

**Details of definitions and examples of workloads under the framework**

Work Group	Definition
1. Routine Management	The routine work process under the assigned duties and area's responsibilities which includes the development of work to produce quantitative and qualitative results according to the management cycle (plan-do-check-act or PDCA) such as reducing defects of work, steps, present work development for quality and efficiency
2. Policy Management	Creation of new work processes under one own's area of responsibilities and department that addresses the university policy or strategy/departments such as redesigning new processes, modifying work methods
3. Cross Functional Management / Ant Team	Collaborative work management with other organizations (a cross functional team/Ant Team) to achieve holistic work or work according to Work Group 2 through collaborative work with external agencies to achieve basic business objectives (quality, cost, quantity and delivery time).
3. Self-development	Self-development through a learning process to enhance one's knowledge and skills, including learning from work (OJT) which demonstrates job achievement according to Work Group 1-3

**Codes of University Development in the Strategic Plan No. 12 (Strategic Goals)**

<b>6 main goals of the university according to the strategic plan</b>		
6 Main goals	Strategy	Code
1. Produce quality graduates according to desirable features of KMUTT (Social Change Agent)	1.1 Develop and improve the learning process	11
	1.2 Develop lecturers' competencies	12
	1.3 Develop an environment conducive to learning	13
2. Build research, creative work and innovation excellence (Research and Innovation)	2.1 Support potential university research clusters to be the center of excellence in the region	21
	2.2 Develop competitive infrastructures and research promotion system at national and international levels	22

	2.3 Create an environment that supports research, attracts and retains qualified personnel demonstrating academic excellence	23
	2.4 Promote the procurement of research resources and cooperation with the production and research sectors	24
	2.5 Drive innovation and entrepreneurship development	25
	2.6 Enhance the visibility of the research to be evident and create impact from research and innovation	26
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<b>6 main goals of the university according to the strategic plan</b>		
<b>Six main goals</b>	<b>Strategy</b>	<b>Code</b>
3. Develop KMUTT towards internationalization. (Internationalization)	3.1 Develop and improve infrastructure to meet international standards and promote internationalization	31
	3.2 Enhance university's academic strength for internationalization	32
	3.3 Promote international competencies of students to prepare them to be global citizens	33
	3.4 Build a globally focused visibility and recognition of the university	34
4. Develop organizational competencies to deliver quality service to be "a high performance organization"	4.1 Shift the management paradigm for flexibility and promote holistic collaboration	41
	4.2 Change the attitude and potential of personnel	42
	4.3 Seek asset and manage the asset and income for self-sufficiency and sustainable stability	43
	4.4 Develop information technology competence to become a digital university	44

5. Promote and develop friendly society and environment (Green Heart)	5.1 Develop an environment and management system that supports quality of life	51
	5.2 Create awareness of energy, environment and safety at every level	52
	5.3 Integrate the creative ideas of sustainable development with the main missions	53
6. Network and Partnerships (Alliances and Partnerships)	6.1 Alliances and Partnerships	6
<b>7. KMUTT new normal</b>		<b>7</b>

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