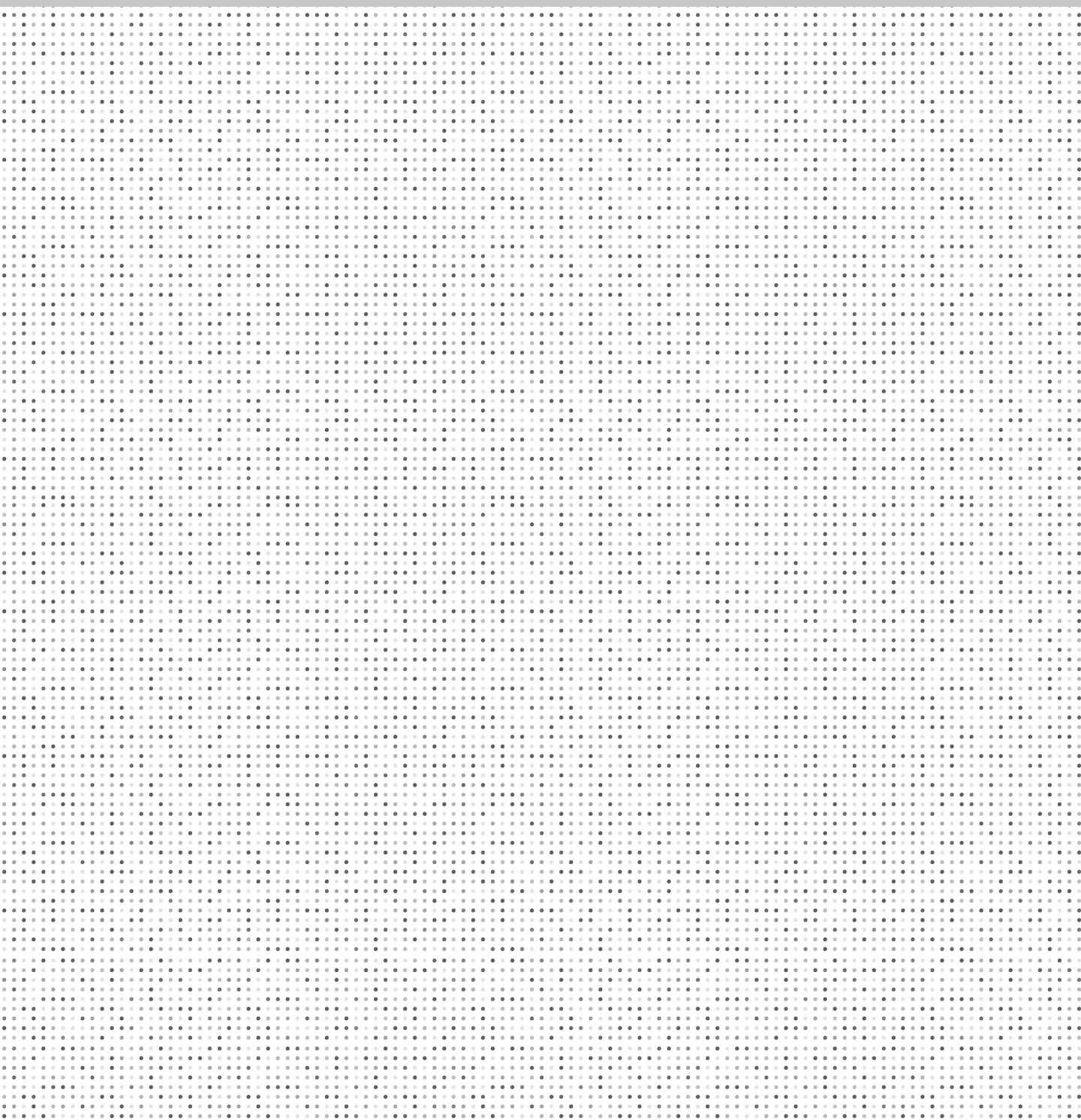
