The Process of Human Resource Development to Become a Democratic Community: A Case Study of Excellent Democratic Communities in Kham Khuean Kaew District, Yasothon Province, Thailand[1]

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Abstract
The objective of this research is to analyze the principles and concepts for the human resources development of the democratic community in Kham Khuean Kaew Dristrict, Yasothon Province by using the qualitative research methodology to study the phenomenon of human resources development in each community. The data is collected from 35 informants consisting of the qualified persons, community leaders, village's committees, leaders of local administrative officers, and general people. This research tools consist of the structural interview forms, observation forms, and field work record forms. The data is collected from the document analysis, in-depth interview, focus group, and observation. The results are analyzed by using the Content Analysis method. The results reveal that (1) the types of community linkages for the 3 communities have some common natures in 3 aspects; being the communities that focus on giving people the opportunity to participate in, focusing on the use of community culture as a medium, and focusing on the establishment of community network, (2) The principles and concepts of human resource development in the democratic community is the process of creating people to have correct knowledge and understanding on the democracy by using the study guidelines, socialization, adaptation of the community culture, cooperation between various sectors such as schools, families, temples and communities in the form of network to promote efficient and effective human resource development in the community in order to build the foundation of democratic development at the community level and the national level stably and sustainably, (3) The democratic character of the community is in two dimensions; the individual dimension and the community dimension, (4) The role of community movement towards democracy is that in driving the democracy, it is supported by two main factors; internal and external

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[1] This article is a part of the thesis project on the human resource development process towards being the democratic community.

community factors, and (5) the human resource development process towards being the democratic community should begin with the family along with socialization through the environment of the community under the conditions of tradition and culture, economic system of the community, way of life of the community people which leads to the happy democratic community.

Keywords: Process, Human Resources, Democratic Community

Introduction

Democracy is a form of governance popularly among the Western countries and widely recognized at international level. It is also widely accepted by Thai society. However, such regime cannot be harmonized with the way of life of Thai people completely. This is possibly because the majority of Thai people still truly lack of democratic spirit or the democratic way (Phromkerd, 2012). From the change in the government regime in 1932 to the present time for a total of 86 years, this government regime has not yet proven to be the best form of government in Thailand and it is possible considered the failed system because political leaders focus on developing democracy only in the politic-institutional structures which are drafting the Constitution, strengthening the political parties, decentralizing the political institutions, and developing the power of independent organizations to examine the work of the political sector rather than the development on the contents of democracy (Sirikrai, 2007). This leads to the turmoil in Thai society and the continual political violence (Office of the Secretary of the House of Representatives, 2011).

The excessive approaches for the development of institutional structure indicate that the approaches for the development cannot solve the problems exactly. Both Thai and foreign scholars have argued through the forum on this issue what the ideology and the real concept of democracy are and what the so-called democratic rule is. Going back to study the history of philosophy in ancient Greek, the answer is that the democracy philosophy is seeking answers through questioning. Every citizen can take part in politics because every citizen has the right to own. However, in modern society, the philosophy of democracy is reversed, i.e., it relies on the "capitalist" system. It can be seen that the productivity of democracy in this period is tied to economic power, social power, political power, and relationship between countries. Thus, the introduction of Western democracy into Thai society without the development in the principles, values, and ideologies to be adapted correspondently and appropriately to the behaviors and values of Thai people is the major cause of weak democracy in Thailand (Phromkerd, 2012). The image is clearly reflected by the political events in the years 2006 - 2014. The political system is produced by the politicians resulting in the deep thought and the political division hugely. These reflections suggest that the democratic development is unstable (Setthaboonsang, 2010) and is not the correct solution to the problem. From the political events of 2006 to 2014, there has been the steady stream of democratic citizenship at the family, local, community and country levels. The public stages occur as the guidelines for the democratic decision making (Habermas, 1996) to exchange opinions in various forms such as the Coffee House, the Forum, the Academic Council, and the Political Council, etc., to find out the approaches and methods of democratic development in a correct and manner appropriate to politic culture and the way people live in different social contexts in order to know how the democracy can exist stably, how people in the society will have correct knowledge and understanding on the democracy, and how the politicians in the future can have the legitimacy in managing sovereignty on behalf of people. For these questions, Warakorn Samkoses (2011), the academician, says that the real development of democracy is not the development of the constitution or political institutes. It is the development of citizenship that directly emphasizes the Participatory Democracy. The important starting point is the socialization of small units; families, communities, educational

