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Thesis Title : A study of Roles, Duties and Responsibilities of First-line Supervisors for Personnel Management in Department of Vocational Education.

Major Field : Vocational and Technical Education Management

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Academic year : 1993

Abstract

The main objective of this survey research was to compare and contrast existing management roles, duties and responsibilities and appropriate ones of first-line supervisors in various divisions, the Department of Vocational Education. Three hypotheses were also set up as follows:

1. Opinions of top executives, middle managements, and of first-line supervisors on appropriate management roles, duties and responsibilities of first-line supervisors were not significantly different.

2. Opinions of middle managements on existing management roles, duties and responsibilities and appropriate ones of first-line supervisors were significantly different.

3. Opinions of first-line supervisors on existing management roles, duties and responsibilities and appropriate ones of them were significantly different.

Top executives (4), middle managements (12) and first-line supervisors (83) were interviewed in order to test the first hypothesis, and it was significantly accepted. That is to say, opinions of the three groups of management as mentioned above on existing management roles, duties and responsibilities and appropriate ones of first-line supervisors were not significantly different.

Both questionnaire and interview methods were utilized with middle managements (12) in order to test the second hypothesis, and it was significantly rejected. Namely, opinions of middle managements on existing management roles, duties and responsibilities and appropriate ones of first-line supervisors were not significantly different.

The third hypothesis was also tested through the utilization of interviews and returned and usable questionnaires (83), and the hypothesis was significantly accepted. That is to say, opinions of first-line supervisors on existing appropriate management roles, duties and responsibilities and appropriate ones of them were significantly different.