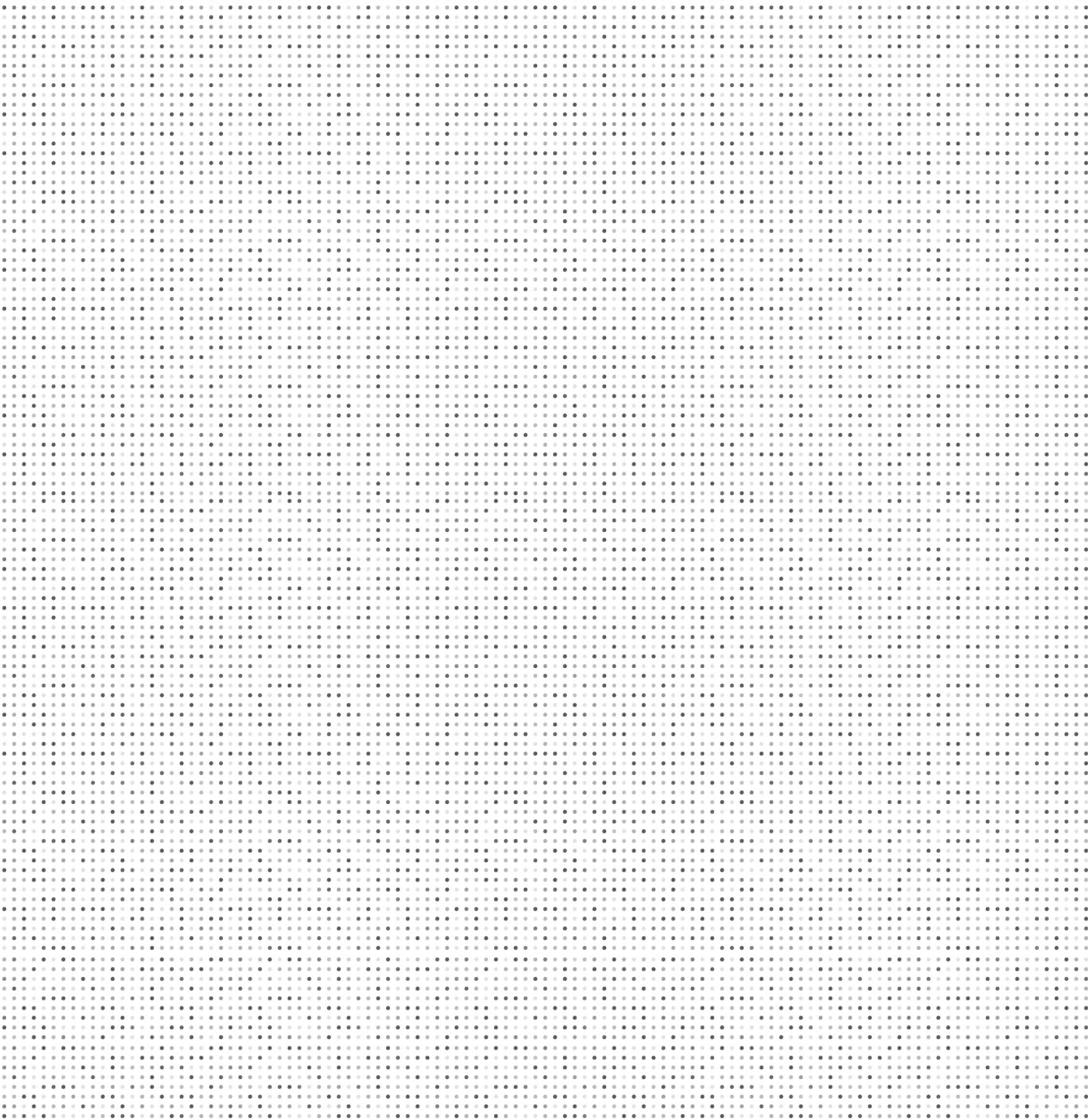