institutions, and environment conducive to political learning and adaptation rightly and properly. When the process of socialization really occurs, the citizens in the country will have passionate citizenship, have a sense of political responsibility or collective. They will sacrifice for the nation, will be independent and self-reliant. This model is similar to the democratic development model called Self-Government Democracy (Laodhammadhat, 2013). Therefore, for socialization, if there is no cooperation from the government, civil society, and people seriously, it is difficult to make the true achievement on the democratic and democratic political development (Mahaviro, 2011). Thus, it is necessary to lay the foundation for the democratic development concretely starting from strengthening the democratic development in the local community by allowing people in the area to participate in political expression freely as well as creating the local community to be able to take care of themselves to be strong (Tanchai, 2012). The community can be secured with the vision of the community and the sense of community through the process of strengthening the community to achieve the goal of democratic development (Kamkham and Munsin, 2016). As a result, the study of the process of human resource development into a democratic community should aware and focus on the way people live in each area including the feelings toward the development of democracy in order to be able to accurately and deeply explain the political phenomena of people in each area. This approach opens the space for people in the community to express their power, thoughts and understanding (Giddens, 1998) to communicate freely through the public through stories related to everyday life and political relationships. The researchers found that this approach lead to the visualization of the collective management process, the establishment of network as well as the use of the forum for mutual benefit negotiation (Noonim et al., 2016) more obviously.

Kham Khuean Kaew District is a district of Yasothon Province. It is abundant with natural resources and local wisdom. People in Kham Khuean Kaew District mostly live by adhering the philosophy of Sufficiency Economy. Their way of life is simple using culture to link between people. In this district, there are 3 outstanding democratic communities; Banboknoi Community, Ban Na Kae Community, and Ban Kaen Noi Community. All three communities have won the outstanding democratic prototype awards both at the provincial and national levels. From this reason, the researcher needs to research the process of human resource development towards being the democratic community: a case study of the outstanding democratic community in Kham Khuean Kaew District, in order to understand the principles and concepts of human resource development in the community leading to an outstanding democratic community.

Research Objective: To analyze the principles and concepts of human resource development of the democratic community in Kham Khuean Kaew District, Yasothon Province.

Literary Review
Human Resource Development Concepts
In general, human resources development is the development and promotion of human knowledge, ability, understanding, skills, attitudes and behaviors for better work performance. In psychological and economic aspects, human beings have a sense of dignity as an asset and a factor leading to the success of the organizations. The aim of human resource development can be classified into 3 levels, namely, individual level, group level, and organizational level. This is to create knowledge and expertise using science and art as tools and models to help human resources development achieve the goals (Swanson, 2001). The outstanding human resources development scholar, Nadler (1970), says that the human resource development process has three main approaches; (1) education since education is the basis of all development, (2) Development is the foundation to change the organizations in a better direction responding to the needs of the communities, agencies, organizations, or the

country; and 3) the training is to add new knowledge or to strengthen the knowledge, skills, and abilities. Training requires specialists to do the training in order that the personnel attending the training can apply the knowledge to adapt to their development in work fully. This concept can be applied to human resource development in the democratic community.

Democratic Concepts

The philosophy of democracy is based on the belief in the nature of laws with the beliefs in the Human of Nature and the belief of Human and Society. In living altogether of human, the mutual social rules are needed. Fukuyama (1995) and Huntington (1984) state that the rules in each country are different. As Thailand is in the period of transition to the democratic development, the government must support and promote democracy among Thai people by enhancing people's participation and political culture to overcome current conflicts and problems (Boonlue, 2015). As a result, human resources development needs to develop people to have the real understanding on the democracy through the process of education, training, development, including common learning processes of people in all sectors. When people have knowledge and understanding on the democratic principles, this will create the characteristics of common citizenship, that is, respect for social rules, sacrifice personal time for the community including respect for the right to freedom of others as the desirable principles.

Research Methodology

This research is the Qualitative Research under the principles of Interpretive Paradigms to create the profoundness for the analysis and synthesis of data using the Case Study Method. The researchers spent the time in collecting the data from October, 2016, to December, 2017, totaling 1 year with the following processes:

1. The study area is the area of excellent democratic communities in Kham Khuean Kaew District, Yasothon Province, which are the communities having won the award of model democratic communities. The specific sampling has been done to select 3 communities; Banboknoi Community, Ban Na Kae Community, and Ban Kaen Noi Community.

