing and implementing plans to help an organization achieve its goals and objectives. This process includes formulating strategies, planning the organizational structure and resource allocation, leading the change initiatives, and controlling the processes and resources [4]. Strategic management is a process of defining and implementing procedures and objectives that set the educational organization apart from its competition. Strategic management is also a skill that can be developed as someone gains experience and adopts a strategic mindset [5]. Strategic planning involves identifying the educational organization challenges, and choosing the best strategy, monitoring progress, making adjustments to the executed strategy to improve performance, and strategic management operations of educational organizations come from the organization leaders [6]. Also, the leaders are the ones who play an important role. In an educational organization, including setting the vision, mission, objectives, and goals of the organization as well as leaders are those who are responsible for the success and failure of the educational organization [7]. Educational organization management leaders must operate in a global society characterized by borderless, changing environments, and continually increasing the competition.

Knowledge and continuous learning can be used as important factors in educational organization management. While, the knowledge of personnel is the foundation for strengthening potential, abilities, and skills necessary to support continuous change. Because of this, the organization and personnel learn to adapt and cope with things that will happen all the time. Educational organization management to requires management be called "Learning Organization", in managing the organizational change, cultivate organizational culture, create collaborative learning atmosphere to strengthen organizational capabilities, enhance creativity, and create new innovations. Learning organization is considered to organization development technique, a using of various approaches and methods into concrete operations, both policy, operational, and evaluation

aspects [8], a according to the factors and contexts of developing the organization into a learning organization by creating a vision, creating understanding, creating systematic thinking, creating discipline in self-development [9], creating collaborative learning as a team, continuously developing the organization. From the problem situation that is a reflection in strategic management of educational organizations, from the problem of the development of educational personnel that is driving force towards learning organization. Meanwhile, the organization lacks leaders who can clearly convey the organization's vision, and continuously transfer knowledge, work processes to personnel as effecting the personnel lack in understanding of how to do that work successfully according to organizational goals, the personnel know only their own duties, but they do not know the organization's goals. So the personnel perform their duties according to their assigned duties and in what direction they must move in order to achieve results according to the specified goals, include of working in each step has not been adjusted to suit the rapidly changing era. Strategic management as important role for organizational leaders to be able of effectively direct the organization's operations. Educational organization is an organization that raises quality levels through knowledge management, developing and improving the work process to increase the mission operations, and achieving organizational goals.

Therefore, the chapter provides a comprehensive overview of the study's objectives of two mains were to, 1) analyze the role of strategic management towards sustainable educational organizations, and 2) analyze the successful guidelines of driving the educational management towards sustainable learning educational organizations. In this regard, the role of strategic management into educational organization leaders at "key" elements of developing the educational organizations in a learning organization of setting a clear vision and future goals, creating a mission to become a learning organization and cultivating of culture, creating of atmosphere conducive to work, having a mechanism of building the teamwork, creating knowledge and understanding, creating motivation, promoting and stimulating of the personnel to creativity, using innovation and information technology to make learning happen at the individual, teamwork, organizational levels towards sustainable educational organizations to fully reach of educational organization goals. This chapter provides answers to the following of content issues the questions:

1) How to the role of strategic management towards sustainable educational organizations?
2) How to the successful guidelines of driving the educational management towards sustainable learning educational organizations?

2. THEORETICAL FRAMEWORK

2.1 Role of Strategic Management to Educational Organization Leaders

The role of strategic management is the strategy of ideas, plans, and actions into an organization uses to achieve strategic planning results that are critical for