**Management of Human Resources, Leadership,
Organization Development and Business Ethics**





APPLICATION OF APPRECIATIVE INQUIRY FOR DEVELOPING POTENTIAL IN UNIVERSITY'S CROSSWORD ATHLETES: CASE STUDY OF KHON KAEN UNIVERSITY

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Abstract

The objectives of this study were: 1) to find out and discover positive experiences of crossword club's members and athletes, and 2) to find out a direction and process to increase the efficiency of Khon Kaen University's crossword athletes. Processes of the study were as follows. The researcher used cause and effect diagrams and AI process as a direction to find out the positive experiences of each of members and athletes by interviewing through social networks. Data from interviews were simultaneously analyzed for convergences and divergences and SOAR analysis. The outcome was further used for drawing up a plan to develop potential of crossword athletes.

The finding leads to a guideline for increasing potential of crossword athletes and a capacity development project "Let's come together for Khon Kaen University" was established. After the project was applied at The University Sports of Thailand 42nd Nontri Game, which was held at Kasetsart University Kampaengsaen Campus, it was found that crossword club of Khon Kaen University had better results as the researcher desired, Khon Kaen crossword team got totally 9 coins (2 golds, 2 silvers and 5 bronzes)

Keywords: insurance against drought for in-season rice, weather index, farmers



Introduction

Nowadays activity in a university has an important role as well as education. A number of universities have a policy to students or involved people to take part an activity that the universities regulate, those are included of having a minimum activity hour as a requirement for graduation. In the present time, to focus only education is not enough anymore. The students need to be taught to do activity both inside and outside of universities. Especially, sport activity or teamed activity for making those students work with each other together as a team work or have an ability to solve or cope with a problem. Crossword's activity is also one of the activities. Moreover, a university is a place for the students or involved people to show or develop their potential in a skilled field so they could make a reputation to themselves or universities in a future and so on.

Crossword club of Khon Kaen University was established in 1990 by initiating of Associate Professor Thavatchai Tivavanvong, the faculty of engineering, department of agricultural engineering, Khon Kaen University. This club started by gathering from a small group of people who interested in crossword game, until now, to a bigger group more and more. The latest 3 years results of Khon Kaen University's crossword club were as follows. There were 5 medals in the university sports of Thailand 38th at Thammasat University; 2 medals in the university sports of Thailand 39th at Chulalongkorn University and 4 medals in the university sports of Thailand 41st at Khon Kaen University.

Hence, the researcher recognized the importance and interested to find out a guideline to develop potential of Khon Kaen University's crossword athletes. To take appreciative inquiry to be applied for finding out the positive experiences of each member and each athlete, the researcher also wants to find the best ways of preparing and training the athletes in order to push the crossword club to be in the top of a competition and to be well-known much more.

Objectives

1. To find out and discover positive experiences of crossword club's members and athletes.
2. To find out a direction and process to increase the efficiency of Khon Kaen University's crossword athletes.

Research Methods

Populations

Populations who were interviewed were included of students who were crossword club's members and athletes, also alumni of Khon Kaen University. There were totally 20 people who were interviewed. Moreover, the researcher focused on the people who experienced in a real tournament because they would give more precise information than the people who have never taken part any tournament before.

Research tool

Process of the study for each method, the researcher used appreciative inquiry process to be applied with. There were tools as follows;

1. Cause and effect diagrams [1]
2. Appreciative Inquiry [2]
3. Positive Interview [2]
4. SOAR Analysis [3]

Data collection

The researcher interviewed to crossword club's members and athletes, Khon Kaen University by using positive questions combine with appreciative inquiry through social network (facebook and electronic mail). Due to the researcher did not want to press and precipitate to the interviewees so they could have time to consider and think over for those positive questions and gave the researcher the close and right data.