2. The data collection is done by analyzing the documents, structured and non-structured interview, observations on the key informants divided into 5 groups as follows:

1) Group of 3 experts in Law, Public Administration, and Political Science. They are persons who have the expertise in the principles of human resource development, democratic development, administrative regime, and legal forms. They are selected from the experiences and personal database with the purposive sampling.

2) Group of 2 experts from King Prajadhipok's Institute and the community democracy activists. They are selected from the knowledge and experienced people who play the roles in developing the democracy and they are known and accepted locally. The selection is done by specific sampling.

3) Group of 15 formal and informal community leaders, representative of local administrative organizations. They are knowledgeable persons who have the ability in managing the community and they are respected by the villagers. The selection is done by using the specific selection method from inquiring the key informants and snowball sampling among the group of key informants.

4) Group of 15 people in the area who understand the community context and participate in current events or cultures as well as being respected by the community using the purposive samplings.

The researchers also collect information from the key informants recommended by the experts and research more from the documents in order to bring the research results to prove the validity and reliability of the data. The researchers use the method triangulation and use more than one method to collect the data with the document analysis, in-depth interviews,

group discussion, and non-participatory observation. The Triangulation of sources is used by conducting the interview on people from different group, community, and time. This is the way to assure confidence in validity and trustworthiness of research findings.

Data analysis: The researchers use content analysis by taking the data from the interview, tape, observation, and document analysis. The answers from sentences or important messages are categorized and then create a theme that covers the answers. The researchers built up the reliability of the research by collecting triangular data, methods triangulation, and Triangulation of sources. After having obtained the data completely, the summary is made to create the concrete conclusion.

Research Result and Discussion

General context of the excellent democratic communities in Kham Khuean Kaew District, Yasothon Province.

After the field study in the area, it is found that there are 3 excellent democratic communities winning the awards of being the model excellent democratic communities in Kham Khuean Kaew district, Yasothon province, as follows:

1. Banboknoi Community, Kaen Yai Sub-district, Kham Khuean Kaew District, Yasothon Province, is the democratic community that focuses on people's participation as a framework for administration and management. The year 1948 was the first year of electing the village headman and was considered as the foundation of democratic community. According to the interviews on the key informants, it is found that Banboknoi has developed itself in many aspects, especially the quality of life of the community people. Meanwhile, the basic infrastructure has been improved. What reflects the success of the people development in the community to be democratic is being awarded as the winner of the model excellent democratic community in 2012.

2. Ban Kaen Noi Community, Kaen Noi Sub-district, Kham Khuean Kaew District, Yasothon Province, is the democratic community that focuses on granting the opportunities for all community members to participate in the community management altogether. The leaders and members have the same opinions that the resources in the community are owned by everyone and everyone must participate in the management for preserving the public benefits. From interviewing the key informants, it is found that the form of human and community development here focuses on promoting the learning process in various aspects frequently. What reflects the success of the people development in the community to be democratic is being awarded as the winner of the model excellent democratic community in 2010.

3. Ban Na Kae Community, Na Kae Sub-district, Kham Khuean Kaew District, Yasothon Province, is the democratic community that focuses on people's participation with the emphasis on building the network such as organic agricultural network with the roles in generating knowledge and developing the communities to be aware of producing natural-depending agricultural products. From interviewing the key informants, it is found that Ban Na Kae Community is the model community in various types; model excellent democratic village, model village of non-vote selling, model village of organic agriculture, etc. Meanwhile, the leaders can promote and encourage the community people to conduct the activities, learn, and adapt themselves to one another efficiently. What reflects the success of the people development in the community to be democratic is being awarded as the winner of the model excellent democratic community in 2014.

Democratic Linkages of Democratic Communities

From the linkages of the three democratic communities, the three communities are found to share the same 3 aspects of community management; *focusing on giving people the opportunity to participate in* community activities in a collaborative manner for planning, problem solving, and implementation, decision making through the community forum. These

can encourage and enhance the political participation processes in a democratic way called Self-Governance Democracy. According to the ideas of Anek Laodhammadhat (2013) stating that in the management and development of the country to be democratic, it should promote and encourage people to participate in and be part of the activities to contribute, plan, and solve the problems of the community freely. *The emphasis is on the use of community culture as a medium* to link the members' unity and harmony leading to the strengthening of the community. Relationships and unity can be reflected through activities such as joint physical strength, consultation, and donation of items to be used in community activities to achieve success. It also focuses on *the formation of internal and external community networks* which is formal and informal as well as being the consultants to the community network. The differences of the three communities are the contextual differences.

