Implementing A Policy to Promote the Production of Research Results, Academic Works, And Innovations to The Practice

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Abstract

This research aims to study the policy's implementation conditions and recommend suggestions for promoting research results, academic works, and practical innovations. The Royal Thai Air Force Nursing College's 30 lecturers were the quantitative research target group, and its executives, project leaders, and four selected lecturers were the qualitative research target group. The instrument used in the quantitative research was a five-level estimation scale questionnaire with a 0.91 reliability, while the one used in qualitative research was a standardized interview form. The statistics used in the data analysis were mean and standard deviation. The results were as follows: 1. On implementation conditions, the lecturers' leadership average was at the highest level, ranking the most elevated ($\mu = 4.57$, S.D. $= 0.57$), followed by their attitude average ($\mu = 4.50$, S.D. $= 0.60$), while the resources being at the lowest ($\mu = 4.08$, S.D. $= 0.78$); and 2. On suggestions, additional resources needed to be

explored for future policy implementations. Thus, a budget should be allocated to meet lecturers' needs.

Keywords: Policy Implementation, Research Production, Promotion Policy

Introduction

The Royal Thai Air Force Nursing College is an educational institution at the higher education level that plays a role in producing nursing graduates to perform tasks or use their knowledge and abilities to lead society and benefit the nation (Raza et al., 2023). The four main missions of higher education institutions are: 1. to produce graduates and researchers, 2. provide academic services to society, 3. to produce works of art and culture, and 4. to develop a body of knowledge that is in line with the needs of society, by using knowledge and academic principles to give advice and solve society's needs. Knowledge development, such as research, is a continuous process of seeking the truth based on academic principles to develop knowledge and innovation, leading to academic advancement. The research results will contribute to developing the abilities and potential of teachers with expertise in the field of nursing, help develop their roles, and support their research endeavors, thereby increasing academic productivity and morale. Research is an essential fundamental activity in developing the knowledge of these teachers and the College of Nursing to become a learning society. Therefore, research is considered a learning process that can generate new knowledge by obtaining a rational body of knowledge from a systematic study and analysis and applying that knowledge confidently.

To drive the policy to promote the production of research, academic, and innovation results, researchers are interested in studying the guidelines for implementing the policy to effectively develop the research production of nursing teachers in achieving their objectives. The research results will benefit the development of teacher research production, academic works, and practical innovations for dissemination at the national and international levels.

Research objectives
1. To study the conditions of implementing the policy to promote the production of research results, academic works, and innovations of the Royal Thai Air Force Nursing College.
2. To provide recommendations for implementing the policy to promote the production of research results, academic works, and innovations of the Royal Thai Air Force Nursing College.

Methodology

This research uses a mixed methodology, both quantitative and qualitative research, with the following steps:

Step 1 Quantitative Research
Create a questionnaire using the policy implementation model. The research tool was a rating scale questionnaire. Data was collected using a population of 30 nursing college teachers by quantitative analysis using mean and standard deviation analysis.

Step 2 Qualitative Research
Create a semi-structured interview using the results obtained from the rating scale questionnaire in step 1 to examine and confirm the consistency of the assessment results toward

finding recommendations and guidelines for improving policy implementation. Key informants were executives, the person responsible for the project, and four professors.

Results

The opinions of the sample can be summarized in the research results as follows:

Table 1 *Status of the respondents. (N=30)*

	Status information	Number (person)	%
1. Sex	Male	5	16.67
	Female	25	83.33
2. Age	Less than 30 years	2	6.66
	30-40 years	11	36.67
	41-50 years	11	36.67
	Over 50 years	6	20.00
3. The highest educational qualification	Bachelor Degree	4	13.33
	Master's Degree	23	76.67
	Doctoral Degree	3	10.00

From Table 1, the status of the respondents found that most of them were females (25 people accounting for 83.33%). Eleven people were aged 30-40, and another 11 were aged 41-50. Twenty-three people had a Master's Degree, representing the highest number (23) at 76.67%.