organizations in times of economic change technology, and systematic decision-making [10]. Additionally, strategic management is the study and analysis of the internal environment of an organization. By studying and analyzing the context of the organization, in terms of values, expectations, organizational aspirations, and various internal elements of the organization [11]. The role of strategic management perspective in the comprehensive process of analyzing opportunities, and threats existing in the external environment, analyzing the strengths and weaknesses of the organization in the internal environment, identifying of organization's stakeholders, defining of mission, and organizational goals, setting strategy by matching organizational to strengths and weaknesses with opportunities and threats of environment, implementing strategy, engaging in strategic control in activities to measure progress and ensure achievement of organizational goals [12]. The role of strategic management in educational organizations is defined to be successful personnel participation from all sectors in every step of educational operations. This is related to strategic management to contribute to the success of educational organizations to information and opinions of all the parties to the plans beneficial, acceptance, and implementation with cooperation. Notwithstanding, strategic management is an important tool for educational organization leaders to increase their chances of success because it involves analyzing and evaluating the long-term nature of operations to evaluate and adjust the process, it provides an opportunity to integrate ideas to analyze the operations in accordance with opportunities, threats to arise as role of strategic management of learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, participatory management [13]. The role of strategic management is difficult but can be understood by defining concepts that arise from planning, and managing the strategy of organizational management that can lead to clear action, setting organizational direction, and controlling, partnership management, and clear evaluation. The role of strategic management focuses on various factors.

Especially, the factors outside the organization, various environmental conditions that are involved in operations, and changes in the external environment, both science and technology, all influence the operations of the organization, learning dynamics, technology and innovation, knowledge management, organizational transformation, knowledge enhancement, participatory [14]. A taking of creation to abilities, potentials and competencies in the education personnel to create a long-term competitive advantage, as well as the changing conditions of knowledge and technology. It takes into account the importance of stakeholders. Within educational organizations, communication and coordination of all personnel involved in order to be able on educational organization management to achieve organizational goals in learning dynamics, technology innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, and participatory management [15]. Role strategic management into the goals setting the indicates objectives to achieve, throughout the efficient use of resources, strategic planning, where organizational leaders must have systems thinking in this way to moves and changes according to situation, understanding the relationship between factors to

be managed by management process, results, performance evaluation, a checking the goals successful [16]. However, important characteristics in the role of strategic management are as follows;

a) Future-oriented by creating or systematically setting the vision, mission, and objectives of the organization, anticipating the trends of change that will occur in the future, and adjusting the direction of operations in the organization has clear direction and goals. However, the vision, mission and objectives set forth, don't always have to be a constant trait, and can be adjusted to reflect changing environmental conditions.

b) Change-oriented by focusing on the importance of managing change for the entire organization, which covers the organization's structure, technology, personnel, and various resources necessary to be consistent with and support the organization's strategy, able to drive the organization to achieve its goals.

c) A holistic approach focuses on achieving the overall goals of the entire organization, and also transmitting the vision, mission, objectives, policies, and strategies from the top to the bottom so that the direction of the organization's operations is in the direction leading to the same destination.

d) Result-based focus on the importance of operational results by clearly specifying goals, objectives, and performance indicators, coordinating and molding resources to be used in the same direction, in order to be able to follow the strategy and succeed according to the objectives of organization.

e) Stakeholder-oriented by focusing on the needs of the organization, and the importance of those who have a stake in organization. So, organizational leaders must analyze the needs of various departments, capable considerations, and appropriate prioritization in responding to stakeholders.

f) Long-range planning by strategic management and strategic decisions will be relevant and affect the long-term direction of the organization's operations.

Therefore, the strategic management dimensions of educational organization leaders are both a science and an art, with continuous methods of managing educational organizations systematically from the vision of the organization leaders through analytical thinking processes, assessing various factors involved, taking into account the changing organizational context and environment to devise appropriate operational guidelines are consistent with situation to action plans for implementation, includes a learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, participatory management of achieving important objectives, goals to create maximum effectiveness, and the benefits of educational organization.