Table 1 Linkages of Democratic Communities

Patterns of Communities	Similarities of Democratic Communities			Differences of Democratic Communities		
	Focusing on people's participation	**Focusing on using community culture as media**	**Focusing on forming the community network**	**Semi-urban community**	**Urban community**	**Rural community**
Banboknoi Community	*	*	*	*		
Ban Kaen Noi Community	*	*	*		*	
Na Kae Community	*	*	*			*

When analyzing the linkages of the three democratic communities, it can be concluded that the links focus on the *opportunity for people to participate in independently, focus on the use of community culture as a medium, and focus on forming internal and external community networks.* It is the foundation of the development of democracy with the community persons to think, plan, and implement. This is clearly reflected in the study area. This form will help the identity process, engage in shared ownership because everyone has the right to freedom and freedom of expression in all community activities. This is correspondent with the research of Sanya Khenaphum (2017) concluding the research results that the driving force of democracy is to become the political partnership with the sense of belonging more than political participation. The principle is that when the knowledge in political is more, it will affect more political behavior and it is considered the main concept of developing a stable democracy for another dimension.

The principles and concepts of human resource development in democratic communities

From the in-depth interviews with the experts and the document analysis, the researchers find that the principles and concepts of human resource development in the democratic community are the process of creating people to have knowledge and understanding on the democratic system. It can be considered as creating moral people. This is especially true for people who are at the grassroots level in the village community which is considered the key group to help developing national democracy. If analyzing the results of this study, it is evident that people in the community or citizens are important for the maintenance and preservation of democracy in Thai society. This is correspondent with the research results of Phornamarin Phromkerd (2012) finding that the democracy will be the true democracy or not does not depend only on having the political regime and democratic political institutes but the most important factor is that people can also apply democracy into their normal life as it is a way of life or political culture.

This is in line with Sanya Kenaphoom (2015) stating the goals of the democratic pathway of the citizen consisting of 3 dimensions; (1) understanding on democratic principles. The citizens of democratic states must understand the rules and regulations of living altogether in the society peacefully by learning the roles, duties and freedoms of themselves including paying respect for the freedom of the others, (2) Democratic ideology. It is the strong belief in human values that all people have the potential to learn, to have freedom, to love, to be generous to one another, and to help cooperating in developing the society for the benefits of everyone in the society, and (3) The way of life in a democratic way. It is the way of life of citizen in the democratic regime by adhering the equality, freedom, brotherhood, and dignidy of human. In addition, the democratic way that is deeply rooted at the individual level is the "political partnership" which means the feeling of ownership of the country being the common ownership, labor / capital giving, combined politic movement, shared responsibility, shared role of political representation, incurring shared benefits, political behaviors of the political partnership focusing on the goals of political behavior (Kenaphoom, 2016: 109)

From the in-depth interview with the experts, it is found that the principles and concepts of human resource development in the democratic community must start with people from all sectors from the four main organizations; the community, the temple, the school, and the local administrative organizations to cooperate seriously in being responsible for encouraging and promoting the civic consciousness of all people in the community continually and consistently as well as encouraging the process of participation of people in the area to learn and exchange the ideas and opinions on arranging the activities in the community freely and equitably. The principle is believed that everyone has dignity. This appears in the interview

"In the principle and concept of development on people in the community to have knowledge and understanding on the democracy, it must be based on co-ordination and serious collaboration with four agencies that are already inside the community; the community, the temple, the school and the local administrative organizations."

The data from the interviews can be summarized and analyzed that regarding the principles and concepts of human resource development, all sectors should play the roles in encouraging people in the community to learn and participate in thinking, planning, and designing the community activities. This is in line with Thippaporn Tantisunthorn (2012) stating that participation is based on adequate information perception to be used for expressing the ideas and opinions, and things around oneself in the society with the discretion free from being overwhelmed with rational ideas, patience, and not using the emotion of feeling to make the decision in solving the problems. These are important to be practiced and generated to make the competences and skills of Democratic Community from the childhood with the involvement of various levels of social institutions from families, educational institutes, mass media, and political institute.

