

Thesis Title	A Study of Suitable Industrial Training Models for Auto-Mechanics Programme : A Case Study of Rayong Province
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### Abstract

The objective of this research was to study suitable industrial training models for auto-mechanics programme : A case study of Rayong Province classified by category and size of industries. The sample of this research consisted of owners, managers, personnel managers and training managers of industries which totaled 455. The instruments for data collection was a questionnaire. The data collected were analyzed by using Percentage and Content Analysis.

The results of research were as follows :

1) Overall , training model for auto-mechanics was as follows :

1.1 The policy / aim of training was to train according to technology as well as the virtual work condition of industry. The government would plan and control tax collection in order to develop the skills, subsidize the budget and expenses for setting up the training , and help support the private sector to have tax deduction from their training expenses.

1.2 The purpose of training was to upgrade employees' knowledge and skills. The target group was pre- service trainees or workers who were on trial basis selected by personnel managers or production managers. The curriculum would be both theory, basic skills, and on-the-job training so that the trainees would get wide knowledge and be able to work on different kinds of duties. The content would be concerned with safety. General knowledge of training would be human relationship in the workplace. The training place could be a specific training center which might not be located at the industry. Both industry and educational institute would take the responsibility to prepare training materials and equipment. The frequency of

training could be 2-3 times a year. The participants at each session could be more than 10-20 persons.

1.3 The training method used was lecture. The characteristics of trainers (may not be the ones who worked in the industries) possessed good knowledge and experience in vocational areas as well as in training. To develop knowledge and experience of a trainer, he or she must be trained in innovation and new technology. Besides, doing their daily duties, trainers had the task of training others as well.

1.4 When trainees were selected, the most important factors of their characteristics were past knowledge and experiences. It was not necessary for trainees to have working experiences. There would be no limitation of age, no expenses, and no obligation to the industry.

1.5 According to the measurement and evaluation of training, there would be both theories and practices that could be done by concerned offices and through the National Trade Standard. After all, if ones who could pass the test, they would be certified by educational institutes and by other concerned offices.

2) When classified by category and size of industries, there were apparent differences in training modules as follows :

2.1 The curriculum of the industry that dealt with auto-mechanics concentrated on human relationship in the workplace. The trainees were pre- service employees and had 1-3 months of experience. The number of trainees should be between 5-10 persons or 20-30 persons a session. The educational institute and industry should be cooperative in setting up training centers as well as facilities.

2.2 The industries that did not deal with auto-mechanics agreed that training should be set up upon their voluntary. The content of the curriculum should be safety at the workplace. The employees did not need training experience, and had no restrictions on the limitation of age. The duration of training should be Monday through Friday, from 08.00-16.00 o'clock , the number of trainees should be more than 10-20 persons per session. A special training center outside the industry would provide the training place and facilities.

2.3 The policy/aim of medium-size industries was to prepare and upgrade skilled workers so they would be ready for their jobs. However, these industries disagreed upon tax collection for skills development since it would burden their responsibilities. Also, this would cause capital investment to increase. Simulation should be used as a training method.

2.4 The large-size industries would be glad to spend some of their expenses for training. The content of the curriculum should stress on practical work according to standard skills. What's more, foreign language should be needed and the persons who passed the exam would be certified by industry or the company that held the training.

Keywords : Policy / Training Method / Trainers / Trainees / Evaluation / Size of Industry