2.2 Sustainable Learning Educational Organizations

Sustainable educational organizations focus on the entire educational operating system, good monitoring and evaluation of operations, and effective management along with operating responsibly towards society and the environment, both present and future. Educational organization management and

operations currently faces to the challenges both external and internal factors under circumstances of change. Educational organization management is necessary to adapt and always develop educational personnel to grow steadily and sustainably towards learning educational organization of creating the mission of the learning organization, creating a culture and atmosphere conducive to work, using innovation and communication technology for learning [17]. Learning educational organization to the continuous learning process of working, and building the workers with knowledge to continuous organizational improvement in the long term. A learning organization helps develop human resources from all aspects holistically, causing systematic thinking that helps understand problems, including, various changes. Systematic thinking is therefore at the heart of developing and integrating organizational principles and elements, giving importance to the full learning ability of all personnel at all levels in the organization, it is assumed that every personnel has the nature of being a learner in order to seek good things for life [18,19]. Learning organizations have an important role in finding ways to help personnel in educational organizations have the ability to learn, the ability to learn together with others, and to be continuously learning, helps change worldviews, and encourages personnel in all parts of the organization to learn together. A developing the personnel to have the abilities of knowledge, and apply knowledge to the benefits.

Organizational leaders will play the role of creator and supporter of learning that makes learning become an organizational culture from having a clear vision, strategy and goals, creating the mission of learning organization, culture and atmosphere conducive to work, and using innovation and communication technology for learning [20]. When the personnel are encouraged and supported to learn and cause behavior to change in a good way, which will be the results that the organization will change and develop in a good way as well. In addition, it is about building the capacity of personnel in the organization from learning at the individual, team and organizational levels of determining the future direction of the organization towards the direction of sustainable organizational development, consisting of important factors including ethical behavior, organizational change, knowledge sharing retention, organization culture, human resource development, education quality [21]. While, a sustainable learning educational organization of organization transformation, knowledge management, learning technology, personnel empowerment, and learning dynamic. Sustainable learning educational organization recognizing the importance of learning, sharing knowledge, always developing oneself, collaborating and working together as a team to make the mission of the educational organization go smoothly, on driving the successful guidelines of having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, using innovation and communication technology for learning of knowledge-based society towards sustainable learning educational organization. Wherein, the theoretical framework in terms of important content that is the study variable, consists of the main issues as follows;

1) Role of strategic management towards sustainable educational organizations at the elements of learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, and participatory management into the indicators on the study variable.

2) The successful guidelines of driving educational management toward sustainable learning educational organizations at the elements of having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, using innovation and communication technology for learning into the indicators on the study variable.

3. MATERIALS AND METHODS

Qualitative data to combine participatory action learning into multi-contextual and cultural perspectives for the research to complete and provide the explanations and conclusions based on the role of strategic management towards sustainable educational organizations, and the successful guidelines of driving the educational management towards sustainable learning educational organizations. Spatial studies took place in educational organizations in the area of Phetchaburi Rajabhat University, Thailand. In landscape to characterize the topic under study. With respect to the research participants and tools, the study involved 30 key informants from the lectures, they were selected through purposive sampling and focus groups.

Research tools used for data collection included, 1) structured interview addressed to leading the role strategic management towards sustainable educational organizations with a learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, participatory management, it consisted of 6 interview topics all concerned with the role of strategic management, it contained questions like - How to the role of strategic management towards sustainable educational organizations?, and 2) structured interview addressed to leading the successful guidelines of driving the educational management towards sustainable learning educational organizations with having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, using innovation and communication technology for learning, it consisted of 4 interview topics all concerned with the successful guidelines, it contained questions like- How to the successful guidelines of driving the educational management towards sustainable learning educational organizations? Structured interviews to items of objective congruence.

Data collection and equerry methods included document analysis which consisted of synthesizing information from relevant documents and related research for the integration and development of conceptual framework pertaining the participatory action learning, individual in-depth interviews to multi-contextual and cultural perspectives of 30 key informants to take the results for the analysis of role of strategic management towards sustainable educational organizations,

and the successful guidelines of driving the educational management towards sustainable learning educational organizations. Wherein to data analysis of elements and indicators were analyzed by using three main stages, i.e., data reduction as coding to classify the variables to be able to enumerate as frequency, data organization as classifying variables and grouping them into conceptual factors or dimensions, then grouping them into concepts this is to variable analysis model to the concepts, data interpretation as identification of directions and trends of relationships between concepts by explaining and interpreting the rational relationship to a conclusion.

