

Thesis Title	A Study of Structural Relationship among personal Characteristics and Competencies of on the job Training of Industrial Students at Samutprakarn Technical College.	
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Candidate	Miss Chantana	Potikruprasert
Supervisors	Assoc.Prof.Dr.Sumalee	Chanchalor
	Dr.Supot	Puntanceya
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### Abstract

The purpose of this thesis was to study and test the hypothesized model, which was consistent with the empirical data. It was also to study the model of structural relationships among perceived self - efficacy, future orientation, work values, organization commitment, on the job training attitude, human relations, achievement motivation, adjustment and job satisfaction with competencies of on the job training of industrial students. The sample was all the third year industrial students in the vocational certificate of the academic year 2001 from Samutprakarn Technical College. The total number of students was three hundred and fifty two. The data were analyzed by the method of path analysis. The findings were as follows:

1. The relationship between personal characteristics and competencies of on the job training was significant at .05 level. Within these results future orientation was the most significant. This was followed by adjustment. The correlation between perceived self - efficacy and competencies of on the job training was not significant at .05 level.
2. The hypothesized model was inconsistent with the empirical data.
3. The causal relationship model, which was consistent with the empirical data, was as follows:

3.1 Adjustment had direct effect on competencies of on the job training.

3.2 Future orientation and perceived self – efficacy had both direct and indirect effects on competencies of on the job training.

3.3 Work values, organization commitment, on the job training attitude, and achievement motivation had indirect effect on competencies of on the job training.

3.4 Both human relations and job satisfaction did not have direct and indirect effects on competencies of on the job training.

4. Future orientation had the highest direct effect (.279) on competencies of on the job training.

5. Organization commitment had the highest indirect effect (.0713) on competencies of on the job training.

6. Future orientation had the highest total effect (.3148) on competencies of on the job training, the second one was adjustment (.147) but perceived self – efficacy had indirect effect in a negative way (- .1676).

7. The exogenous and endogenous variables in the causal relationship model, which was consistent with the empirical data, could explain 97.31 percent of the variance of relationship system.

Keywords : Characteristic / competencies of on the job training / path analysis