Methodology

The researcher divided methods into two parts as follows;

1. Analyzing for finding the cause of the problem with cause and effect diagrams

The researcher, also as a member of Khon Kaen University's crossword club, recognized and encountered problems directly so the researcher could brainstorm with other members by using the cause and effect diagrams [1] to explain the cause of the problems that we faced directly, referred from the University Sports of Thailand 41st and applied for positive questions with appreciative inquiry process.

2. Process of appreciative inquiry (AI)

The researcher took the AI process to be applied [2]. Divided into four methods as follows;

2.1 Discovery

To find out positive experiences or the best thing by interviewing twenty people of crossword club's members and athletes, in addition to, the researcher chose only people who had experience in a real tournament because they possibly gave the researcher a straight point more than the people who have never taken part any tournament before. So the outcome was further used for drawing up a plan to develop potential of crossword athletes afterward.

2.2 Dream

After we found the good or positive experiences from the first method, we took the answers to analyze for finding out the convergences and divergences and drew up a dream, what would it be or what we wanted to be happened to our club.

2.3 Design

It was the third method by selecting the convergences and divergences that we drew in the second method to be a guideline, a plan and a suitable project to develop potential of crossword club's athletes, Khon Kaen University.



2.4 Destiny

It was the fourth method, to take the guideline, the plan or the project that drew up to be extended for becoming true. Furthermore, if the result was pleased, we could develop for other sides to make crossword club better.

Results

The analysis of the cause of the problem

The study of application of appreciative inquiry for developing potential in university's crossword athletes, the researcher took the cause and effect diagrams to analyze for the real causes, to find out the possible causes that may incurred problem in the University Sports of Thailand 41st and applied with appreciative inquiry process. There were totally four causes that the researcher found, there were atmosphere in crossword club, equipment, athletes and coach. (Figure 1)

The results of SOAR Analysis

The researcher interviewed members and athletes of crossword club by applying of appreciative inquiry and using SOAR analysis to find out strengths, opportunities, aspirations and results for information and guidance to plan a project [3]. (Table 1)

The results of interviewing with appreciative inquiry process

The researcher interviewed the members and athletes of Khon Kaen University's crossword club to find the positive experiences that each person faced, and then, data from interviews were analyzed for convergences and divergences. The analyses were as follows;

Convergences

There were playing with inviting of close friend, family or teacher. The same impression that every members and athletes had was to get awards in tournaments. Furthermore, it also found that the same goals of all of them were to develop their own skills to be better players, to be the representative of Thailand or university, to get more awards in tournaments. Also, it still found that another factor they all liked was to be taught in techniques such as planning, recitation, strategy, included of atmosphere in the club and friendliness, dedication of trainer.

Divergences

There were wanted to be better than the others in same age, wanted to have an exchange of ideas between games, wanted to play with several players for variety and newness and wanted everybody in the club to have friendliness as a family.

Conclusion and discussion

The concepts of positive experiences, impressions that the researcher found from playing crossword of members and athletes are to get awards in tournaments, new experiences (such as new friends, journeys), be representative of university or Thailand, even wanted to be better than the others in same age.

The concepts of members and athletes' requirements are a trainer who had time, dedication and intention in training, also friendliness so the atmosphere wouldn't be so stress and made a unity in the team. In a part of training, the members and athletes wanted to be taught in techniques such as planning, recitation, strategy and also wanted to have analyzing games by exchanging of ideas of each person so they could apply to their situations.

The concepts of guideline to develop potential of Khon Kaen University's athletes by interviewing with appreciative inquiry, results from analyzing for convergences and divergences, designed to suitable project that the athletes required and led to a change in positive ways such as came to practice at the club more often, especially before the university sports of Thailand 42nd.

