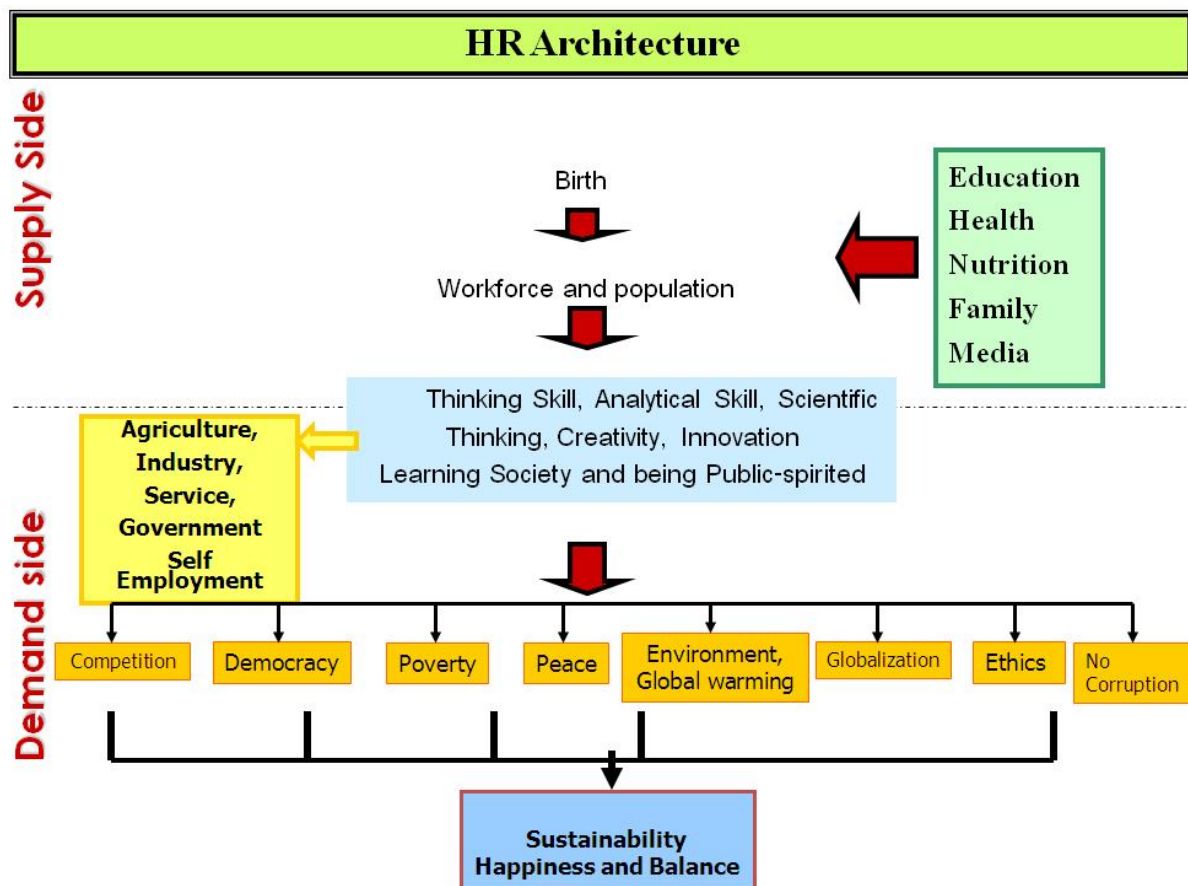


**Teen gang intruded 2 hospitals to get revenge their enemies.
 This was the most serious and awful problem in Thailand 4.0 era.**

I have been working on people or human capital for more than 40 consecutive years. People often ask me what kind of people will be like in Thailand 4.0 era. To my students, I usually say that people in Thailand 4.0 era must be considered into 2 periods.

The first phase reflects HR Architecture from birth, environment, family, media, religion and values. Have them been developed? People must be implanted ethics, disciplines and selflessness before entering school and joining the workforce. We call the current working age human capital from 25-60 years of age. How can we develop them to have knowledge, creativity and innovation to create new S-Curve for the continuous economic growth?



These issues are still important for Gen. Prayuth Chan-ocha's government. We should reconsider a little bit. Since birth, people are raised by family. They go to school, work and become aging society before they leave this world. If we look at problems or opportunities in people's life cycles, they can be very useful.

Nowadays, my teaching cites the examples of family's roles in implanting children to be good and smart and we can see more problems. If the readers understand, please share information and cooperate to solve these problems. Otherwise, it will be a bad cancer for future human capital. It can be also the cause of political conflict.

On November 5, 2017, more than 10 teenagers attacked their enemies at night in the emergency room of Krathumbuan Hospital, Samutsakorn. On November 6, 2017, more than 100 teenagers in Doi Tao District attacked their enemies in the emergency room of Doi Tao Hospital.

The news reflect that teenagers in Thailand is the most important target group that Gen. Prayuth Chan-ocha's government must pay attention to especially their value problem and the lack of disciplines. If they behave like this, what will they be in the future?

Their route to the future will be more likely lead to crisis. It will also lead our country to difficult Thailand 4.0 era as follows.

- They lack Purpose and Meaning.
- They do not pay attention to education.
- Families break up because of Colonial Capitalism.

Parents have to work so hard that they do not have time to take care and develop their children to be good people. In the past, mothers did not work but took care of the family. Nowadays, parents work for daily survival.

There are more problems because youths lack discipline and ethics. Media lure them. They lack analytical skill to judge what is right or wrong.

The religions have not yet been the ethical leaders at the national level. How can we solve this problem? Fortunately, we have King Rama IX's Philosophy which is very useful. King Rama X's public-spirited volunteer projects will relieve future problems if Thais work together. We must start from ourselves and have partners. For example, I encourage my Ph.D. students Class 14 and 15 to have more cooperation.

I have some suggestions about these problems.

- The government must care for them.
- Good media especially some online media groups must work together to solve them.

In the past, I was an advisor to Gen. Prem Tinsulanonda, former Prime Minister. The Advisory Board and I proposed to have social cabinet. They took care of the society quite well. The social policy became more helpful. They produced more concrete results. Nowadays, everyone focuses on economic

aspect. King Rama IX's Philosophy primarily focuses on virtue, morality and ethics. In my 8K's and 5K's Theory, Ethical Capital comes first.

8 K's : 8 basic capitals for human resource development

Human Capital

Intellectual Capital

Ethical Capital

Happiness Capital

Social Capital

Sustainability Capital

Digital Capital

Talented Capital

The news of teenagers from 2 provinces is dangerous. Every group should work together to solve this problem. If teenagers lack discipline and mindfulness, they will cause more problems during their 20-60 years of age. All of us should know this. If we have opportunities, we should work together to solve this problem.



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On November 6, 2017, more than 100 teenagers in Doi Tao District attacked their enemies in the emergency room of Doi Tao Hospital.

Prof. Dr. Chira Hongladarom

Source: Learning from Reality with Dr. Chira Column. **Naewna.**
Saturday 11 November 2017, p.5