# Strengthening Honesty 3 for Transparency in School Organizations

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**ABSTRACT**

This article proposes strengthening honesty 3 for transparency in school oganizations that focus on developing education for the youth of the nation, consisting of many personnel considered as an organization in society, therefore cannot avoid corruption, when the organization management has effect of transparency in management will result in unkindness. The suspicion in the virtue of that school organization executive, executives need to study the principles, concepts and theories like variety to apply to suit the context of the school have a good consciousness in management and work in the organization and organize a system that supports good compliance with the office transparent, checking the accuracy. In addition, the school must have a surveillance process, corruption within the school including the introduction of the audit results from both inside and outside the school to improve work to prevent corruption by bringing the honest 3 principles to integrate moral promotion tools consisting of 1) the body honestly (physical conduct), 2) verbal honesty (verbal conduct), and 3) mental honesty (righteous conduct) in order to protect not to cause damage to the organization management, and is the creation of the office and work to the personnel being a good conscience.

Keywords

Transparency, Educational Institution, Honesty 3

## I.    INTRODUCTION

At present, the assessment of morality and transparency in the operation of government agencies has been set as an indicator and target value of the master plan under the National Strategy, Issue 21, Anti-Corruption and Misconduct (2018-2037) in the first phase (2018-2022) set the target value for government agencies with passing assessment results (85 points or more) not less than 80 percent to lead to upgrade Thailand's Corruption Perceptions Index (CPI) score higher and develop evaluation criteria to effectively prevent fraud proactively as well as integrating tools to promote morality and transparency from other relevant agencies in order to go in the same direction, reduce redundancy of operations and focus on jointly driving the overall good governance of the country. [1]

An educational institution organization is an agency responsible for providing education and performing various tasks to promote teaching and learning. It consists of personnel from many departments. Rights, duties or powers, duties and responsibilities and the scope and purpose of the establishment as specified in the law resolving corruption problems of educational institutions. It is the top management's priority to take the fight against corruption seriously. Educational institutions must review policies related to corruption prevention in educational institutions for efficiency and prepare worksheets on the prevention and suppression of corruption of educational institutions in order to solve corruption problems in a concrete way including evaluation on the effectiveness of solving corruption problems of schools to reduce corruption in schools or not at all. It then must build confidence among internal personnel in making a complaint when witnessing corruption within the educational institution as well. In addition, educational institutions must have a surveillance process, investigate corruption within educational institutions including the introduction of the results of the audit department from both inside and outside the school to improve work to prevent corruption. [2] The application of Buddhadhamma, namely, honesty 3, is applied to be consistent with the good governance drive. It can be regarded as an integrated tool to promote morality. It consists of 1) physical honesty (physical conduct), 2) verbal honesty (verbal conduct), and 3) mental honesty (righteous conduct).

This article presents t strengthening honesty 3 for transparency in school oganizations. It consists of 3 principles of honesty, namely 1) physical honesty: conducting acts towards one another with kindness through the body; 2) honest speech; conducting honestly; and 3) conscientious conduct; greedy to strengthen the solution to corruption problems in a concrete way for transparency in educational institutions.

## II. EDUCATIONAL ORGANIZATION

Educational institute means early childhood development institute, school, learning centre, college, institute, university, educational agency or other government or private agencies that have authority or objectives for educational management. [3] Educational institutions are the most important operational educational units have rights, duties or powers, duties and responsibilities and the scope and purpose of the establishment as specified in the law. The objective is to develop Thai people to be perfect human beings, both physically, mentally, intellectually, knowledge, morality and culture of living, able to live with others. The school administrators are responsible for school administration and teachers are responsible for teaching and learning and

promote the learning of learners. Each educational institute has an environment. Different factors, cultures and management of education in all educational institutions, executives need to study principles, concepts and theories. various in order to be adapted and applied to suit the context of the educational institution to provide education as a lifelong education for the people allow society to participate in education management, substance development, and the learning process is continuous which educational institutions have a scope of mission. Administration and management of education as defined in the administration of basic education institutions that are juristic persons, there are 4 aspects as follows:

1. Academic administration is the main job or the main mission of the educational institution that the Act National Education Act, B.E. with the intention of allowing educational institutions to operate independently, agilely, and quickly related to the needs of learners, educational institutions, local communities, and participation from all stakeholders. This will be an important factor to strengthen educational institutions in administration and management to be able to develop curriculum and learning processes as well as measurement, evaluation, including measurement of supporting factors developing the quality of community students local quality and efficiency.

2. Budget management focus on independence in management with flexibility, transparent, and verifiable adhere to results-oriented management principles and performance-oriented budget management to procure benefits from educational institutions' assets including generating income from services to be used for management purposes for educational benefits resulting in better quality for students.