4. MAJORS FINDINGS

The study could yield the major findings as follows:

4.1 Role of Strategic Management Dimensions Towards Sustainable Learning Educational Organization

The role of strategic management towards sustainable educational organizations comprises 6 elements, namely learning dynamics, information technology and innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, and participatory management. Each of these elements consists of indicators amounting 42 to shown in Fig. 1.

Fig. 1. The 6th elements and 42nd indicators of strategic management dimensions towards sustainable learning educational organization

1) A learning dynamics; 1.1) increasing the knowledge through adaptive, predictive, and creative learning, including of enhancing communication skills, 1.2) exchange and increase knowledge in the line of work, across lines of work, and have working techniques for self-learning, 1.3) exchange of information, from personnel inside and outside the organization to be used as a guideline for development, training on methods of working and learning within the team, 1.4) having a network and communication mechanism to

benefit services outside the organization, a learning and working as teamwork in an atmosphere revealed and is transparent, 1.5) cross-cultural learning, having a good attitude towards work and learning from actual work, 1.6) creating knowledge exchange activities within the organization based on principles and reason and having systematic thinking, 1.7) promoting the use of skills in various digital media technologies, and having activities to continually increase analytical thinking among personnel, 1.8) building the ability to think outside of operations and develop teams regularly, 1.9) having a focus on creativity and creating collaborative learning and working as team, 1.10) the problems solving throughout the entire system rather than in individual areas.

2) Information technology and innovation; 2.1) exposure to innovative technology trends to develop organizations to be stable, accurate, reliable and reduce costs, having learning programs that use computers and AI to support learning, work and increasing knowledge, 2.2) supporting technology and AI operations to help them learn and work better, including exploring, and acquiring technology to support operations appropriately, 2.3) promoting an atmosphere of create innovations, deploy software systems to store and transfer data for learning. according to aptitude and needs, 2.4) promoting knowledge in technology for continuous development of personnel and organizations, 2.5) having a modern information system that can quickly respond to services, and use information in work, learning as a communication system in the organization, 2.6) creating a computer network system for process management, working in groups such as preparing plans and budgets, 2.7) having innovation and technological progress by using electronic media for learning and support the work system of personnel, 2.8) having a quick and timely source of information and knowledge related to the success of organization, 2.9) practicing various skills about creativity and innovation, and has modern facilities.

3) Knowledge management; 3.1) creating a database system that can be traced back, and organizing the database system in an orderly manner for use in decision making, 3.2) disseminating and promoting learning throughout the organization, 3.3) creating a system providing useful academic services to create a learning society, 3.4) creating an atmosphere and environment within organization that is conducive to knowledge management, 3.5) managing the transfer and transfer of knowledge from all parts of the organization as quickly and comprehensively, 3.6) creating operational teams to transfer learning between each other, 3.7) having technology for managing knowledge and providing services efficiently.

4) Organizational transformation; 4.1) leaders are important for organizational change and decentralization of work, 4.2) organizational culture that is conducive to learning and shared values that create a learning organization, 4.3) creating a vision and shared vision, a strengthening work motivation and reward systems for merit and liking to achieve organizational goals, 4.4) setting change policies together and having an atmosphere that supports the importance of learning, and recognize the benefits that personnel will receive 4.5) having a learning center as a source of learning and having a

relationship structure in a way that depends on each other, 4.6) presenting the continuous sharing of knowledge to society

5) Knowledge enhancement for personnel; 5.1) promoting learning opportunities for personnel to increase work efficiency, 5.2) assigning work that allows personnel to take responsibility to create the ability to learn various tasks, 5.3) creating enthusiasm in seeking knowledge at all times, creating interest and desire to always learn new things, 5.4) encouraging personnel to develop themselves to increase competency and skills in work, including the application of technology, 5.5) promoting the habit of loving learning through training for personnel to know how to learn on their own or have learned from others.