Table 2 *College of Nursing opinions on the implementation of the policy to promote the production of research results, academic results, and practical innovations: (N=30)*

Items	μ	S.D.	Level	Ranking
Communication	4.43	0.56	High	3
Resource	4.08	0.78	High	5
Practitioner's attitude	4.50	0.60	Highest	2
Leadership of executives	4.57	0.57	Highest	1
Incentives	4.18	0.75	High	4
Total	**4.35**	**0.65**	**High**	

From Table 2, opinions on the implementation of the policy to promote the production of research results, academic works, and practical innovations of the sample found that the overall average was at a high level (μ = 4.35, S.D. = 0.65).

When considering each aspect, it was found that the mean was at the highest level in the executives' leadership. It was the highest rank (μ = 4.57, S.D. = 0.57), followed by the practitioner's attitude; the average was at the highest level (μ = 4.50, S.D. = 0.60), while the resource had the mean at a high level. It is the lowest rank (μ = 4.08, S.D. = 0.78).

Table 3 *Opinions on the implementation of the policy to promote the production of research results, academic results, and innovations in the practice of the College of Nursing communication. (N=30)*

Items	μ	S.D.	Level	Ranking
Message communication				
1. There is a meeting to explain the policy to instructors, operating units, and related parties to understand clearly and completely.	4.47	0.57	High	2
2. Adequate guidelines and supporting information documents have been published.	4.27	0.58	High	4
3. Policies and guidelines are also publicized by using technology.	4.33	0.61	Highest	3
4. There is a communication channel for information communication between administrators and teachers.	4.63	0.49	Highest	1
Total	**4.43**	**0.56**	**High**	

From Table 3, opinions on the implementation of the policy to promote the production of research results, academic results, and innovations in the practice of the College of Nursing in the field of message communication, it was found that the overall average was at a high level (μ = 4.43, S.D. = 0.56).

When considering item-by-item, it was found that communication channels were used between administrators and instructors. The average is at the highest level. It was the highest rank (μ = 4.63, S.D. = 0.49), followed by a meeting to explain the policy to lecturers, operating units, and related parties to understand clearly and completely. The mean was at a high level (μ = 4.47, S.D. = 0.57). The guideline and supporting information documents were adequately published. The average is at a high level. It is the lowest rank (μ = 4.27, S.D. = 0.58).

Table 4 *Opinions on policy implementation to promote the production of research results, academic results, and innovations in the practice of the College of Nursing in terms of resources: (N=30)*

Items	μ	S.D.	Level	Ranking
Resource				
5. There is a continuous development of knowledge and skills of teachers in conducting research.	4.40	0.81	High	1
6. A budget is allocated to fund research for teachers thoroughly.	4.13	0.82	High	3
7. There is material support. educational equipment.	4.17	0.83	High	2
8. There are complete facilities for conducting research.	3.80	0.76	High	5
9. There is consistent and sufficient technology to meet the needs.	3.90	0.66	High	4
Total	**4.08**	**0.78**	**High**	

From Table 4, opinions on the implementation of the policy to promote the production

of research results, academic results, and innovations in the practice of the College of Nursing in terms of resources, it was found that the overall average was at a high level (μ = 4.08, S.D. = 0.78).

When considering item by item, it was found that the knowledge and skills of teachers in conducting research were significantly improved. The average is at a high level. It was the highest rank (μ = 4.40, S.D. = 0.81), followed by material support educational equipment; the mean was at a high level (μ = 4.17, S.D. = 0.83). The research facilities were complete. The average is at a high level. It is the lowest rank (μ = 3.80, S.D. = 0.76).