3. Personnel management is an important mission that aims to encourage educational institutions to be able to perform tasks to meet the missions of educational institutions to carry out personnel management to achieve flexibility, freedom under laws and regulations in accordance with good governance principles. Teacher civil servants and educational personnel have been developed with knowledge, competence, and morale to be praised honour, stability, and advancement in the profession. This will affect the development of the quality of education of learners is important.

4. General administration is a job related to the management system of the service organization. Other administration achieve the quality standards and targets set with the main role in coordinating, promoting, supporting and directing various conveniences in providing all forms of educational services aiming to develop educational institutions to use innovation and technology appropriately. promote in administrative and educational management of educational institutions according to the management principles that focus on the achievement of work, mainly focusing on transparency, verifiable accountability as well as the involvement of individuals, communities and related organizations to make education management efficient and effective.[4]

It can be concluded that educational institute organizations are educational institutes that are the most important operational educational units, have rights, duties or powers, duties and responsibilities, and the scope of

objectives to develop Thai people to be perfect human beings in terms of body, mind, intellect, knowledge, virtue and culture of life, able to live with others.

## III. TRANSPARENCY CONCEPT AND THEORY

Transparency refers to any government action, both at the individual and corporate level, that can be seen, predicted, and understood by others, covering all actions resulting from executive decisions, business operations and public works such as having a clear work system and procedures. [5] The principle of transparency as a work model is a tool to achieve goals, efficient and effective government administration. It is also the best way to prevent corruption which makes practitioners in many circles, whether in the public sector or in the private sector, turning their attention to transparency for quality management which may mean having a transparent operation, including building mutual trust among people in the country by improving the working mechanism of all organizations to be transparent, with the disclosure of useful information directly, comes in a language that is easy to understand. People can access information easily and have a format [6] to provide clarity to the public for verification or work, all procedures must be based on transparency to build mutual trust. The collaboration mechanism has been improved to be able to check, useful information is disclosed straightforwardly in easy-to-understand language, create opportunities for the public to access information conveniently [7], or it can be said that it is the disclosure of useful information for the public to easily access and participated in validation of operational accuracy [8].

It can be concluded that the principle of transparency is a form of work in which rules and regulations are complied with. It is an important tool for validation and help prevent fraud defined to build mutual trust both between practitioners working together in the same organization by frankly disclosing information of people in the organization.

## IV. PRINCIPLES OF TRANSPARENCY IN THE OPERATION OF THE ORGANIZATION

Good administration is an important way to organize for society both in the public sector, private business sector and public sector which covers academic administration budget management personnel management and the general administration can coexist peacefully, knowledge, love, unity, and sharing as a force for sustainable development, and is a part of strengthening or building immunity for the country in order to alleviate, prevent or remedy a dangerous crisis that will occur in the future. Because societies feel fairness, transparency and participation are essential attributes of human dignity, achieve success, such as improving the quality of life and management of the organization with efficiency and effectiveness. It is also the best way to prevent corruption which makes practitioners in many circles turn their attention to transparency because they see benefits in many aspects. The importance of transparency can be summarized as follows: 1) Transparency can build confidence for investors, 2) Transparency serves as a tool to increase the accountability of the economy and the public sector, 3) Transparency is a key factor for effective development, 4) Transparency has a positive effect on investor confidence,

and the effectiveness of policy management and development increasing transparency can also reduce the negative effects of corporate policies, able to prevent abuse of power arising from having unequal information (information asymmetry); and informing policies in advance, etc. [10]

It can be concluded that the principle of transparency in the operation of the organization is to verify the correctness in order to prevent problems from occurring and to solve problems that do not spread further enable the organization to increase the efficiency of management. It is a mechanism for controlling, monitoring and auditing. This is to prevent damage to the organization management. It creates a good sense of management and work in the organization, and organize a system that encourages good sense of practice, whether it is in terms of effective management.

## V. THE CONCEPT OF HONESTY 3

Types of honesty in Buddhism can be divided into 3 aspects: 1) Physical honesty means not killing animals, non-theft, not committing sexual misconduct, and to help others according to their strength and opportunities as they allow. 2) Verbal honesty means speaking the truth straightforwardly, speak what should be said, don't fret, and speak words that are sweet and pleasant to listen to. 3) Mental honesty refers to activities that use the heart as the main thing or thought such as the lack of greed of others. Honesty can be divided into 4 characteristics as follows:

1. Honesty to oneself is a sense of conscience, shame and fear of doing wrong. The behaviors shown were as follows: 1) not being sly, 2) not conforming to those who drag or lead them in a bad way, 3) being firm in doing good deeds, 4) not being cheated, having sincere intentions, 5) behaving exactly as you think.

