ABSTRACT

Title	:	Web-Based Training for Developing Human Resource in Private Organization
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This is a study of a Web-Based Training for Developing Human Resource in Private Organizations. The purpose of the study is to learn the concepts, principles and methods of using a Web-Based Training for developing human resource in organizations. In addition, it is the study of the process of the context management including the study of a training evaluation process and analyze the Web-Based Training procedures for the purpose of knowing and understanding the method of using the Web-Based Training. The study includes understanding and analyzing problems and obstacles that result from the Web-Based Training in order to sue it in developing human resource in private organizations, including a study in the way to counteract the problems.

The respondents in this study were from four private organizations that were using a Web-Based Training program. The method of collecting data was through personal interview with the people who were responsible in a Web-Based Training program using interview questions.

The result of this study was as follows :

1. All four private organizations implemented a Web-Based Training for the purpose of providing work instructions, training courses, self-learning. It was used to facilitate in training employees and used as data of how organizations handled their businesses.

2. Most of the Web-Based Training in the organizations were to communicate contexts through the Internet System of the organizations called "E-Learning". The program had two characteristics. The first program was to use computers for a Web-Based Training program. The second one was to develop a new program that presented a database of text on a Web-Based Training with a format context, multimedia context and an interactive context by using devices for Web-Based Training such as E-Mail, downloaded program to support employee's learning.

3. Human Resource Development would be the one who was responsible for developing programs of a Web-Based Training. The Information Technology Department would create new programs for Web-Based Training.

4. Total Access Communication PLC. and Unocal Thailand Limited did not have any planning nor process about a Web-Based Training yet, since it was just a pilot project before the implementation. Monsanto Thailand Limited and Cisco Systems Limited was international organizations, there were Human Resource Department at the head quarters that were operating the system. Therefore, they did not have any details and planning procedures. Futhermore, many organization didn't follow-up the Web-Based Training yet.

5. The essential problem of a Web-Based Training program was the delay of the program which took a long time to enter the context. The employees did not have the time to access a context mode because the contexts were not yet free in a training place and lacked some administration management in Web-Based Training program.

6. It was found out that the clination of a Web-Based Training in the future would increase and the contexts would be free for time and training place. The format of the contexts would be a multimedia in order to attract more students and a follow-up evaluation of students and connected the result of the Web-Based Training to the system.