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 ANGKANA RUNGKLAB : TRENDS OF HUMAN RESOURCE  
 DEVELOPMENT OF THAI PRIVATE SECTORS IN THE ECONOMIC  
 RECESSION. THESIS ADVISORS : SOMKID ISARAWATANA, Ph.D.,  
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All organizations need people who have good quality in work. There are many ways to qualify these people, such as training, education, and development. All of these activities require investment by the organization.

In 1998 Thailand faced an economic crisis. Many organizations were closed. The remainder must develop their staff, although they lack money. "Trends of Human Resource Development of Thai Private Sector in the Economic Recession" is a research to survey the ideas of the executives, who are responsible for human resource development in the Thai private sector, about trends of human resource development in the economic recession and in the future, when the economic growth.

The sample of this research was 211 executives, who are responsible for human resource development in the private industries in Samutprakarn, Chonburi, and Chachoengsao. The instrument of this research was a questionnaire that was made by the researcher. The data was collected by sending the questionnaires to the sample by mail. The collected data was analyzed by computer program, SPSS/FW.

### **Findings**

1. In the economic recession, most of the subjects had the idea that human resource development should be an economic activity. The organizations should use their staff and resources to do this work.

2. The subjects had attitude that, in the future when the economic growth, human resource development should have many types of activities, especially training, and should promote the activities by outsourcing more than in the economic recession.

3. In the economic recessions, the large factories tend to support human resource development more than the medium factories. The medium factories support human resource development more than the small factories.

4. In the future, when the economic growth, the large and medium factories expect to support human resource development more than the small factories at the level of significance 0.05. Expectation to support human resource development between the large and medium factories were not different at level of significance 0.05.

5. In the future, when the economic growth, most of the subject planned to support human resource development more than in the economic recession at level of significance 0.05.