

Why does the western theory like 7C's on human capital competencies of the 21st century have problems?

An academic problem in Thailand is that the western concepts are preferred to the eastern or Thai concepts. Therefore, the modern learning copies ideas from other people. Thai education is not adequately advanced because Thai students lack analytical thinking. They focus more on copying the western textbooks.

I have been following the western human capital concepts for a long time. I read all of them. Then, I analyze how they can be properly applied to Thais. Recently, the 7C's Theory has been mentioned. Thais honor it as the human capital quality of the 21st century. World-class companies like Google and Amazon apply 7C's Theory. I do not blame them for honoring it. In fact, 7C's Theory focuses on wealth and ignores others.

7C's Theory comprises of these components.

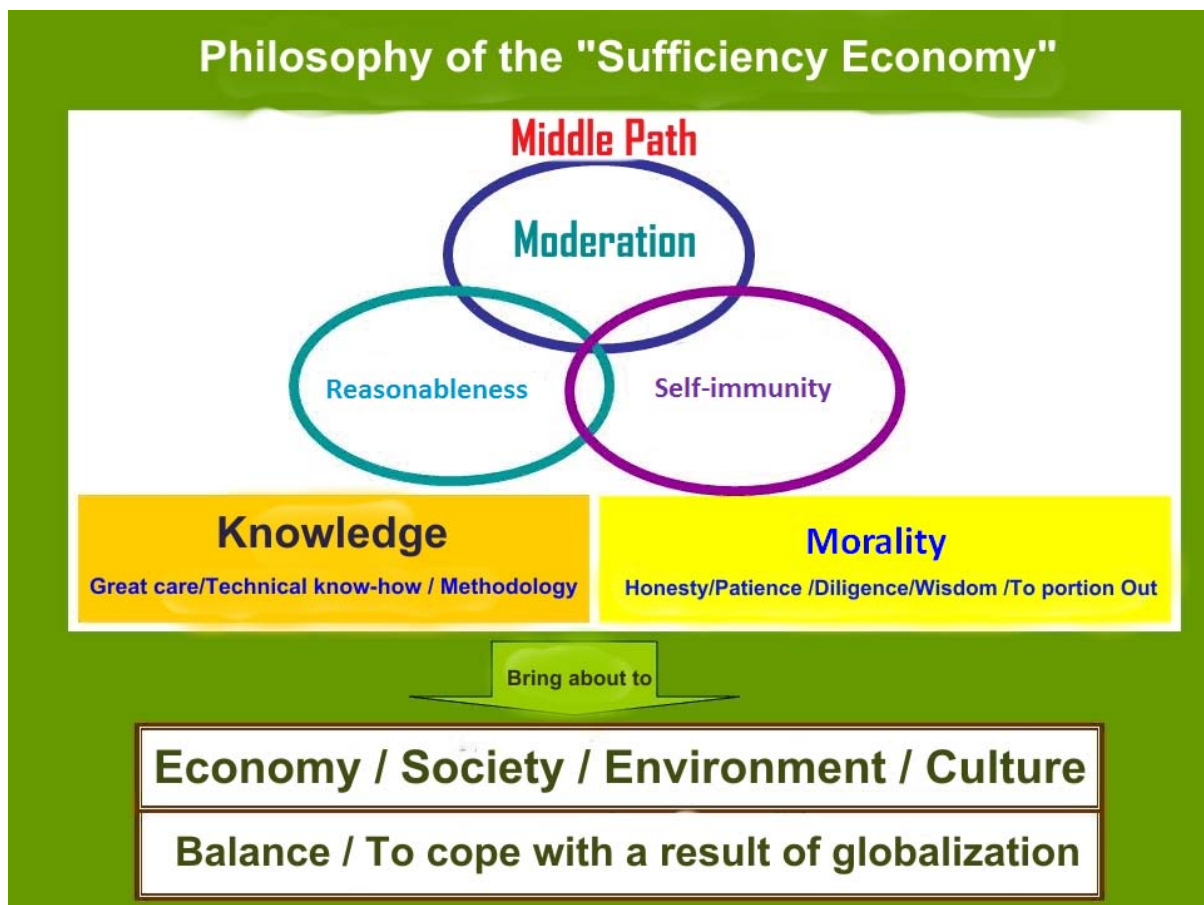
1. Critical Thinking
2. Creativity and Innovation
3. Collaborative Teamwork
4. Cross Cultural Understanding
5. Communication
6. Computing / IT literacy
7. Career ,learning , and Self Reliance

The study shows that several Thai universities like NIDA apply this concept to the students in Thailand. I do not blame them because that concept is fairly useful.

The problem is that copying the western concepts without adjustment to Thai context can cause troubles. They cannot be applied to the reality and can cause long-term problems.

I would like to give 2 examples which Thais should apply Thai wisdom to the reality. It is called 2R's: Reality and Relevance.

The first one is King Rama IX's Sufficiency Economy Philosophy.



He focused on self-immunity. When there are risks, we must emphasize on moderation. Reasonableness should go together with knowledge and morality.

The other is my 8K's and 5K's Theory.

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

5 K's (New): 5 new capitals for human resource development in the globalization era

Creativity Capital
Knowledge Capital
Innovation Capital
Emotional Capital
Cultural Capital

Several items are similar to 7C's like Creativity, Innovation, Cultural Capital, and Digital Capital

When we look carefully at it, 7C's Theory lacks 4 items as follows.

Ethical Capital
Happiness Capital
Sustainability Capital
and
Emotional Capital which is the most important

If 7C's Theory, King Rama IX's Philosophy and my 8K's + 5K's book are applied, I believe that the U.S. will not be Colonial Capitalist with endless greed.

Emotional Capital in my 5K's Theory is essential. If people cannot control emotion, they cannot meet great success. Sometimes, Prime Minister Prayut cannot control emotion. He looks at Thais as lower rank soldiers. Therefore his human capital competency drops.

Thais and Thai students should study good Thai concepts which are different from the western concepts. They should select the strengths to apply.

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