

WELFARE NEEDS OF TABLE TENNIS ATHLETES

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WELFARE NEEDS OF TABLE TENNIS ATHLETES

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SURIYAMANEE, Ed.D., WASIN PLUEMCHAROEN, M.Ed.,**ABSTRACT**

The objective of this research is to study the welfare needs of table tennis athletes, and to differentiate the welfare needs, according to sex, ranking, and length of time as a table tennis athlete. The target population of this research were general table tennis athletes, both male and female, and youth under 18 years old, who were registered in the ranking list of the Table Tennis Association of Thailand, on 17 November 2003. The sampled table tennis athletes, totalled 139 cases. The research instrument was a questionnaire. Statistical analysis was done by percentage, mean, standard deviation, and t-test.

The results revealed that table tennis athletes had welfare needs in physiology, security needs, social needs, esteem needs, and self-actualization. The overall welfare needs of the athletes were relatively high. In all of these categories, women had greater welfare needs than men. There was little difference between the needs of elite players and ordinary players and between experienced players and less experienced players.

On the basis of the research results, it is recommended that promotion of public relations during competitions and training should be arranged to meet the esteem needs of players. Emphasis should be placed on meeting the welfare needs of the Thai national team, as a motivation for competent athletes to put themselves forward for selection to the national team.

KEY WORDS : NEEDS / WELFARES / TABLE TENNIS

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บทคัดย่อ

การวิจัยครั้งนี้มีวัตถุประสงค์เพื่อศึกษาความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิสจำนวน 139 คนและเปรียบเทียบความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิส โดยจำแนกตามเพศ ประวัติการเล่น กีฬาสูงสุดและประสบการณ์การเล่นกีฬา กลุ่มประชากรที่ใช้ในการวิจัย ได้แก่ นักกีฬาเทเบิลเทนนิสประเภททั่วไปชาย-หญิง และเยาวชนชาย-หญิงที่มีอายุไม่เกิน 18 ปี ที่มีคะแนนอยู่ในการจัดอันดับของสมาคมเทเบิลเทนนิสแห่งประเทศไทย ณ วันที่ 17 พฤศจิกายน พ.ศ. 2546 โดยใช้แบบสอบถามเป็นเครื่องมือ และวิเคราะห์ข้อมูล ด้วยสถิติ ร้อยละ ค่าเฉลี่ย ส่วนเบี่ยงเบนมาตรฐาน และค่าที (t-test)

ผลการวิจัยพบว่า นักกีฬามีความต้องการในด้านร่างกาย, ความต้องการความมั่นคง, ความต้องการทางสังคม, ความต้องการการยกย่องนับถือ และความต้องการความสมหวังในชีวิต มีความต้องการในสวัสดิการ อยู่ในเกณฑ์ระดับมากเมื่อเปรียบเทียบความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิส กับเพศ พบว่า มีความแตกต่างกันอย่างมีนัยสำคัญทางสถิติ ที่ระดับ 0.05 สำหรับ ประวัติการเล่นกีฬาสูงสุดและ ประสบการณ์ในการเล่นกีฬาเทเบิลเทนนิส ไม่แตกต่างกันอย่างมีนัยสำคัญทางสถิติ ที่ระดับ 0.05

ข้อเสนอแนะจากการวิจัยครั้งนี้ ควรสนับสนุนให้มีการประชาสัมพันธ์กีฬาเทเบิลเทนนิสทั้งการแข่งขัน และวิธีการฝึกซ้อม การจัดตั้งศูนย์ฝึกกีฬาเทเบิลเทนนิสโดยเฉพาะขึ้น จัดสวัสดิการให้มีความเพียงพอสำหรับนักกีฬา และมีการพัฒนาสวัสดิการของนักกีฬาทีมชาติให้มากขึ้นเพื่อเป็นแรงจูงใจให้นักกีฬาคัดเลือกเป็นนักกีฬาทีมชาติกันมากขึ้น

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CHAPTER 1

INTRODUCTION

1.1 Background and Statement of the Problems

Table tennis or its common name “Ping Pong” has been one of the sports that known by public for a long time` and popular worldwide, for atleast three reasons. Firstly, its easy managing to play, not needed large area of playing. Secondly, the prices of table tennis instruments are not expensive, and it is durable. Thirdly, the playing technic is quite easy, by hitting over net to the opposite sides, the rules and regulations for competition is simple, not so complex like other sports. Table tennis can play both by two players, and play as a team with lots of players. These characteristics made this kind of sport popular and standard, like other kinds of sport.

It is unknown that table tennis originated from what nations, However, there was evidences of the nations that had long playing this kind of sport were Great Britain or the Kingdom of England. An English magazine published the table tennis playing by male players appeared first in B.E. 1902. Also, an English man name James Gibb made a ball from celluloid, which appropriate for playing and enjoyment. In the same year, Good, of London City also made up of the racket by using animal skin to cover the racket, so that they can control the ball.

As for the table tennis of Thailand, there was also no evidences of who, and when this kind of sports began. In the year B.E. 2499, the representatives from five universities had meetings several times, led by Geoffrey cooltreat working at the Ambassador. He suggested to established the Table Tennis Association of Thailand, on 6 January 1957. On 16 May 1957, the Ministry of Education brought this kind of sport (Table Tennis) to be the

core subject of MathayomSuksa Curriculum, the firstyear of Mathayomsuksa. At that time, because table tennis being only one subject, taught in skill that students learned were less. Table tennis was a sport for youth playing. The leading nation of table tennis is China. Most of children were interesting in this table tennis. They devoted time for playing table tennis facilities, instrument, the table were at, every where in China. This would promoted table tennis youth athlete since the child age. Table tennis were counted as one subject that all Chinese children should have skill to play. The trainers of table tennis had Continually, and rapidly trained by the Chinese competent coach of table tennis. As for Thailand, table tennis were interesting in only teenage group, but lesser interested at national level. This problem was not clarified until present. (Tassana Somabutr, 2002).

