

# **A Confirmatory Factor Analysis of Change Management of School Administrators under the Office of Khon Kaen Primary Educational Service Area**

**Jenjira Sola <sup>a</sup>, Dawruwan Thawinkarn <sup>b</sup>**

<sup>ab</sup> Khon Kaen and Thailand

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## **ABSTRACT**

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The aim of this study is to investigate the level and elements of Change Management of School Administrators Under the Office of Khon Kaen Primary Educational Service Area. Additionally, the study aims to examine the consistency of the model of Change Management of school administrators under this office. The sample group comprises 380 administrators and teachers selected through multi-stage random sampling. The data was collected using a 5-level rating scale questionnaire with a content validity ranging from 0.80 to 1.00 and a confidence value of 0.932 (Hair et al, 2010). Descriptive statistics, including the mean ( $\bar{x}$ ) and standard deviation (S.D.), were analyzed. Reference statistics were analyzed using Bartlett's Test of Sphericity, KMO index, and confirmatory factor analysis (CFA). The results revealed that 1) The level and elements of Change Management of school administrators consists of 5 main components and 12 indicators, including (1) Awareness for Change having 2 indicators (2) Collaborations for Change having 2 indicators (3) Shared Vision having 3 indicators (4) Implementing change having 3 indicators and (5) Sustainable change having 2 indicators 2) The model for measuring the components of Change Management of school administrators under the Office of Khon Kaen Primary Educational Service Area was found to be consistent with the empirical data, with  $\chi^2 = 35.623$ ,  $df = 25$ ,  $P\text{-Value} = 0.0775$ ,  $RMSEA = 0.028$ ,  $SRMR = 0.031$ ,  $CFI = 0.996$ , and  $TLI = 0.993$ .

**Keywords:** Factor Analysis, Change Managnt, School Administrators