

Title : Problems of Personnel Development in the Metropolitan
Electricity Authority

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This research was to study the policy on personnel development of the Metropolitan Electricity Authority (MEA). Problems on personnel training of the MEA were also investigated in view of MEA personnel's opinion. The population used in this study were composed of those who used and did not use to participate in the training launched by the MEA Office of Training and Development. The results are as follows:

1. Personnel development policy in the MEA consists of giving permission to personnels to take leave for advanced studies in the country and abroad. This policy includes those who wish to undergo training too. The Office of Training and Development also prepares additional programs such as meetings, seminars lectures and training programs for all levels of personnel.

2. The result of the study is that selection of trainees is done by head of each unit in the MEA and is viewed to be suitable by the personnel who has never attended the training before. However, it is

viewed unsuitable by those who used to attend the training. Training needs analysis from the personnel at practical levels have never been done. Personnels who have been trained are viewed to perform better at the medium level. The actual benefits from training have been significantly lower than the expected benefits. The training techniques employed at the high level take the forms of lecturing, while those expected to be used at high level take the forms of workshop and demonstration. Training evaluation has been done at the medium level. The measuring instrument frequently use is questionnaire while achievement test was expected to be used at the high level for training evaluation as well.