

Thesis Title	A Study of Northeastern Polytechnic Colleges' Personnel Management as Perceived by Teachers
Student	Mr. Somchai Nilgindar
Thesis Advisor	Dr. Malai Gerawatanakaset
Thesis Co-advisor	Dr. Siripan Choomnoom
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ABSTRACT

The purpose of this research was to study the perceptions in personnel management of the polytechnic college teachers in the Northeast of Thailand and to compare their perceptions concerning personnel management divided by sex, educational qualifications, working experiences, and academic trades.

The samples in the study were 192 teachers of eight polytechnic colleges in the Northeast of Thailand.

Statistical techniques such as arithmetic mean, standard deviation (S.D.), and t-test at the .05 level of significance were employed in the data analysis by means of SPSS/pc+ programme. The findings of the research were as follows:

The results of the study of the polytechnic college personnel management as a whole in all six aspects were found that the perceptions towards performance were at a medium level in the average of 3.00. Considered in each aspect, it was found that the perceptions concerning induction of personnel into office were at the average of the highest level. The aspects were respectively set in this order:

1. With respect to induction of personnel into office, the perceptions towards performance were at a high level in the average of 3.53. In each item, it was found that the perceptions concerning commitment to the colleges were at the highest level.

2. Regarding welfare for personnel, the perceptions towards performance were at a medium level in the average of 3.08. In each item, the perceptions concerning residence welfare for personnel were at the highest level.

3. Concerning appraisal of personnel's work performance, the perceptions towards performance were at a medium level in the average of 2.99. In each item, the perceptions in acceptance of personnel capability were at the highest level.

4. In regard to compensation for personnel, the perceptions towards performance were at a medium level in the average of 2.90. In each item, the perceptions concerning assignment for general work except the routine were at the highest level.

5. Concerning personnel development, the perceptions towards performance were at a medium level in the average of 2.81. In each item, the perceptions concerning the supplement of some modern technology in teaching - learning development were at the highest level.

6. Regarding continual service for personnel, the perceptions towards performance were at a medium level in the average of 2.72. In each item, the perceptions concerning frequent information distribution were at the highest level.

The results of comparing the perceptions concerning personnel management divided by sex, educational qualifications, working experience, and academic trades were as follows:

Divided by sex, as a whole and in each aspect it was found that the perceptions of both male and female teachers towards personnel management had no significant differences at .05 level.

By education qualifications, as a whole and in each aspect the perceptions of teachers with educational qualifications lower than bachelor degree and those with higher qualifications had no significant differences at .05 level.

By working experiences, as a whole and in each aspect the perceptions of teachers with 5 - year or lower working experiences, and those with more than 5 - year working experiences had no significant differences at .05 level. In each aspect, the perceptions

concerning continual services for personnel of both groups had significant differences at .05 level. The perceptions of teachers with 5 - year or lower working experiences were higher than the perceptions of those with more than 5 - year working experiences. However, no statistical differences in other aspects were found to be significant.

By academic trades, as a whole and in each aspect the perceptions of both industrial and commercial teachers including others had no significant differences at .05 level.