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KANJANA SRIVORAPONG : A STUDY OF STATE OF PERSONNEL DEVELOPMENT OF ACADEMIC AND NON-ACADEMIC STAFF IN THE STATE HIGHER EDUCATION INSTITUTIONS UNDER THE JURISDICTION OF THE MINISTRY OF UNIVERSITY AFFAIRS IN BANGKOK METROPOLIS. THESIS ADVISOR : ASSO. PROF. AMORNCHAI TANTIMEDH, Ph.D. 225 pp. ISBN 974-635-975-4

The purpose of this research was to study the state of personnel development of academic and non-academic staff in the state higher education institutions under the jurisdiction of the Ministry of University Affairs in Bangkok metropolis. The population used in this research consisted of 2 groups; 11 directors of personnel division and 219 secretary of faculty and directors of division. The interview form and questionnaires were constructed. 10 directors of personnel division (90.91%) were interviewed by using the interview form. The questionnaires were sent to the secretary of faculty and directors of division and 196 copies of them (89.50%) were returned. The data were analyzed in frequency distribution and percentage.

Findings of this research were as follows:

All higher education institutions under the jurisdiction of the Ministry of University Affairs in Bangkok metropolis had conducted their personnel development plans which consisted of diagnosing development needs, design of development plans, implementing development programs, and evaluating the personnel development program.

According to the personnel development implementation, nine personnel development activities were organized. Activity which was organized by every institutions was the orientation of new staffs. The activity which was least organized was the rotation of job and position.

Generally, problem in personnel development of higher education institutions were as follows : According to the diagnosing development needs, data collected were not congruent with the reality and the lack of personnel and instrument use for data collection. According to planning lack of essential data for planning and lack of coordination between personnel development plan and related offices. According to the personnel development plan implementation, lack of staff and budget. According to the personnel development evaluation, lack of staff and continuity in evaluation.

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ลายมือชื่ออาจารย์ที่ปรึกษาร่วม.....