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KEY WORD:

PERSONNEL DEVELOPMENT PROCESS / THE PROVINCIAL GENERAL

EDUCATION OFFICES / EDUCATIONAL REGION FIVE

CHANWIT JUNTARASUPIT, ACTING SUB.LT : A STUDY OF PERSONNEL DEVELOPMENT

PROCESS IN THE PROVINCIAL GENERAL EDUCATION OFFICES,

EDUCATIONAL REGION FIVE. THESIS ADVISOR : ASST.PROF. WEERAVAT UTAIRAT, Ph.D.

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The purpose of this research was to investigate the process and problems of personnel development in the Provincial General Education Offices, Educational Region Five. The population of this study consisting of 6 directors, 12 assistant director, 6 head of provincial educational supervisors, 12 department heads and 24 heads of working group of Provincial General Education Offices provided data through forms of interview and analyzed document. Frequency and percentage were used to analyzed data received from interviews. For data in analyzed documents were analyzed by subject and theme conclusion.

The results from this study revealed that Provincial General Education Offices, Educational Region Five developed personnel in accordance with the four steps of personnel development system as follows: Firstly, according to necessity of personnel development, the policy, objectives and essentials of personnel development were established with studying, collecting and analyzing data. Essentials of development was also designated. Secondly, according to planing of personnel development, the aims, topics of working scheme and methods of personnel development were assigned with emphasizing on individual and self study learning by utilizing technical methods of learning development from experienced person and direct self study learning. Personnel development and selected activities were mostly also managed in the mean time of work operation. Work studying and studying of works operated regularly were prime activities of development. External activities such as training, seminar participation, visual education and continuing education were scarcely performed. Thirdly, according to work performance in accordance with plans of personnel development, performer mostly conformed to the designated plans. Finally, according to the evaluation of personnel development, the emphasis was mostly on the accomplishment of the outcome of personnel development not on all of process. Besides, following results and reporting results of evaluation were performed.

Problems in personnel development according to process of development were as follows: lack of distinctness of organization structure, insufficiency of budget for operation, deficiency of experts in planning of personnel development, failure of plan connecting, inflexibility of plans, systemless and uncontinuity of following and evaluating of results of development, and scarcity of utilizing the outcome of evaluation to be as information for developing plans and projects of personnel development or feedback data.

ภาควิชา..... บริหารการศึกษา.....

สาขาวิชา..... บริหารการศึกษา.....

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