

THESIS TITLE TRAINING NEEDS IN ADMINISTRATION OF KASET AMPHUR IN
NORTHEAST THAILAND

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ABSTRACT

The objectives of this study were (1) to find out some basic socio-economic characteristics, (2) to study the existing roles, confronted problems and its solutions, (3) to investigate the previous training experiences and utilization in administration, (4) to determine the training needs in administration, and (5) to compare the training needs in administration in accordance with some socio-economic characteristics of Kaset Amphur (KA). The study sample consisted of 151 Kaset Amphurs in the Northeastern Region. Sixty nine respondents, consisting of 30 respondents who were Pre-service training Kaset Amphur (PKA), 39 respondents who worked in irrigated area were purposively selected. The simple random sampling was used for selecting 82 respondents who worked in non-irrigated area. Questionnaire and indepth interview were the tools of data collection. The

percentage, arithmetic mean, standard deviation, t-test, and F-test were used in statistical analysis.

The findings revealed that the most of respondents were male, 45-49 years old, bachelor degree graduation, 1-5 years of KA position, 77 percent had been trained in administration, 20% for PKA, and 26% had been working in irrigated area.

Their existing roles were mostly related to administration work. Extra work or supplementary work, unproportional ratio between personnel and farmers were often found to be their problems. The beyond mentioned problems were seldom found. Those aboved problems were to be solved by using self-learning from relevant publication, key-informant, and supervisor, work plan setting, job authorization, and prioritization, and used the order of Amphur Governor.

The majority of respondents were trained in administration and had been highly utilizing which could be prioritized the topics as budgetary administration, personnel administration, directing, and monitoring evaluation and reporting.

Nevertheless, Kaset Amphur had been highly needed to train in administration in every topic and could be prioritized as budgetary administration, monitoring evaluation and reporting, personnel administration organization, and directing, respectively.

In comparision the level of their needs in administration training in the relation to each socio-economic characteristics showed that Kaset Amphurs who were differences in age, educational attainment, the duration of present official position, were not significantly different at 95% confidence level in their training

needs in main topics but there were significantly different at 95% confidence level in sub-topics, including roles of planning, crop commodity extension planning, training administration, accounting, and secretary affairs. Furthermore, Kaset Amphurs who were and were not trained in PKA needed training significant different at 95% in 4 topics. Those were organization, directing, monitoring evaluation and reporting, and budgetary administration. In the consideration to their needs in sub-topic, there were significantly different at 95% in their need in sub-topic under some topic in administration subject. Nevertheless, Kaset Amphur who worked and did not work in irrigated were not significantly different in their training needs in 5 topics but were significant different at 95% in 3 topics.

The hypothesis of the study was rejected. The implication was that Kaset Amphurs who were different in age, educational attainment, the duration of present official position, PKA training course participation, and location of working area, were significantly different in their need, in each topic of administration for their training.

Kaset Amphur recommended that the training division should conduct administration training course for every 3 years, effective trainers should be invited from related agencies, the training needs should be assessed and the training contents should be appropriated to their current job responsibilities and working problems. Additionally, the study tour, field practices and trainee's participation should be employed in each training.

Each training course should be 21 days in length and follow up of the trainee's performance in every 6 months after the training.

The researcher's recommendations for further study were : the study on the problems and constraints in administration implementation of Kaset Amphur should be conducted in every region, the study on the training needs in administration of Kaset Amphur for every 3 years, and the evaluation of the outcomes of the previous training for each region should also be carried out.