Characteristics of Democratic Communities: Individual dimension

From the in-depth interview with the experts and the key informants, it is found that (1) they have morality, (2) they have reasons, (3) they are disciplined, (4) they are honest, (5) they have responsibilities, (6) they dare to make creative criticism, (7) they have competences in self-reliance, (8) they have public mind, (9) they respect the rules and laws, and (10) they respect the human dignity. This agrees with the research of Seksan Sonwa, Apichart Jai-aree, and Ravee Sujjasophon (2017) stating that the human characteristics of the local community people under the democratic system are the human development in becoming the good citizen under the Constitution. People must have 7 characteristics; (1) people's participation, (2) Responsibility, (3) Legislation adherence, (4) Respect for human rights and the rights of others, (5) Equality and fairness, (6) Principles of thinking and decision making, and (7) Principles of sacrifice. The results of this research are also consistent with the research conducted by Thawilvadee Burikul and Rotchavadee Saengmahamad (2017) finding the five

most important qualities of citizenship; honestly working, being proud of being Thai, using the election right, willing to pay taxes, and legally practicing.

Characteristics of Democratic Communities: Community dimension

From the in-depth interview with the experts, it is found that the images reflecting the democratic community are (1) It is the community that has the habit of forgiving each other, (2) knowing to listen and apply in practice, (3) It is open community for everyone to participate in the expression, (4) It is the self-reliant community, (5) It is the community of learning resources, (6) It is the community of civil society. These 6 points are the democracies that come from the foundations or movement from below. The nature of democracy is not perfect. It is about creating a democratic community based on the trust of the people in the area. This is correspondent with the research of Attachak Sattayanurak et al (2015) finding that the creation of democracy on the movement of people will create mutual trust, confidence, and understanding among various groups in the society resulting in social freedom and equality. Therefore, the development is required on the principles, concepts, and process of rural democracy on the basis of sensitivity which should be developed for the real operation. However, the democratic community is under the conditions of the tradition and culture of each community, economic system of the community (sufficiency democracy or affordable democracy), way of life of community people, governing regime. All of these conditions will lead to the peaceful democratic community.

Roles in driving community to the democratization

From the group discussion with the experts, it is found that the mechanism helping driving to the democratization occurs from 2 important supporting factors; Internal community factors which are (1) community leader, (2) community sage, (3) community people, (4) community environment, (5) community economic system, (6) political system and community management. The external community factors are (1) support from public agencies, (2) authorized persons in the management (area, local, and national politics), (3) budgets, (4) national politics, and (5) economic system. These two factors are required to be coordinated with the cooperation in integrating work in order to drive to the democratization successfully. For the *mechanism in building the community towards the democratization,* it is found that (1) it occurs from the belief that the democracy is the "sovereignty of people" which is everything all around and the community can use it, (2) There is a working group, (3) defining the common goal to be the prototype community with the potential development through exchange of learning. Regarding *the mechanism for human resource development in the democratic community* it is found that all sectors need to be involved in the network form to promote people to have knowledge and understanding on the democracy with the persons to guide them. Sometimes, the community people are difference. For the networked groups with important roles, it is found that the schools in the area, local Buddhist monks, local administrators, and civil society representatives play the roles in driving these communities by motivating people in the communities to be fully aware of and truly reach the ideology and spirit of democracy. This is in line with the writings of Boonlue Wongthao (2016) saying that under the new paradigm of democratic development, all sectors including government sector, private sector, civil society, and people must share the responsibilities and this should be served as the national agenda for the correct understanding of democracy in order to create the democratic ideology, create a new political paradigm in every way from families, communities, schools. These will lead to the movement of mechanism of the nation to achieve the objectives, goals and interests of the nation.