6) Participatory management; 6.1) creating cooperation between personnel, stakeholders, and other organizations fully and completely, 6.2) providing academic services to society, and exchanging, and linking information with learning resources, and local wisdom, 6.3) inspecting, monitoring, and evaluating operations continuously and based on actual conditions, 6.4) creating social responsibility, 6.5) having sustainable returns to stakeholders and providing opportunities for all sectors to participate in effective educational operations.

4.2 Successful Guidelines for Driving Educational Management Towards Sustainable Learning Educational Organizations

The successful guidelines of driving educational management towards sustainable learning educational organizations comprise 4 elements, namely having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, and using innovation and communication technology for learning. Each of these elements consists of indicators amounting to 20 as follows;

1) A having a clear vision, strategy and goals; 1.1) setting a clear vision, strategy, and goals for becoming a sustainable learning organization, 1.2) giving importance to identifying activities and methods of operation, 1.3) having a policy to promote progress, achievement the results of the work make all personnel in the organization have a common goal, which will serve as a guideline for thinking, and strategic planning. 1.4) stimulating personnel to be aware of learning, taking the initiative to create new innovations in organizational development, and 1.5) pushing for the operations of personnel and organizations to be based on a common vision, beliefs, values, and philosophy.

2) A creating the mission of the learning organization; 2.1) having leadership in creating the mission of a sustainable learning organization, 2.2) defining roles and missions, including operational strategies that will build the organization into a sustainable learning organization, 2.3) organizing activities or training for personnel to learning, and become the professional learning community, 2.4) visioning the future of the organization and problems solving the systematically and efficiently, 2.5) creating attitudes for personnel create commitment to the organization, 2.6) developing personnel to love learning in

order to create behaviors that support being a sustainable learning organization.

3) A creating a culture and atmosphere conducive to work; 3.1) organizing a work environment that supports continuous learning within the organization, and two-way communication between leaders and personnel, 3.2) giving personnel the opportunity to have freedom in decision-making and emphasizing teamwork, 3.3) cultivating a culture and promoting an atmosphere of mutual knowledge sharing, good interaction between leaders and personnel and co-workers, 3.4) involving personnel in setting goals, and objectives for knowledge development within the organization, including trust and give recognition to personnel, 3.5) stimulate and encourage personnel to be creative and support advancement in their positions.

4) A using innovation and communication technology for learning; 4.1) using technology networks and various tools to manage knowledge to increase knowledge, 4.2) supporting personnel in the organization to have knowledge, exchange and transfer knowledge between each other, 4.3) setting up systems and create online databases, promote data storage systematically, and develop the organization in office automation to work throughout the organization, 4.4) using modern communication technology to carry out organizational activities, e.g., video conference in meetings or seminars via computer networks, training of computer-based multimedia, etc.

5. DISCUSSION

The role of strategic management includes learning dynamics, information technology, innovation, knowledge management, organizational transformation, knowledge enhancement for personnel, and participatory management. Increasing knowledge through adaptive, predictive, and creative learning, including enhancing communication skills. Increase knowledge in the line of work, across lines of work [22]. Exchange of information, from personnel inside and outside the organization to be used as a guideline for development, training on methods of working and learning within the team, and having a network and communication mechanism to benefit services outside the organization. A learning and working teamwork in an atmosphere revealed and is transparent, cross-cultural learning, having a good attitude towards work and learning from actual work. A creating knowledge exchange activities within the organization based on principles and reason and having systematic thinking [5]. Promoting the use of skills in various digital media technologies, and having activities to continually increase analytical thinking among personnel, building the ability to think outside of operations and develop teams regularly, a focus on creativity and creating collaborative learning and working as a team, the problems solving throughout the entire system rather than in individual areas. Organizational transformation on the leaders is important for organizational change and decentralization of work, knowledge enhancement for personnel as promoting learning opportunities for personnel to increase work efficiency [3]. Participatory management creates cooperation between personnel, stakeholders, and other organizations fully and completely. The role of strategic management from setting a mission, vision, and values, analyzing the environment and evaluating

