

Individual Project Title : Factors Related to the Adjustment to the Industrial
Work of the Trainees in the Khon Kaen Institute for
Skill Development Pre-Employment Program

Author : Mr. Kosit Thavara

Individual Project Advisory Committee :

.....*Yaowalak Apichatvullop*.....Chairman
(Assistant Professor Dr. Yaowalak Apichatvullop)

.....*Panadda Phuekpan*.....Member
(Assistant Professor Panadda Phuekpan)

ABSTRACT

The objectives of the research were 1) to study the characteristics, training achievement, emotional and social factor of the trainees in the Khon Kaen Institute for Skill Development Pre-Employment Program and the characteristics of the involved industries, 2) to study the adjustment level of the trainees to the industrial work, 3) to study the factors related to such adjustment by means of multi-stage sampling, data analysis through questionnaire and group sampling, that is, 180 trainees of the 35th - 37th batches in the Khon Kaen Institute for Skill Development Pre-Employment Program Later, it was brought for data analysis through SPSS/PC⁺. The statistic in use consisted of precentage, means, standard deviation, and Pearson's product moment correlation coefficient.

The findings were concluded as follows :

1. The data on individual trainees were found that males accounted for 91.1%; those between 18-21 years old were the most, i.e., 47.8%; those with lower-secondary school-leaving certificates were the most, i.e., 60.6%; those with domiciles out of the municipality accounted for 80%; those with no work experience were the most, i.e., 40%.

2. The adjustment level of the trainees to the industrial work :

- 1) The adjustment to work environment was at medium level.
- 2) The adjustment to co-workers and supervisors was at good level.
- 3) The adjustment to welfare was at medium level.

3. Factors related to the adjustment of the trainees to the industrial work were found that :

1) Factors related to individuals : the trainees' age and work experience were related to the industrial work at the statistical significance of 0.05 level.

2) Factors on emotion : the trainees' emotional instability was related to their adjustment to the industrial work at the statistical significance of 0.05 level.

3) Factors on data of industrial work : manual skill, understanding of the assignments and the trainees' work environment were related to their adjustment to the industrial work at the statistical significance of 0.05 level.

4) Social factors : attachment to the sector, the trainees' prospects of fringe benefits were related to their adjustment to the industrial work at the statistical significance of 0.05 level.