Human Resource Development Process toward Democratic Community

From the group discussion with the experts and interviews with the key informants, it is found that the process of human resource development in the democratic community has evolved from institutes that are close to people from the origin, i.e., family institute which is

the small and connected to people at all ages. Especially the childhood, they require learning, training and educating from the family members in order that the children can grow up to be the quality persons of the society in the future. The successful socialization requires the community environment as the supporting factor, i.e., using community culture as a link between the people in the community and human activities at the local community level. This is consistent with Heywood's (2004) writings. Because of the varieties in the society such as racial, language, and cultural differences, the human resource development in the democratic society must be based on the environment and culture of the community supplementary with the education to create the citizenship. This is correspondent with Anek Laodhammadhat (2014) saying that if the development of democracy is truly sustainable, the state must create the citizen. Similarly, Heywood (2004) proposes to raise the awareness for the public, monitoring the power of unlawfulness, and participation in the elimination of corruption. It must be looked deep into the grass roots which are the hope for democracy and the strength of the community. This is to create a spirit of sacrifice, combination of powers with strong mind. The citizens are required to have discipline, courage, security, happiness, and self-immunity (Dokthaisong, 2009). These principles are the principles that lead to the learning process of democracy really occurring at the community level transferring the experiences from generation to generation as appear in the conversation.

"The education system should be used to make people understand. If you want to develop democracy, you have to create the democratic community first and use the Buddhist approach to help improving the learning of the sin mercy in order to promote the learning and adaptability as good and quality persons."

Consequently, the socialization is the process that seeks to create the behaviors that are tailored to the needs of the society in which it is needed. It can also lead to an effective living. Dawson, and Prewitt (1969) state that the political process can be classified into two categories; Direct Form which is to convey to persons for learning the contents and Indirect Form or the process not directly related to politics such as building the relationships in childhood with parents. Almond and Powell (1980) argue that there are two forms of adaptation; Manifest Transmission which is clearly communicated in the giving of information, values and feelings on political objects and Latent Transmission which is the non-political attitude having the impacts on the attitude such as imitation of behaviors of the family members. Thus, socialization is the development of human resources in the community which is the foundation for the development of democracy. If it is supported by community leaders and other government agencies strongly, it will surely lead to the democratic development both in community and national levels (Sonwa and Sibutdee, 2017).

The data obtained from the group discussion and the main interview can be summarized and analyzed that the process of human resource development into democracy must begin from learning of the family, community and nation. The development approach is to correctly cultivate ideologies, values, and democratic political cultures. At the same time, all sectors need to cooperate in social networking and action under the concept that understanding, accessing, and developing under the constitution. Learning must be deep with people in all social and community levels to disseminate knowledge to people in the community by sending lecturers or experts to give knowledge about democracy by using the media to create knowledge to suit different groups in order to create knowledge and understanding. The communities can help raising the awareness of people in the community to be citizens and/or to keep people in the community aware of the political situation. This agrees with the concept of Thawilvadee Burikul (2009) stating that the creation of the civic politics is an attempt to create an organic democracy to encourage citizens to have a sense of citizenship and political institutions. This form of democracy will be natural and can generate the immune.

Conclusion and Recommendation

The process of developing human resources in the democratic community is an important principle to lay the foundations for the development of democracy. It can elevate community people in self-management. The process must start from the development from the family institute with the socialization. In the past, the democratic development was unsuccessful because the government focused on the development of political institutions, the constitution, the creation of independent organizations, etc. rather than the development of individuals or human resources, which is the real factor in the development of democracy. The results of this research indicate that the process of developing human resources in the community towards democracy requires the process of education, adaptation, and culture of the community to help developing with the expectation to change (1) Ideology, (2) ideas, (3) Values, and (4) Democratic political culture. All four changes will lead to knowledge building and the right understanding about democratic principles.

Making the human resource development process successful requires the use of mechanisms to move the community, both internal and external, into an integrated one under the terms of tradition and culture of each community, the economic system of the community and the way of life of people in the community. Meanwhile, the four main organizations which are community, temple, school and local administrative organizations also have to support and promote the drive along the way which will lead to the achievement of the goal.

This reflects the successful development process of democratic community: the individual dimension and the characteristics of democratic community: the community dimension. The results of this study also indicate that the key principles and concepts for successful and sustainable democratization are human development or human resources in the communities to have accurate knowledge and understanding about democracy because people / human resources are "the heart of the success of the creation and development of democracy" leading to a peaceful democratic community.