Results from appreciative inquiry process, the researcher designed a project for developing potential of crossword's athletes of Khon Kaen University, for preparing to participate in the university sports of Thailand 42nd at Kasetsart University, Kampaeng Saen campus between January 15, 2015 to January 24, 2015. The result of project summarized as follow;

Project "Let's come together for Khon Kaen University"

The results of the project were 1) There was more unity in crossword club 2) There was less absent during training time 3) There were more humble and obedient to coach and researcher and 4) there was a result as the researcher desired in the university sports of Thailand 42nd [4], at least, better than the university sports of Thailand 41st [5]. (Table 2)

Suggestion

To study with appreciative inquiry process, for finding out the positive or good experiences within each person, organization or whatever that is all around us by interviewing with open-ended positive questions so they could fully show their opinion, thought or stories. Appreciative inquiry believes in every person, organization or whatever has good story furtively, we just need to find out and then analyze for developing and expanding continually.

This was the reason why the researcher wanted everyone to do with appreciative inquiry process because it was a method to pull the potential of person or organization effectively the most. The plan to develop potential of Khon Kaen University's athletes was just a case study so a reader could apply to any club or organization he wanted to develop.

Acknowledgement

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Appendix

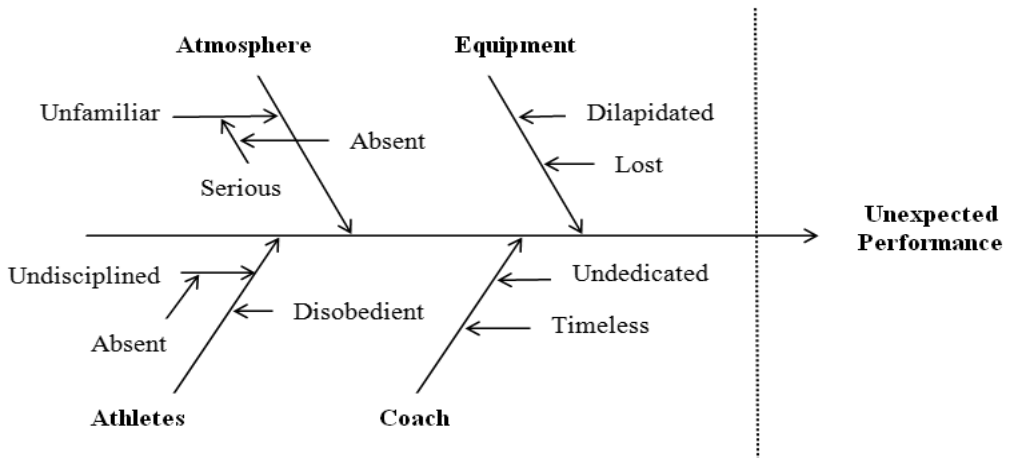


Figure 1 Cause and effect diagrams

Table 1 SOAR Analysis

<p>Strategic Inquiry</p>	<p>Strengths</p> <ol style="list-style-type: none"> 1. Established since 1990. 2. Adviser of KKU crossword club was a professional crossword player. 3. Most of members and athletes had an experience in tournaments. 4. There were freshman and inside sports annually. 	<p>Opportunities</p> <ol style="list-style-type: none"> 1. There were more players to be chosen than some universities. 2. There were alumni came to train sometimes. 3. There was an athlete project for selecting specific skilled athletes.
<p>Appreciative Intent</p>	<p>Aspirations</p> <ol style="list-style-type: none"> 1. To be well known and more famous. 2. Wanted to see members and athletes came to play with each other in the club, especially before a tournament. 	<p>Results</p> <ol style="list-style-type: none"> 1. At least, to get 1 gold medal in the university sports of Thailand. 2. There should be athletes of Khon Kaen University in top ten in Thailand or international tournament within 2018.

Table 2 Summary table of medals of Khon Kaen University’s crossword club in the university sports of Thailand 41st and 42nd.

Tournament	Gold	Silver	Bronze	Total
The University Sports of Thailand 41 st	0	1	3	4
The University Sports of Thailand 42 nd	2	2	5	9