

## Abstract

The Study on “The need for Self-Development of Personnel of Home for Children with Disabilities, the Department of Social Development and Welfare, the Ministry of Social Development & Human Security,” aims to study work characteristics, work problems, attitudes towards care for children with disabilities and self-development needs of personnel of five homes for children with disabilities attached to the Department of Social Development and Welfare, the Ministry of Social Development & Human Security. The samples were 213 babysitters of the Homes. Collected by using questionnaires, the data was processed by the SPSS program. The statistics were frequency distribution, mean, standard deviation, t-test, F-test and One-way ANOVA at the significant level of 0.05. The study results are summarized as follows.

Most samples group were female, ages between 40-44 years and graduated from lower secondary schools. They were temporary employees and have been working for 1-5 years. They looked after children with disabilities closely. They taught and cared for children with disabilities under their responsibilities. However, they lacked knowledge and skills related to working, especially knowledge on finger language and communication with hearing impaired children. This affected the communication and taking care children with disabilities. With regard to self-development needs, it was found that the personals needed to learn sign language. They also needed to develop professional skills on the aspect of emotional and behavioral correction which is the highest level. From the perspective of samples group, the research found that they have a good attitude in facilitating children with disabilities by taking care of them as if they are their own children. They have willing and devotion and are proud of their own duties.

The recommendations are that working capabilities of personnel of homes for children with disabilities should be developed as efficient-working guidelines and for capability development of children with disabilities. To develop their work knowledge and skills, personnel should be trained. To enhance work efficiency, the courses for personnel development should be established.