

## Innovative Creation Skill for Sustainable Development

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Thai citizens in accessing learning environment following the changes in environment, learning resources based on ages and internet access has changed. As a result, their attention to the environment of learning has changed. That is, the attention to the accessibility toward learning resources from educational institutions as well as learning resources such as home ,residential area and family, has the decreasing proportion. Whereas, online learning resources tend became the increasing proportion together with the increasing interests in learning from the experience outside the classroom. In addition, the assessments of learning outcomes in Thai education system at different school class levels mostly utilize multiple-choice evaluation method which offers limited choices of answer, resulting learners become very less creative.

Whereas ranking and announcement of learner performance rely on the results from multiple-choice assessment only, putting too much pressure on learner to achieve rather a better learning grade or learning score than his or her knowledge that gained from education system. Besides, multiple-choice examination method causes learners to become lack of understanding and learning skills and lack of development in creative thinking resulting less efficiency to human resource which is the productivity of Thai education system that largely affects country's

development in all aspects. And this also results long run effects, in terms of either social, economic, or environment. For example, Thai people can communicate in English very little, Thai people can perform waste sorting very little, Thai people conduct research into innovation very little. Thai farmers mostly encounter a lot of financial problems, both income and liabilities. While in subjective learning assessment which requires learners to answer the question in unrestricted ways, learners can widely answer the question by explaining the principles, causes, consequences, and concepts in variously ways. Hence, the principle of promoting innovative learning skills for sustainable development is to offer the essence of learning based on ages and as a basis continuing from the early childhood to higher education or throughout the life with the combination of various knowledge simultaneously for sustainable development in which it is the development of social, economic, environment, where learners can practice and redo. It is also to exploit the internet infrastructure and subjective evaluation of learning outcomes under the basis of understanding, creativity and equality.

The research on Human resource (HR) practices contribute to innovation per formance of the organization. Relationship between HR management and the organization performance by examining the causal relationships among a

bundle of commitment-based HR practices. Different types of innovation activities and firm innovation performance. In case of a survey of 103 Turkish firms, empirical results show that a commitment-based HR system has a positive effect on process, organizational and marketing innovation activities. The commitment-based HR system mainly affects organizational innovation activities that are the main movement of process and marketing innovation activities, leading to higher rate of product innovation activities. Product innovation activities enhance the organization innovation performance, emphasizing their determinant role. (Ceylan, Canan, 2013)

Guidelines for promoting innovative learning skills for sustainable development based on age or grade level of Thai educational system can be divided in the following periods; First Stage, in elementary school year 1 – year 3: In this stage, learners will be cultivated with various principal experiences and social relationships. Second Stage, in elementary school year 4 - year 6; In this stage, learners will be cultivated with systematic learning skills which contain factors of input, learning process, learning output and outcome. Third Stage, in secondary school level year 1 - year 3; in this stage, learners will be cultivated with the skills in integrating several knowledge and courses for problem solving. Fourth Stage, in high school level year 4 - year 6: In this stage, learners will be cultivated with the skills in integrating several knowledge and courses for sustainable development. Stage 5, in higher education level; in this stage, learners will be cultivated with the process of creating innovation for sustainable development. The purpose of promoting innovative learning skills for sustainable development is to create quality human resource to support the development of Thailand and to promote good quality citizens of the world

in all aspects of development namely ; economic development (i.e. ; entrepreneurship and financial management), social development (i.e.; educational system, morality, ethics, cultures and health) and environmental development (i.e.; natural resources, environmental technology, pollution and waste management, and promotion of environment in humans). An example of programs to promote innovative learning skills for sustainable development is the innovative learning program. It is a program to promote innovative learning skills for sustainable development in enhancing learning in education system and it can be applied as a Home School course. The program also encourages learners to gain versatile knowledge and emotional intelligence of the society in a natural way, while providing creativity and confidence for to learners to express comments with reasonability. Difficulty or complexity of this program depends on class level of learners. And parent or relevant personnel should support available internet system for learners and reasonably and appropriately provide scholarships for them. The program consists of the following 8 learning sessions: listening, speaking, and discuss in public in English, reading current news update in English, learning from course in school class, reading / listening to Dharma content for conducting livelihood, Learning production processes of the interested topics and new innovations of Interest, Listening to music and figure out the whole picture of what obtained from the previous session, Describing pictures obtained from the last session in Thai-English, Performing the creation according to the Innovative Creation Skill or ICS program which is a program to promote Innovative learning Skill for Sustainable Development both in and out of school systems.

A research work in US hospitals on the

association between the involvement of senior HR professionals in strategic planning and the use of innovative HR practices in cases of US hospitals employing strategic HRM theory. A survey was administered to 168 CEOs and HR executives from 85 hospitals during spring 2005. Binary logistic regression was conducted to determine whether HRM involvement was associated with the use of innovative HRM strategies in the hospitals. The result show that the associations between HRM strategy inclusion in the strategic planning process and senior HR professionals' involvement in organizational strategic planning and in three innovative HR activities. The innovative HR practices were underused in some cases of US hospitals despite their potential to improve overall hospital performance. Hospitals that emphasized effective HRM were more likely to use some of the innovative HR approaches. (Platonova, Elena A et.al.,2013)

The Innovative Creation Skill is development to human resources in many sections consists of 8 learning stages be start by Situation Analysis to Financial Management for the Innovation. As for Thailand and in global extent, we all widely understand and be familiar with the term "Innovation" and have created many useful and acceptable innovations that are continuously and widely applicable. Innovation is regarded as intellectual property of the inventors and researchers as well as the development from concept to a prototype that actually works in which the inventor must largely dedicate intellect, energy and time. In addition, appropriate research funding is needed for the innovation that the researchers want to accomplish. Important information about organizations in innovation is driven by knowledge, and knowledge resides in individuals. The knowledge needs to be effectively acquired, shared, and applied for the benefit of organizations. The

method facilitate knowledge exchange among organizational members in order to help build an organization's innovative capability. The organizations 's HR management strategies influence organizational learning and the firm's capacity for knowledge management to relate to its intellectual capital, which influence on its innovative capability. (Intan-oraya, Rosdi and Chew, Kok-Wai,2010)

Innovation refers to new ideas or inventions that have never been used or applied before. It also refers the development, and modification of the existing work or thing to make it work better, more efficient and effective, helping to save time and labor. Innovation can be divided into 2 main types as follows; Product Innovation: New products or services that are widely accepted and used and Process Innovation: New production process and new more effective working process. Innovations of modern Thai research works turning into commerce to compete at Asean and global levels must contain the following key features; intuitive application, versatility, supportive on good consciousness and good quality of life, and being environmental friendly.

One important factor for sustainability in business operations is that; it is to continually innovate using product development processes starting by research and exploring the markets and potential opportunities, and possibilities in buying product of prospect customers, then creating a concept for new product based on market acceptance following by the experiment in creating a new product prototype to conduct "market research". This is a real-life experiment and allowing target customers to try using the product is needed. Once all required information is collected, determine all the costs of product chain, and create commercial innovative products as required for commercial production.

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## Reference

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