

ABSTRACT

Title of Research Paper : Factors Related to the Attitude toward the National Standard Labor Skill Test of Skilled Workers Taking the Test at the Skill Labor Development Institute in the Lower Part of the Northeastern Region, Ubonratchathani Province

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The study was conducted for three objectives: 1) to find out the attitude of the skilled workers toward the National Standard Labor Skill Test, 2) to point out the factors related to their attitude, and 3) to use the findings as information to revise the test in response to technological change and the international standard. The sample consisted of 200 skilled workers who took the National Standard Labor Skill Test at The Skill Labor Development Institute in the Lower Part of the Northeastern Region, Ubonratchathani Province. The questionnaire used for gathering the data was composed of two parts: 1) background data of the samples (bio-social factors) and 2) attitude of the samples toward the test. The attitude scales were tested for their validity and had a high reliability ($\alpha = .89$). One-way Analysis of Variance or F-test and t-test were employed to test the hypotheses.

The findings were summarized as follows:

1) The skilled workers in the sample group were found to have a moderately positive attitude toward the test. When individual components were considered separately, they were found to have a highly positive attitude toward the usefulness of the test and the testing place. However, the testing method, tools and equipment, and the length of the test period were found to have a moderately positive attitude.

2) The bio-social factors found to be significantly related to the skilled workers' attitude toward the test were age, education, skill branch, income, experience from occupational

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training, access to information about labor skill standard, skill branch that they are tested, and reason for taking the test. That is, the skilled workers aged 36 or more had a better attitude toward the test than those aged 26 – 35 and those aged not more than 25. Next, the skilled worker aged not more than 25 had a better attitude toward the test than those aged 26 – 35. In addition, the skilled workers with a Bachelor's degree or higher had a better attitude toward the test than those with lower education (a higher vocational certificate/ an associate degree and high school/vocational certificate). The skilled workers with primary education and those with secondary education had a better attitude toward the test than those with a higher vocational certificate/ and associate degree. Besides, the skilled workers in the electricity and electronics branch had a better attitude toward the test than those in the construction, mechanics and factory mechanical engineering branch, respectively. Furthermore, the skilled workers who had a monthly income of 5,001 – 6,500 baht and those who had a monthly income of 2,000 – 5,000 baht had a better attitude toward the test than those who had a monthly income of 5,000-6000 baht. Of course, the skilled workers with experience from occupational training had a better attitude toward the test than those with no experience. Moreover, the skilled workers who got access to information about labor skill standard had a better attitude toward the test than those with did not. The skilled workers who took the test on construction, electricity and electronics had a better attitude toward the test than those who took the test on mechanics and factory mechanical engineering, respectively. The skilled workers who took the test on mechanics had a better attitude toward the test than those who took the test on factory mechanical engineering. The skilled workers who took the test in order to get a higher wage had a better attitude toward the test than those who did so for promotion. Other factors, i.e., working condition and skill level were found to have no relationship with their attitude toward the test.

Based on the findings, the researcher made recommendations on the revision of the test in response to technological change, the needs of skilled workers, employers and enterprises. The revision of the test would make it more valid and reliable in measuring the workers' skill and can build their positive attitude toward the test provided by the Skill Labor Development Institute.

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- 1) The labor skill development institute/center should widely publicize the labor skill standard.
- 2) The tests provided by different labor skill development institute/center should have more or less the same standard in all skill branches.
- 3) The test should be built in line with modern technology.
- 4) The Labor Skill Development Department should seriously push the labor skill standard to be used in wage consideration of all enterprises.

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