the current situation, setting strategies, executing strategies, evaluating results, and controlling to create a shared vision and strengthen motivation, and performing work to achieve organizational goals [2]. And creative learning that has strengthened communication skills, exchanged and increased knowledge [23]. Specifically, having techniques for working to enable oneself to learn, exchanging information from personnel inside and outside the organization to be used as guidelines for development and training on methods of working and learning within the team, having a network and communication mechanism to benefit organizational management, teamwork and learning from actual work. Therefore, regularly developing teams that focus on creativity, learning together as a team, and problem-solving throughout the system rather than solving individual problems. Thus, the role of strategic management plays an important role for organizational leaders to be able to effectively direct the organization's operations towards sustainable educational organizations.

The successful guidelines of driving the educational management of having a clear vision, strategy and goals, creating the mission of the learning organization, creating a culture and atmosphere conducive to work, and using innovation and communication technology for learning, because, having a clear vision, strategy and goals on setting a clear vision, strategy, and goals for becoming a sustainable learning organization. Giving importance to identifying activities and methods of operation, having a policy to promote progress, achievement the results of the work make all personnel in the organization have a common goal, which will serve as a guideline for thinking, and strategic planning [10]. Stimulating personnel to be aware of learning, taking the initiative to create new innovations in organizational development, and pushing for the operations of personnel and organizations to be based on a common vision, beliefs, values, and philosophy. A creating the mission of a learning organization having leadership in creating the mission of a sustainable learning organization, defining roles and missions, including operational strategies that will build the organization into a sustainable learning organization [1]. Which, a learning organization is an organization that is creative in creating new things, including transferring knowledge, and its own abilities to society more broadly and quickly [24]. Learning educational organizations creates a gaining of advantage, and stabilizes the success of the enterprise. The aim of learning is not only to increase the knowledge and skills of personnel in the organization, but also the develop the growth of the organization. However, a creating a dynamic and flexible learning organization, defining the strategic role of the learning organization, managing knowledge and promoting the main goals of the educational organization [14]. In this matter, the sustainable learning educational organization as having a clear vision, strategy and goals of setting a clear vision, strategy, and goals for becoming a sustainable learning organization, giving importance to identifying activities and methods of operation, having a policy to promote progress, achievement the results of the work make all personnel in the organization have a common goal [6], which will serve as a guideline for thinking, and strategic planning. While, the role of educational organizations leaders focus on making change and clear vision, ability to communicate the vision to others, and guidelines for promoting and developing knowledge. and abilities of

personnel [8]. A changing the working attitude of personnel to allow for learning, exchanging and transferring knowledge to each other, practicing teamwork skills. Which develops individual abilities and promotes an atmosphere conducive to work and learning, as well as, cultivating a culture of learning to knowledge arises in the organization, creating and seeking to manage knowledge, exchanging knowledge and applying the knowledge gained, which leads to behavior change resulting from new knowledge [13]. The organization can adapt, strengthen its potential and develop its competitiveness. and efficiently adapt to the changing environment. The emphasis on the model of a systematic learning organization is learning, organization, personnel, knowledge, and technology in developing a learning organization in a holistic, system-wide manner to integrated strategic management is important mechanism towards sustainable learning educational organizations.

