

Thesis Title                      The Executive Personnel Development in Phangnga  
Hospital by Sensitivity Training, Counseling  
Skill Workshop and Team Building

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#### ABSTRACT

This research design was a quai-experimental design the one group Time-Series Designs. The purposes of this study were to determine the effect of Sensitivity Training, Counseling Skill Workshop and Team Building on interpersonal relationship and behavior. The experimental groups in this study were composed of 29 executive person in Phangnga Hospital that were purposively selected and devided. Sensitivity Training course was on 22-26 September 1991, Counseling Skill Workshop was on 25-27 November 1991 and Team Building was on 25-27 January 1992 . The experimental groups were tested for interpersonal relationship in two dimensions ; the patient to stay with the other people and the quality of the relationship . The tests were done with questionnaires seven times : before and after training of each other course and one month after that. The behavioral change evalution

data in three dimensions ; personality , working behavior and human relation of the experimental groups were collected by supervisors, peers, sub-ordinates and self evaluation . Four times questionnaires were done before each other training courses and one month after training . The SPSS program was used for analysis this study:the statistic used means,standard deviation , One - Way Analysis of Variance and Paired Samples t-test . The results of the study were as follows:

Sensitivity Training course, Counseling Skill Workshop course and Team Building course could change the behavior in all three dimensions of the experimental groups and developed interpersonal relationship. Sensitivity Training course was the most efficiently to develop interpersonal relationship.

I'd like to suggest that the Sensitivity Training course,Counseling Skill Workshop course and Team Building course were very useful to develop the executive person in The Health Administertor to administer effectively and offer the best service to the people.