

## Abstract

The study on “Creating Opportunity for Self- Development of Monthly Temporary Employees of Sukhothai Thammatirat Open University” aims at studying working condition, problems and obstacles against self-development and ways to create opportunity for self-development of monthly temporary employees for stable employment. The sampling group are 72 monthly temporary employees of the Academic Office and the Office of Graduate Studies, Sukhothai Thammatirat Open University who are Bachelor’s Degree graduates. Instrument for data collection is questionnaire, while Frequency and Percentage are statistics applied for the analysis of data.

The study finds that the sampling group are more females than males aged between 26-35. Most of them are single, having work duration not over 3 years. Employees who are affiliated with the Academic Office are responsible for producing and administering subject sets and also for general administration activities, while those affiliated with the Office of Graduate Studies deal successively with graduated studies interactions. Their self-development is by learning from fellow employees, newspapers, radio, television and library. The seeking of new knowledge by themselves for the most part is the reviewing of problems, while self-development is by carrying out inherited practices. For most of them the endeavor to raise their status is by taking examinations to become employees in various organizations advertised in the internet. Personal factors effecting the opportunity for self-development are gender which effects training organized by the organization and also the extension of work contract, marital status, domicile, and family responsibilities which effect employment status. With regard to work-related, it is found that the duration of work, support from the superior, assistance from fellow employees and suitability of working time effect the opportunity for training organized within the organization, while support from the superior and assistance from fellow employees have an effect on training from outside. Besides, office affiliation support from the superior and assistance from fellow employees effect their employment

status, while support from the superior and assistance from fellow employees have an effect on the possibility of employment contract extension.

To enable the personnel to be more developed, Sukothai Thammatirat Open University should consider to revise the training to suit the employees' groups, necessity, changing technology, and time scheduled for the training. Moreover, appropriate welfare should be provided to motivate the employees toward self-employment. On the other hand, the employees should be interested to attend the training since the course organized normally help create work development and successive self-development.