2. Integrity in duty, the behaviors that were shown were: 1) not taking time off work for personal benefit; 2) not using authority for personal benefit.

3. Loyalty to people: being honest with other people, friends, supervisors, benefactors, behaviors that are expressed include: 1) straightforward behavior, 2) not persuading others in a bad way, 3) not flattering for personal gain, 4) rejoicing in the success of others, do not think of jealousy or bullying.

4. Loyalty to the faculty, society and the nation, behaviors that were expressed were: 1) working together with sincerity, 2) not looking for one's own benefits, 3) Do not cooperate in any illegal work or wrong from the foregoing. [11]

It can be concluded that the three principles of honesty are physical, verbal and mental good deeds that will bring happiness and peace to oneself and others. The scope of good faith is anything that does not intend to be malicious and does not intend to defraud anyone or seeking to take advantage of others because they lack consciousness. There are 3 things: honest body, honest speech and honest mind. [12]

## VI. BENEFITS OF HONESTY 3

The meaning of honesty that conveys a sage is knowledgeable, knowing what is right on what to do and what not to do always be aware that what you do is beneficial or harmful to yourself, other people, society as a whole both now and in the future. It also created unity among the group. If he acts accordingly, there will be only mercy and kindness, not taking advantage of each other always helping each other

make society or community have peace. I just know that I am a graduate [13] because it will benefit myself and others who live in the community or in the same society, and because this honesty is the basic practice that will lead to other dhamma practices, which have the five precepts, etc., it is essential to have right conduct, both physically, verbally and mentally, especially participation, politically, each side wants to win, want to have power in the administration of the country or locality without these 3 principles of honesty, injustice or conflict will surely occur. Besides that, honesty is also the principle of creating love, harmony if wishing for love to be a lasting happiness. It must be a love that consists of virtues that lead to unity, reconciliation and reconciliation, i.e., behaving and treating each other with honesty, honesty and honesty, which will help to live together or work together to achieve success and peace. The 3 honesties are:

1) Physical honesty means behaving and treating each other with kindness is with love desire to make others happy and with kindness, that is, with love and compassion for the suffering to be freed from suffering.

2) Verbal Honest means the conduct of dealing with each other with honesty, don't deceive, have a polite, and gentle manner towards each other, not aggressive, slandering, not hitting each other, ironically causing others to hurt and hurt, not provoking them to break up in unity and speak only words or good advice useful, not recommended, lead in a way that is harmful.

3) Mental honesty means conducting and treating one another with the intention of thinking without greed, not selfish, know how to compromise, learn to sympathize and forgive each other, do not hold blame for anger, vindictiveness, expecting to harm each other, not jealous and treat each other with a consistent mind not arrogant, arrogant, or arrogant with a view to each other.

It can be concluded that the benefits of the 3 principles of good faith are to create fairness and fear of punishment and to control preventing physical, verbal and mental behaviors is useful for communicating graduates, on what to do and what not to do always be aware that what you do is beneficial or harmful to yourself, other people, society as a whole both now and in the future.

## CONCLUSION

Transparency is a working model that is a tool to build mutual trust to improve the working mechanism in the organization that will achieve the goal of achieving transparency with the disclosure of useful information frankly. The school organization is the most important operational educational agency, have rights, duties or powers, duties, responsibilities and the scope and purpose of the establishment as specified. In the law management of education in all educational institution's executives need to study principles, concepts and theories, various in order to be adapted and applied to suit the context of the educational institution have a good sense of management and work in the organization and organize a system that encourages good sense of practice transparency. Validation is made in order to prevent problems from occurring and to solve problems that do not spread further enable the organization to increase the efficiency of management. It is a mechanism for controlling, monitoring and auditing. This is to prevent damage to the

organization management. If the educational institution organization administrators have the ability to manage the educational institution organization in all 4 divisions, both academic and personnel administration, budgeting and general administration to integrate with the Buddhist principles to achieve good and efficient works, for example, 3 principles of honesty, namely 1) physical and honest with proper behavior according to the procedure appropriate to the situation by laying a foundation of personnel suitable for supporting work, promoting and developing the organization to be better by focusing on the system of transparent; 2) verbal honesty, tell what is useful, teach, speak politely, show respect both in front of and behind your back without bias to give advice with factual information according to the steps and processes of that work in a way that can always be verified and always suitable for the situation; and 3) Mental honesty, the aspect of good faith, set good intentions think of doing things that are beneficial to each other, looking at each other in a positive way, being able to clarify the process of managing the organization honestly as in Figure 1.



**Figure 1** Strengthening Honesty 3 for Transparency in School Oganizations (in Thai)

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