The recommendations from this research are (1) the government and related sectors should promote and support the civic curriculum so that formal and informal community leaders can have the opportunity to learn about the development of citizenship, (2) promote and develop the participation process of community people concretely covering all groups of people equally and fairly, (3) the government and related sectors should change the development approaches to focus on political institutional structures to the development of human resources in the community to have correct knowledge and understanding about democratic principles, and (4) the research results can be used as a basis for decision making for relevant agencies and neighboring communities to be used as a guideline for human resource development in the democratic community following the democratic regime in order to build strength and sustainability forever.
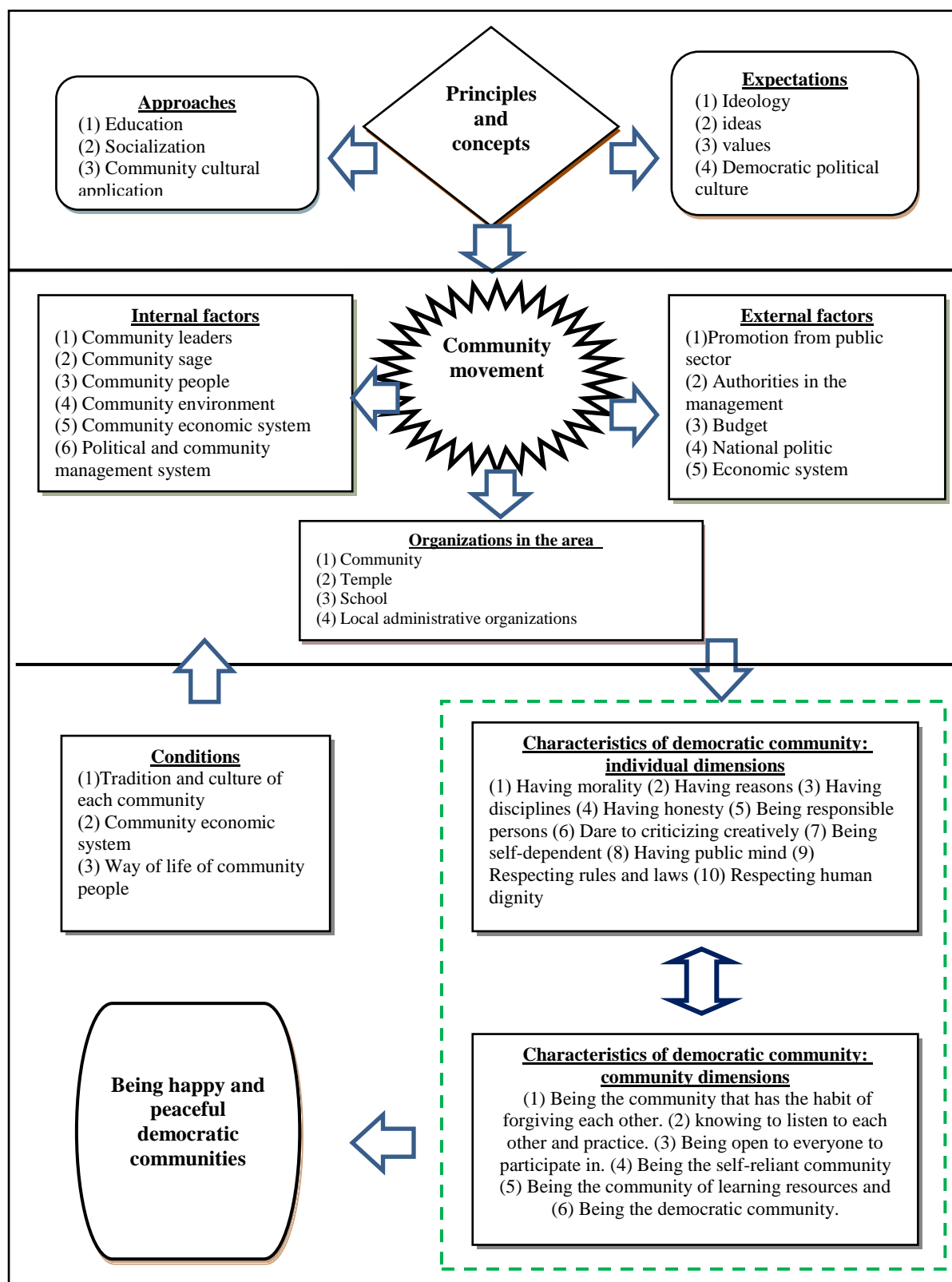
Figure 2 Summary of principles and concepts of the human resource development towards being democratic community

Acknowledgement

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