

ABSTRACT

RESEARCH PAPER : The Decision on Training Course Selection
of the Excise Department's Officers
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The three main objectives of the study were

1. to investigate the decision on training course selection of the Excise Department's officers.
2. to identify the factors influencing their decision on the matter.
3. to make recommendations useful for the training decision of the Excise Department.

The sample group consisted of 120 officers of C 3 – 8 levels in the central administration who had already attended at least one training course. A questionnaire was used as an instrument for data collection. Percentage, mean, standard deviation and Chi – Square were employed to analyze the data.

The findings were briefly stated below:

1. Most of the subjects were female officers, aged 31-- 38. They had a Bachelor's degree. The majority was married. Their service years was not more than 10 year. Most were in C 5 – 6 levels and held the position of technician. They attended 1 – 4 training courses arranged by the Excise Department.
2. The subjects were found to have a good understanding of training and a moderately positive attitude toward it.
3. Most of the subjects (40%) decided to training courses related to job performance and commitments of the department, followed (39.2%) by training courses

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that helped support the department work. The lowest percentage, or 20.8%, chose training courses offered by outside agencies.

4. The factors found to have significant influence on their decision about training courses were education, work position and experience in attending training courses. On the contrary, sex, age, marital status, number of service years, C – level, degree of understanding about training and attitude toward it were all found to have no influence on thin decision on training course selection to attend.