

Thesis Title	A Study of Training System as Required by Administrators and Constructional Instructors, of Rajabhat Institutes Council, Rajabhat Institute, Ministry of Education
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#### ABSTRACT

The purposes of this research were (1) To study about requirement of Administrators and constructional instructors in Rajabhat institute concerning Training System are (2) To compare requirement of Administrators and constructional instructors with different position, age, experience, experience, degree of the study and in-group institute.

The research population consisted of 72 Rajabhat presidents and vice presidents. The samples were 170 constructional instructors performed their job during the academic year 1998. Data were collection by questionnaire developed by the researcher. Percentage, mean, standard deviation, t - test, One-way Analysis of Variance and the Sheffe and Dunnet post hoc procedures were used with computer program SPSS.

The research findings :

1. It was found that administrators and constructional instructors highly required training system in four categories : training needs assessment, design of training project and curriculum, conduct training, and training evaluation and follow – up study. the highest requirement in each category are : conduct training whenever use new curriculum ; focus on new teaching techniques and methods for constructional courses, systematic instructional media self – production techniques ; conduct training in new technology of today’s world ; assess training needs by questionndive ; have costructional instructors participate in writing training project and

curriculum ; train in knowledge and practice of new technology ; provide training during school vacation ; set total number and name of trainees by institutes ; trainers come form operation place ; training duration about 3-5 day ; provide training materials and program new of the time ; evaluate program by training personnel ; and evaluate training impact about 1 months after program.

2. The comparison of training requirement between Administrators and constructional instructors found that :

2.1 The Administrators and constructional instructors classified by positional had different training requirements. They are : conduct training when they need knowledge and unemployment in using curriculum match with environment ; focus on knowledge in writing training manual, teaching techniques for systematic instruction process in each semester, knowledge and understanding in operational control in industrial shop ; conduct training whenever there is high rate of student understanding ; train in knowledge and practice of new technology ; set total number and name of training by institutes ; and training institute should get evaluation result.

2.2 The administrators and constructional instructors classified by age had different training requirements as follows : conduct training whenever there is curriculum development ; focus on teaching techniques for systematic instruction process in each semester, techniques in selecting teaching materials congruent with objectives and content conduct training whenever there is high rate of student unemployment ; provide training according of curriculum ; train in knowledge and practice of new technology ; evaluate training during the program ; and report training results after the program.

2.3 The administrators and constructional instructors classified by experience has different training requirements as follows : conduct training whenever there is curriculum development ; focus on teaching techniques for systematic instruction in each semester, systematic instructional media self – production techniques ; train the untrained instructors ; conduct training whenever there is high rate of student unemployment ; provide training according to curriculum ; train in knowledge and proctice of new technology ; inform field study schedule during training ; and report training results after the program.

2.4 The administrators and constructional instructors classified by degree of study has different training requirement as follows : conduct training whenever need knowledge and understandings about qcals, principles and structure of construction development ; focus on

methods in developing attitude and habit in student craftsmanship, techniques in selecting teaching materials congruent with objectives and content, environment and safety in industrial shop ; evaluate training by training personnel ; report training results one week ; and report training results to administrators.

2.5 The administrators and constructional instructors classified by in-group institutes has different training requirements as follows : conduct training whenever there is curriculum development , develop instructors in self – study techniques , techniques in selecting instructors media congruent to objectives and content , knowledge and skills in using new tools and machines, knowledge in mechanic and tools maintenance, preparation for new technology, exchange knowledge and experience between instructors, conduct training whenever there is high rate of student unemployment ; have factory personal participate in writing training project and curriculum ; train in knowledge and practice of new technology ; have training budget form training institutes ; provide training during school vacation ; training duration about 1 –2 days ; have certification for trainees ; evaluation training during the program ; evaluation training by training personal ; report training results about one week ; inform trainees about training results ; and follow – up study on training impact after 6 month.

**Keywords : Training System / Required / Constructional Instructors / Rajabhat Institutes**