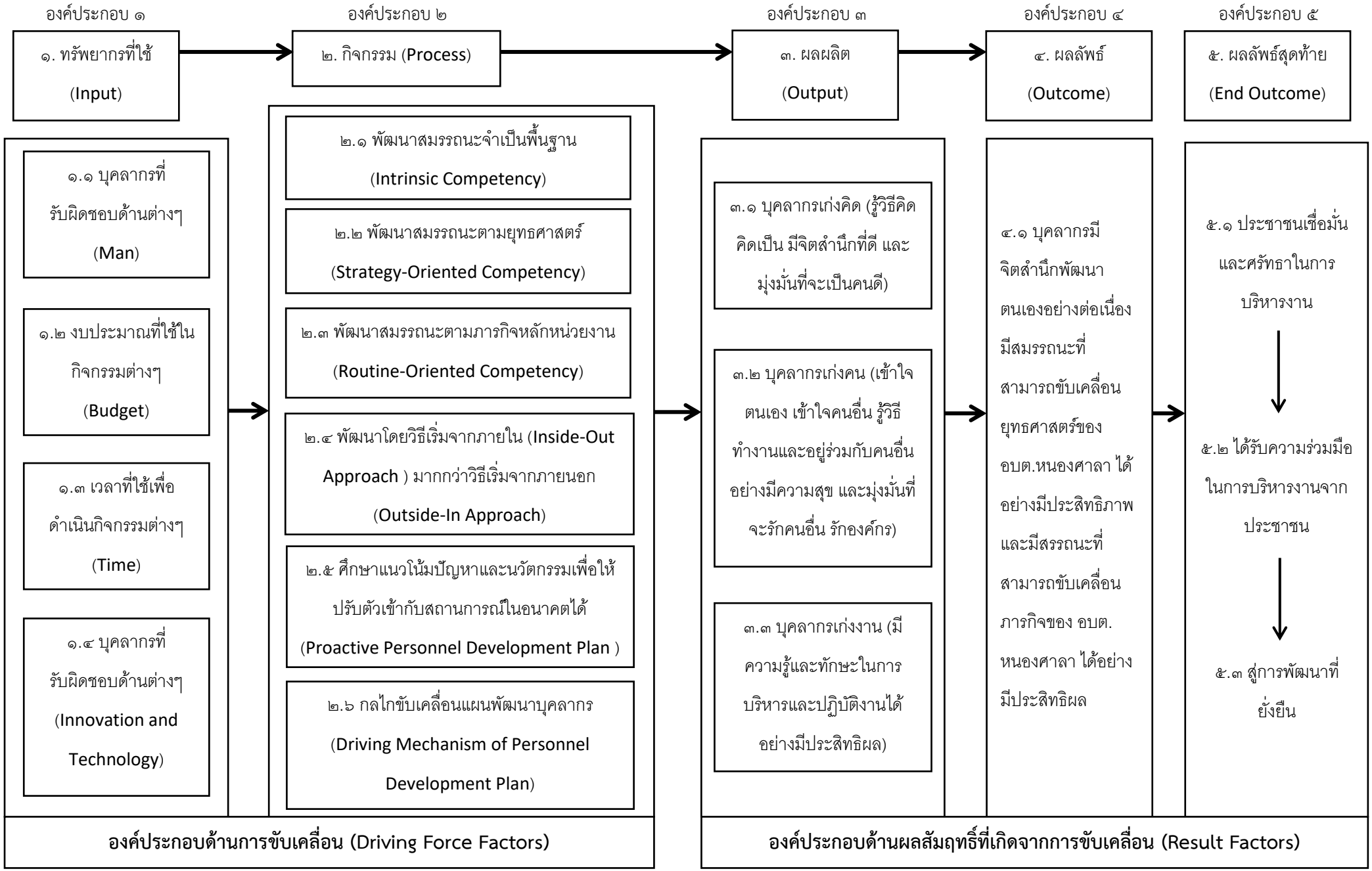กรอบแนวความคิดแผนพัฒนาบุคลากร (Conceptual Framework in Personnel Development Plan)