Table 5 *Opinions on the implementation of the policy to promote the production of research results, academic results, and innovations into the practice of the College of Nursing the attitude of the practitioner. (N=30)*

Items	μ	S.D.	Level	Ranking
Practitioner's attitude				
10. Awareness is created for teachers. on research production, Academic achievements, and innovations.	4.63	0.56	Highest	1
11. There is a deep understanding of research production, academic achievements, and innovations.	4.33	0.66	High	4
12. Confidence in producing research results, academic achievements, and innovations that can promote progress.	4.50	0.57	Highest	3
13. Have a positive attitude in producing research results, academic achievements, and innovations that will progress in their duties.	4.53	0.63	Highest	2
Total	**4.50**	**0.60**	Highest	

From Table 5, the opinions on the policy to promote the production of research results, academic results, and innovations into the practice of the College of Nursing in terms of practitioner attitudes, it was found that the overall average level was at the highest level. (μ = 4.50, S.D. = 0.60)

When considering item by item, it was found that teachers were aware of research production, Academic achievements, and innovations; the average is at the highest level. It was the highest rank (μ = 4.63, S.D. = 0.56), followed by a good attitude in research production. Academic achievements and innovations that will make progress in their duties. The mean was at the highest level (μ = 4.53, S.D. = 0.63). There was a deep understanding of research production. In academic achievements and innovations, the average is at a high level. It is the lowest rank. (μ = 4.33, S.D. = 0.66).

Table 6 *Opinions on implementing the policy to promote the production of research results, academic results, and innovations in the executive leadership aspect. (N=30)*

Items	μ	S.D.	Level	Rank
Executive Leadership				
14. The executives expressed their support for the policy promoting research production, academic achievements, and innovations.	4.93	0.25	Highest	1
15. Executives set goals for research development, academic work, and continuous innovation.	4.77	0.50	Highest	2
16. Executives encourage research creativity, academic work, and continuous innovation.	4.60	0.72	Highest	3
17. Executives meet the needs of teachers in producing research results, academic results, and innovations fast.	4.37	0.76	High	5
18. Executives can advise on the production of research results, academic performance, and innovation appropriately.	4.30	0.53	High	6
19. Executives support the production of research results, academic performance, and innovation continuously.	4.47	0.63	High	4
Total	**4.57**	**0.57**	Highest	

From Table 6, opinions on the implementation of the policy to promote the production of research results, academic results, and innovations in the practice of the College of Nursing for Executive Leadership, it was found that the overall average was at the highest level (μ = 4.57, S.D. = 0.57)

When considering each item, it was found that the executives expressed their support for the policy to promote research production, academic achievements, and innovations clearly; the average is at the highest level. It was ranked the highest (μ = 4.93, S.D. = 0.25), followed by management's goals for research development, academic work, and continuous innovation; the average was at the highest level (μ = 4.77, S.D. = 0.50). The executives were able to advise on the production of research, academic results, and innovations appropriately. The average is at a high level. It is the lowest rank (μ = 4.30, S.D. = 0.53).

Table 7 *Opinion of the policy to promote the production of research results, academic results, and innovations in the practice of the College of Nursing in terms of motivation. (N=30)*

Items	μ	S.D.	Level	Rank
Motivation				
20. Set goals for producing research results, academic results, and innovations, both short-term and long-term.	4.30	0.65	High	1
21. Plan to produce research results, academic results, and innovations in a systematic way.	4.13	0.73	High	4
22. Assign to be responsible for producing research results, academic results, and innovations continuously.	4.23	0.86	High	2
23. Reward teachers who can produce research, academics, and innovations.	4.03	0.76	High	5
24. Praise and commend teachers who produce research results, academic works, and innovations as role models.	4.20	0.76	High	3
Total	**4.18**	**0.75**	High	

From Table 7, the opinions on the policy to promote the production of research results, academic results, and innovations in the practice of motivation nursing colleges, it was found that the overall average was at a high level (μ = 4.18, S.D. = 0.75).

The goal of producing research results, academic outcomes, and practical innovations, both short-term and long-term, was at a high average level and ranking highest (μ = 4.30, S.D. = 0.65). It was followed by the attitude of being responsible for producing research results, academic results, and practical innovation at a high level (μ = 4.23, S.D. = 0.86). Moreover, the response toward the award given to teachers who could successfully produce research results, academic work, and innovations scored the lowest (μ = 4.03, S.D. = 0.76).