6. CONCLUSION

Role of strategic management includes, 1) learning dynamics of increasing the knowledge through adaptive, predictive, and creative learning, including of enhancing communication skills, 2) Information technology and innovation in exposure to innovative technology trends to develop organizations to be stable, accurate, reliable and reduce costs, having learning programs that use computers and AI to support learning, work and increasing knowledge, 3) knowledge management to disseminate and promote learning throughout the organization, having technology for managing knowledge and providing services efficiently, 4) organizational transformation as the leaders are important for organizational change and decentralization of work, organizational culture is conducive to learning and shared values to create a learning organization, 5) knowledge enhancement for personnel of promoting learning opportunities for personnel to increase work efficiency, creating interest and desire to always learn new things, 6) participatory management for creating cooperation between personnel, stakeholders towards sustainable educational organizations. Successful guidelines for driving educational management include, 1) having a clear vision, strategy and goals on pushing for the operations of personnel and organizations based on a common vision, beliefs, values, and philosophy, 2) creating the mission of the learning organization in having leadership in creating the mission, 3) a creating a culture and atmosphere conducive to work of organizing a work environment that supports continuous learning within the organization, 4) using innovation and communication technology for learning of networks and various tools come to manage knowledge to increase knowledge towards sustainable learning educational organizations.

7. SUGGESTIONS

The role of strategic management dimensions towards sustainable learning educational organization is the knowledge from the elements of learning organization, which, is a tool used in strategic management of the organization in order to achieve success. Thus, the role of strategic management for the transformational of education management policies and strategies was to

process and methods are carried out sequentially until the success of studying the status of educational organizations, by the information as a whole, a determining the future direction of educational organizations with greater clarity of setting the vision and mission, goals and work practices, so that they can be practically implemented as well as consistent with the answers satisfies the status of educational organizations. Notwithstanding personal mastery as the ability to learn new things, and develop the potential of personnel to have high performance in order to bring knowledge, and experience to create innovative work to effectively reach the goal, mental models are analytical thinking, creative thinking and systematic action planning, shared vision is personnel having a vision and goals that are consistent with the vision and goals of the organization, learning the strategic direction of the organization, and team learning from encouraging personnel to participate in working together, learning the work, understanding, and clearly connecting the operations towards sustainable educational organizations.

COMPETING INTERESTS

Strategic management dimensions towards sustainable learning educational organization are the knowledge from the elements of learning organization, which, is a tool used in strategic management of the organization in order to achieve the success of becoming a learning organization, a change organization and creating new innovations in the future, by taking into account the vision, mission and operational plans, the learning management process within the organization with quality that will be beneficial to the overall picture of the organization, including participatory management To be able to manage the organization with direction under objectives and goals, through personal mastery, mental models, shared vision, team learning, and system thinking towards sustainable learning educational organization of integration and connection in management to effective operation of educational organizations.

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Phetchaburi Rajabhat University, Thailand.

Research Area: Her research area mainly focuses on education management, professional learning community and leadership. She has expertise in education management for sustainability.

Number of Published Papers: She has published 1 paper in reputed journals.

Assoc. Prof. Dr. P. Jedaman
Rajabhat Maha Srakham University, Thailand.

Research and Academic Experience: He has excellence in reviewing on Asian Journal of Advance in Research. He is also a reviewer of the Asian Journal of Education and Social Studies. He is a reviewer of Sage publications. He has been Qualified in Thai Basic Education. He is a researcher at the National Research Council of Thailand. Research and Development Institution, Rajabhat Maha Sara Kham University, Thailand.

Research Area: His fields of study include human resource development (HRD) human resource management (HRM) and integration management. He plays important roles in leadership and teacher professional development, organizational management and development and educational organization management. His areas of research include "leadership, and organizational management strategy", "educational management" and "sustainable organization".

Number of Published Papers: He has published 2 papers in a reputed journal.

Assist. Prof. Dr. P. Srichaiwong
Northeastern University, Thailand.

Research Area: His research area mainly focuses on local development, education and agriculture to the highest potential, public policy, educational management and local organization administration. He has expertise in the application of a sufficiency economy for sustainability.

Number of Published Papers: He has published 3 papers in reputed journals.

Any Other Remarkable Point: He has played an important role in local wisdom development.

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