

THESIS TITLE : A STUDY OF PERSONNEL DEVELOPMENT IN PRIMARY SCHOOLS
UNDER THE JURISDICTION OF KHON KAEN PROVINCIAL
PRIMARY EDUCATION OFFICE

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ABSTRACT

The purposes of this research were 1) to study the personnel development process, problems and needs and 2) to suggest some guidelines for development in the primary schools.

The sample consisted of 566 subjects. They were 283 administrators and 283 teachers. A set of questionnaires was applied to collect data. The rate of return respondents was 91.87 % (520 subjects). The data were analyzed using computer program SPSS/PC+ for finding percentages, arithmetic means (\bar{X}) and standard deviations (S.D.).

Research Finding :

The results of the personnel development process in primary schools under the jurisdiction of Khon Kaen provincial primary education office were found as follows :

1. Both the administrators and teachers perceived that the practices in personnel development process were achieved at the "much" level (\bar{X} = 2.92).

2. The first three problems in personnel development were lack of budget for schools (1) to send personnels to attend the training provided by the other organizations, (2) to organize projects in personnel development and (3) to co-operate with the other organization to hold projects in personnel development.

3. The administrators' and teachers' needs for strategy in personnel development were found at the "much" level (\bar{X} = 2.73 - \bar{X} = 3.32). The first two of needs were job training and further study and study tour, respectively. According to the development contents, the first two needs were curriculum and moral development. In addition, a suitable period for training should be 3-5 days. The responsible organization for holding the training in personnel development should be the provincial primary education office but a place for the training to be held should be the district primary education office.

4. The suggestions for personnel development were (1) increasing of budget allocation for personnel development, (2) systematizing the supervision, follow-up and evaluation and (3) constructing the moral support for personnel in working.