From the interview, opinions on various issues regarding the College of Nursing's policy implementation to promote the production of research results, academic results, and innovations were found.

In the communication aspect, a meeting was held to explain the policy to promote research output, academic work, and innovation to all instructors to acknowledge the policy. Sessions were held monthly to clarify procedures and monitor project performance in the College of Nursing Management Committee and have the head of the department bring the policy to explain to the teachers in each department. A periodic follow-up assessment of publications and publicity is still less because it uses direct supervisors' and operators' commands. The middle management will closely monitor the performance by themselves due to the small number of professors in each department.

Regarding resources, knowledge, and skills of instructors are regularly developed in conducting research, such as inviting a lecturer to give expertise and inviting external professors to consult on ongoing research for a specified period. In addition, research funding is provided to professors with research results to support research, academic work, and innovation and to support materials to conduct research for teachers as needed. However, the facilities for conducting research and technology consistent and adequate to that demand have been provided for teachers. Still, more is required to meet the needs, such as more books and textbooks. The college e-library has a limited variety of resources due to budget constraints. The resources are currently shared with Mahidol University to find more information (Akram et al., 2022).

In terms of the attitude of practitioners, there is an awareness of raising confidence, understanding, and good attitude from teachers in producing research results from consistent academic performance and innovation, academic conferences and workshops coordinating with external teachers to advise on the production of works. In addition, teachers are confident that they can produce research results, educational outcomes, and innovations parallel with teaching and learning.

As for the executives' leadership, the executives expressed their support for the policy of producing research results, academic achievements, and innovations. Each executive recognizes the importance of building research, academics, and innovations, which management must forward. Consistent administration makes the policy continue having the results of the implementation of the policy. A goal was set for the number of works produced each academic year and encouraged teachers to create work continuously, consulting and giving good support.

In terms of motivation, there are goal setting, planning assignments in producing

research results, academic works, and innovations throughout the academic year. Submissions are also provided for presentations abroad to be an incentive to make research, academics, and innovations. In addition, there are awards and commendations for teachers who have been able to produce research results, academic works, and creations and are an example of consistently making research results, academic outcomes, and innovations for other teachers.

Teachers could not produce research papers, academic achievements, and innovations because of a large workload in teaching management and practicing with nursing students. Also, various extracurricular activities, student activities, being a teacher advisor to nursing students, the workload of guard duty, and various volunteer work, such as vaccination and the like. Thus, producing research results, academic achievements, and innovations went differently than planned.

Discussions

From the study of the policy implementation to promote the production of research results, academic works, and innovations into practice, the development of the survey can be used to discuss the research results as follows:

1. <u>Executive leadership aspect</u>. The executives expressed their support for the policy of producing research papers, academic works, and innovations. A goal was set for the number of results to be made each academic year and encourage teachers to create work continuously; both consulting give good support. Each executive recognizes the importance of producing research, academics, and innovations and has to be forwarded to management. Continuous administration makes the policy consistent and sees the results of the implementation (Lifang et al., 2021). Leaders also influence others and can motivate members of the organization to use their potential to effectively perform their work and maximum benefit.

    If a person works with morale in their work, they will often tend to perform efficiently. Each organization has personnel with reasonable confidence and enthusiasm. It will have a positive effect on the organization. Because good morale is essential and causes benefits in management, personnel who have morale in their work will be dedicated to working for the organization and being loyal to the organization, having creativity and confidence. On the contrary, if people have poor morale, they will be discouraged by boredom and no enthusiasm and eventually resign from work, ultimately affecting the work and the organization (Panyawong, K., 2009).

2. <u>The attitude of the practitioners</u>. There is the creation of awareness, confidence, understanding, and an excellent attitude to teachers in producing research results continuously. The academic performance and innovation held academic conferences and workshops, coordinating with external teachers to advise the production of works.

