

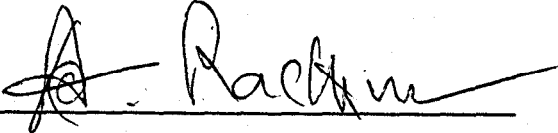
Title : Personnel Development of Rajamangala
Institute of Technology , Northern
Campus.

By : Miss Neramol Notananda

Degree : Master of Business Administration
(Personnel Administration)

Major Field : Personnel Administration

Thesis Advisor :


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The objectives of this thesis were to study the results of personnel development in an organization. The objectives were :

1. To study the system of personnel development operating at the Rajamangala Institute of Technology, Northern Campus , which was flexible and adjustable to every position in each department.

2. To create a system of personnel development most suitable and efficient for the institution.

3. To study problems in the program of personnel development in each department of the institution.

The population of this research without sampling was collected from 249 administrators and teachers of Rajamangala Institute of Technology , Northern Campus, who have worked at least 1 year. Meanwhile, to study this research , they have been working on the first term' of 1991 educational program . The 230 questionnaires were used in collecting data. 92.36% of the questionnaires were returned. All 230 questionnaires were completed 100%. The data were then analyzed by content analysis from papers and the questionnaires, by computing percentages , means and standard deviations.

This research found that the administrators and teachers didn't understand the objective of personnel development clearly. Lack of planning such as the system for operating the personnel development was the key issue as well as no follow up, no evaluation after the training. Some personnel development activities were not carried out with success.

They all agreed that in making personnel development work more effectively and to the highest efficiency, it required the orientation, development of technical result , training or workshop, seminar, dissemination of technical result , rotation of assignment. These six viewpoints were fully agreed upon as of highly important. But the up-grading and technological progress week, the agreement was moderate.

The most effective program in personnel development motivating personnels work more were orientation, rotation of assignment. The less effective ones were training or workshop , seminar, technological progress week; and the rest were the worst.

Personnel development programs in different faculties were different in activities but the results were in the same medial level for the whole campus.

The problems concerning different activities to promote on the campus were the same. Both the administrators and teachers had agreed upon that the basic problems were no follow up, no evaluation after developed personnel and no rotation of assignment. The Northern Teacher Union Center was not being utilized to the fullest capacity. The accommodation for up-grading or training was insufficient. The others were medial level.

Some different problems have had different opinions; such as personnel problems, economic, different levels of knowledge, insufficient ability of the participant, not enough manuals and equipments such as books material and equipments for training. The timing and duration of the activities provided for the personnel development were regarded by the administrators as the key issues while the teachers thought that these were only medial. In order to accomplish the objectives of personnel development set by the Rajamangala Institute of Technology, most of all problems have to be minimized or eliminated.