

THESIS TITLE: FACTORS RELATED TO THE PARTICIPATION OF OWNER
SMALL INDUSTRIES IN JOB PLACEMENT PREPARATIONS
AT THE KHON KAEN INSTITUTES OF SKILL DEVELOPMENT :
A CASE STUDY IN KHON KAEN PROVINCE

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ABSTRACT

The objectives of research are:

1. To study the personalities of the employees; the relationship with their employers; the satisfaction with the activities; the requirement of skill training; observation and evaluation.
2. To determine the level of the participation of the employers toward the pre-employment training activity.
3. To identify the factors which are related with the participation of the employers toward the pre-employment activity.
4. To determine the problems and obstacles of the participation of the employers in the pre-employment training course.

Target group: the 381 employers who have been in Khon Kaen during in 1996-1998 by sampling method which has 195 specimen to analyse the information. The instruments for collecting the information are; questionnaire, analysis of the informations by using the SPSS/PC⁺ processed programme.

The statistic used is consisted of the percentage, the mean, the standard deviation and the Chi-square. The conclusions of the research are;

1. The personal data of the employers are; 90.8 percents of the most being male employers; 52.8 percents of employers age between 31-40 years old, 77.4 percents of the employers who are married with a family; almost 27.7 percents of the employers graduate from the University and 90.3 percents for the most of the service industry which requires the trainees to train in their business.

2. The level of the participation of the employers toward the employment training is still in the low level; measured for 4 aspects of the participation which are – the participation of advisory and suggestion to the skill development form; the participation of planning and the activity management, the contribution toward the person who take part in the employment training by following the activity form; the decision of supplying the resources from the activity service.

3. The factors which are related with the participation of the employers toward the pre-employment training are: the marital status; education; the relationship between the owners and their employees; the satisfaction with the pre-employment activity which is implied by statistic at .05 level.

4. Problems and obstacles toward the participation of the employers in the pre-employment training activity are;

1) The problem arranged from the most important to a matter of less importance are: lacks of the knowlegde in the method of arrangement the trainees to train in the business; lacks of the understanding of the pre-employment courses which are related with the operation in the business; lack of the public relation from the institute for skill development; lack of the qualification of the trainers such; ignorance of the assignment, the results which is out of the standard; lack of the devices used for skill training.

2) The obstacles arranging by the most important to the less cue are; the business doesn't provide the budget for supporting the skill development in their places and not be able to have a participation because the factor which is out of controlled have been related to the business such as the economic crisis and result of the operation of the business in each year. It's still not ready to supply the devices for skill development. Beside that the business is still not suitable to be the skill development and training place for trainees, lacks of the trainers to teach within the Institute, the trainees acception is waste a lot of time of working and sometimes there is no compensation.