    In addition, professors are confident that they can produce research results, academic works, and innovations, which can be done in parallel with teaching and learning for nursing students. It was consistent with Chankingthong, K. (2006), who studied factors affecting the research of 320 university professors in Songkhla province. The research found that working age, education level, and academic position had a statistically significant relationship with research behavior at 0.01. The factor affecting university professors' research the most was research knowledge and ability, followed by attitude towards research. Institutional support in research, intrinsic motivation in research, and external motivation in the sequential analysis are

consistent with Subbanyat, N. (2003), who has studied the factors affecting the research construct of lectures. This research studied 265 professors at Ramkhamhaeng University. The research result found that factors affecting the analysis of Ramkhamhaeng University lecturers, including the success of the work responsibility, the nature of work, the money received, policy and administration, progress in the position, the aspect of being respected, relationship with colleagues, administrative, and in terms of working conditions.

3. <u>Message communication.</u> A meeting was held to explain the policy to promote research output, academic work, and innovation to all instructors to acknowledge the policy. Sessions will be held monthly to clarify procedures and monitor project performance in the College of Nursing Management Committee and let the head of the department bring the policy to explain to the professors in each department. There is a periodic follow-up assessment preparation of publications, and publicity is still less because it uses direct commands from supervisors to operators. Middle administrators will closely monitor the performance by themselves because the number of lecturers in each department is small. Consistent with Tantisriyanurak, T., Thisopa, R., & Kriengsinyos, O. (2005), who studied factors affecting the research of 225 personnel of King Mongkut's Institute of Technology, North Bangkok, research knowledge and facilities, respectively. The results found that the satisfaction with the atmosphere conducive to conducting research had the most significant impact on the study of Hat Yai University professors. Teachers in higher education institutions with a work culture and attitude towards research are secondary to teaching work. Most teachers spend much time on teaching tasks. Suppose one decides to do research in their field of expertise; the main reason that affects the decision comes from initial satisfaction, especially the satisfaction with the university atmosphere conducive to doing research. There is a channel for disseminating or utilizing the research results, internal and external publicity for research funding sources, and a modern research database system (Ivascu et al., 2022). There is an exchange of knowledge of conducting research within the university consulting services for analysis by experts. There is a community-village network that is a source of learning and research. There is a research manual that is easy to understand and practical—the expediency of the disbursement approval process for research grants. There is room for research, especially if the professor has sufficient knowledge and skills and a good attitude toward research. It is expected that the amount of research produced by professors in higher education institutions will be more and of sufficient quality that can be used for actual use.

4. In terms of motivation. There is goal setting, planning assignments in producing research results, academic works, and innovations throughout the academic year. In addition, there are awards and commendations for teachers who have made research results, academic assignments, and innovations and are an example of continuously producing research results, academic works, and innovations for other teachers. Submissions are also provided for presentations abroad. To be an incentive to make research, academics, and innovations. Consistent with the research results of Wichaipanich, C. (2011), conducting research is one of the essential functions of higher education. Teachers in graduate educational institutions are well aware that research and research will lead to educational development and self-improvement—recognition in the academic community, both within one's organization and outside society. Moreover, Phingsanoi, W. (2013) study reported the motivation factor for researching self-worth. Regarding the aspect of work advancement in the position, there was a significant positive correlation at the confidence level of 0.01 with the total number of research findings, and consistent with Wianglek, K. (2010), it was found that self-

esteem was an indirect factor influencing self-concept. In the classroom research of teachers of civil servants under the Upper Northeastern Education Service Area Office, there was a statistically significant level of 0.01 because self-acceptance developed a sense of self-worth from ability and work experience (Zhang et al., 2021). Suppose one builds their courage to improve self-confidence from another person's experience; one can do what they want to be successful.

5. <u>In terms of resources</u>. The college e-library has a limited variety of resources due to budget constraints. There is a continuous development of knowledge and skills of instructors in conducting research, such as; inviting a lecturer to give expertise and inviting external professors to consult on ongoing research for a specified period. In addition, research funding is provided to professors with research results to support research, academic work, and innovation and to support materials to conduct research for teachers as needed. However, the facilities for conducting research and technology consistent and adequate to that demand have been provided for teachers. However, more is required to meet the needs, and the parts of books and textbooks still need to be improved.

