

Kessiri Siringammueang 2014: Impact of the Implementation of Training Processes on the Employees' Performance in Farm Business. Master of Business Administration, Major Field: Business Administration, Faculty of Business Administration.
Thesis Advisor: Associate Professor Yuraporn Sudharatna, Ph.D. 163 pages.

The objectives of this study were to 1) study the processes of employees' training and 2) study the impact of the implementation of training processes on the employees' performance. The processes of employees' training were studied by qualitative method. Interviewing training officers was applied at this stage. Then, quantitative technique by questionnaire survey was applied to study the employees' performance. Sample sizes were 200 Charoen Pokphand Foods PCL's (CPF) employees in Poultry Farm Business who were trained by Sikhiu Learning Center. Descriptive statistics, one sample t-Test and Pearson's product moment correlation coefficient will be analyzed.

The results indicated that the training process of the ADDIE Model consists of five stages: Analyzing, Designing, Developing, Implementing, and Evaluating. The results of the research found that Reaction level were positively related to Learning level. Reaction level and Learning level also positively related to the opinion level of general employees' performance which were at high level.

Based on the results from this study, if the organizations require the high level of employees' performance they should focus on the training needs analyzing. Moreover, they should design the training courses link to the training needs. Training courses should have explicit structure and also have context according to the training's purpose. They should choose the appropriate media, method and the expert trainer. Finally, they should monitor the learning environment and evaluated the training everytime.

Student's signature

Thesis Advisor's signature