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JUTHA SUTTHAPAS : NEEDS FOR STAFF DEVELOPMENT OF FACULTY OF THE RATANAKOSIN RAJABHAT INSTITUTE GROUP. THESIS ADVISORS: SURASEE CHINGTHIN M.Ed., SIRICHAJ CHINATANGKOOL Ph.D., TAWATCHAI CHAIJIRACHAYAKUL Ph.D. 207 p. ISBN 974-664-796-2

The purpose of this research was to study the need for staff development at Rajabhat Institute, Ratanakosin Group, according to the six missions of Rajabhat Institute Act.BE.2538, and to compare the need for staff development according to the studied variables. The sample group of this research was composed of 333 government officials at various Rajabhat Institutes. A questionnaire prepared by the researcher was used for data collection. The statistical tools for data analysis were frequency, percentage, arithmetic mean, standard deviation, t-test and One-way ANOVA.

The results revealed that the staff development needs had been rated by the sample at a high level in all six missions. In ranking order from the highest to the lowest, they were : 1) academic and professional provision 2) technological transfer and development 3) research 4) teacher production and promotion 5) academic services to society 6) cultural promotion.

As far as staff development areas were concerned, it was found that the sample rated their needs following this ranking order : 1) the need for further study 2) the need for academic information 3) the need for training and study visits 4) the need for academic coaching 5) the need for academic seminars 6) the need for workshops 7) the need for conferences 8) the need for orientation 9) the need for job replacement and promotion.

When the comparison was made according to some variables, it was found that the need for staff development of the faculty was not significantly different by gender, age, education, years of experience and faculty at the statistical level of 0.05 . However, the different faculty positions at different academic institutes and affiliation with different institutes had significantly different needs for staff development at the statistical level of 0.05 .

Due to this research, it is proposed that, each institute should plan its own staff development. The policy of staff development must emphasize all areas of the institute's mission. Staff development must be undertaken to suit the different needs of each faculty.