Other support, such as funding and budgeting for various facilities, materials, equipment, books, and technology media, including assistance from individuals, colleagues, or an expert, is also needed. Currently, resources are used with Mahidol University to search for additional information per Kaewjaiboon, C. (1998). Support from the agency is necessary to affect the research role and the practice of individuals in the agency. In addition, following the research results of Wichaipanich, C. (2011), it was found that the research climate factors were related to the support from the agencies. Phingsanoi, W. (2013) found that the factors conducive to research, finance, research budgets, the environment in the study, materials, equipment, tools, and facilities were all statistically significant, with a positive correlation of 0.01. Moreover, support from internal and external agencies was negatively correlated with the total number of studies. Statistically significant at level 0.05 due to the highly competitive rate of receiving extensive research funding from external agencies. Most of the personnel received research funding from internal agencies. Either by funding research from internal or external agencies. All have to close research funding with published research results, especially at the international level and international database on limitations on research funding. As a result, the production of published research results is also reduced.

Suggestions for implementing the policy to promote the production of research results, academic works, and innovations of the College of Nursing can be used to discuss the research results as follows:

1. <u>Executive leadership aspect</u>. Executives should be able to provide advice on research production, academic works, and innovations that are appropriate to the knowledge and abilities of each individual. There is a policy for middle managers to closely assess teachers' knowledge and skills. Furthermore, administrators should meet the needs of teachers in producing research results, academic achievements, and innovations quickly with the flexibility to meet the needs of teachers in conducting research promptly and continually to complete the research quickly and promptly.

2. <u>The attitude of the practitioner</u>. This aspect should create a deep understanding of the production of research results, academic achievements, and innovations by providing a special consultant to consult on specific research matters. It should give people easy access to and understand the teacher's work to guide the research process and helps in solving problems and obstacles. In addition, the supporting personnel to assist in finding research information will make the research successful faster.

3. <u>Message communication</u>. Acceptable guidelines and supporting information should be published by public relations at various times to complete the research step by step. It is to encourage teachers to be aware of the amount of time it takes to research to achieve the results according to the goals that have been set. Furthermore, it encourages teachers to have the desire to accomplish research as set forth.

4. <u>In terms of motivation.</u> Rewards should be given to teachers who can produce research results, academic results, and innovations. In addition to research grants, additional rewards should be given to motivate them to complete more research, such as a salary increase. It can be done accordingly to encourage them to present their work abroad and to provide incentives for quality research and success.

5. <u>In terms of resources</u>. The facilities and technology should be added that are consistent and sufficient with the need for complete research by researching the need for access to various databases as reference documents for analysis. Therefore, it is necessary to procure a variety of databases for study and use such information at any time for ease of research. Moreover, there should be facilities for teachers to access various databases and types at any time and use the Mahidol University database because it is an affiliated institution of Mahidol University and has many nursing-specific databases.

Recommendations

Recommendations from the results of the study

1. The study results found that academic performance and innovation are needed to meet teachers' needs more than the resources that promote the production of research results. Additional resource requirements should be explored. Once the conditions are met, a budget is allocated to provide teacher resources. In addition, there should be an atmosphere conducive to conducting research, and a system of research support should be established to satisfy the professors, which will result in more study.

2. Research production, academic work, and innovation are related to the teacher's workload. Therefore, work should be allocated to teachers by requiring professors to do research and helping to give less work to professors. Increase research production time for more academic achievements and innovations. So that teachers can produce research results according to the goals set and rotate teachers to receive equal opportunities.

Suggestions For Further Research

In addition to bringing concrete policies into practice, research professors must be competent in conducting the research successfully. Therefore, it should be studied as follows:

1. Should conduct an in-depth study of the context related to the research behavior of teachers.

2. Study the structural equation model of factors influencing the research behavior of researchers using a sample group covering various higher education institutions in Thailand.

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