From the competition result of SEA games, 22nd in Vietnamese Nation, it was said that table tennis athletes of the national team were intered by the public very much. After unsuccessful to win the golden rewards, many of the mass media had some comment and criticism of this competition. Khun Parinya Nonthsakate, thai coach or the training of table tennis athletes were interviewed, he revealed that “For thai table tennis athletes, when compared with other country that successful, we selected our athletes and prepared them, trained them in rather short time, In the welfare aspect, we lack of money sport instruments, and also the Thai athlet. Still lack of responsibility, and the disipline”

The table tennis athletes received welfared only when they were selected and the providing welfare carried out only during the training and the competition. The followings were welfares of the table tennis athletes of national level.

1. perdiun or money for use during training 12,000 Bht per month
2. The racket “ping pong” 2 pages per month
3. The racket “ping pong” (if damaged, can be getting the new ones)
4. place (Hua Mark Gymneseum) (Having facilitatings in standard level)
5. Athlete Uniform, during the trainings 4 packages
6. Athlete uniform, for competitions 5 packages

- | | | |
|--|---|------|
| 7. Shoes during the trainings | 1 | pair |
| 8. Shoes for competitions | 1 | pair |
| 9. Dormitory (Hua Mark Gymnasium) facilitate during the training | | |

Some suggestions for providing additional welfares to the athletes, for example, managing to be trained in abroad, seminar out of the gymnasium, having life insurance for athletes, especially, the readiness of selection of the athletes, and continuously training of them.

The Sport Council Committee of The parliament Council had arranged seminar on how to manage the sport association to be excellent. (The Sports Council Committee of The Parliament Council, 1996 Ref. in Suphaphayee, 1997). The seminar concluded and suggested of the followings.

1. The Problems

(1.1) Organization concerned with sport, such as sport societies, the Sport Authority of Thailand, the Olympic Association of Thailand, Department of Physical Education, etc., and the organization on agencies concerned in other Ministry, Department, were scattering. These organizations lead to the problems of lack of co-operation, therefore, if these organizations were assembled to be the Ministry of Sports, the administration would be in a better administration and management.

(1.2) In reality, the sport societies had the duties and function to develop and training of their athletes. At present, many of the societies still had problems of time available of the Executives (Who were selected by their members) to manage the societies. Many of the executives had to paid money of their own, some attempted to spent their time for the societies. However, the situations of managing the societies were still not better than expectation. They lacked skill to manage the sporting organization or the knowledge and skill of sport management. In addition, the regulations or rules of the Royal Sport Act. 1985, limited the time for the executives of the societies entered to manage the societies, so that discontinuous management occurs.

(1.3) Lack of Budgets were important for each sectors in the societies to manage to get the target of athlete development. Lack of cooperation in budget allocation was another problems of concerned. A lots of money or budget dissolved without creating of any benefical things. For example, a lot of budget invested to construct sport complex gymneseum, which were not utilized, aftewards.

At present, many sport societies lacked of enough budget provided by the government. The sport society provided money to do its activities for a lots of million baht annually. Some of the sport societies spent more than 10 million baht per year, in spite of receiving only ten of thousands baht from the government.

The maximum of budget provided by the government each year to the society were reported of not more than hundreds of thousands bht only. The differences of budget and the real expenditure made the executives of the societies to request money from private sector, annually. The budget or money received depended on the authority and power of the executive societies committee to ask for help. Therefore, it is suggested that government enterprize should involve or managing all of the sport societies.

(1.4) Regarding the athletes, since the athletes were amateur, not professional, so the devoting of time to be trained themselves to the excellent level were still limited. Athletes had to learn in school or university, and earned their living by doing jobs for money It can be concluded that majority of the athletes of the sport societies still lacked of disipline, motive, and the ends of achivement.

In addition, it was essential to develop good athletes, since they were young. The school and families should have to cooperate, to promote sport playing among the children and teenagers. The problems of lacking sport playing ground, sport instruments, coaches, sport trainers, etc should be solved, and managing.

One of the important things in development of table tennis sport in our countries was that athletes of national team still lacked of the opportunity to go to internationally competitions. In the meanwhile, they

should be collect the accumulate scores for considering, to be selected to go competition in many important programes. (according to the Sports Unions of Internationally, in some kinds of sports.)

(1.5) Lack of good public relations. When comparison the sport public relations with the industrialized countries, we were less interesting, and lack of budget to do the public relations. Parents should promoted their children to play sport, if they seemed to have sport talent or skill in any kind of sports.

(1.6) The conflicting problems in organization concerning sport should be constructively solved. The policy conflict, the conflicting in budget allocation, in managing their task and duties, etc, these problems should be realized, negotiated, and solved before hand.

2. In development of the sport organization, it was important to develop all section of the organization, both government agency, and private sport societies. It was essential to consider improving laws, regulations and rules, regarding the sport organization and societies, and well-come private sector to co-operate in promoting sport or athletes in Thailand.

Regarding the athletes, there should be more provisions to the athletes the opportunities to go to international competitions. The arrangement of competent coach for athlete training, before go international competitions, was an important welfare needs. Athletes should be trained themselves to have disipline, intention, and ends of achievement to win the awards.

The excellency of athletes. All athletes should be have knowledge an understanding of the meaning of “the excellency in competion”. For example, the competition of SEA GAMES at ChiangMai in 1995 should had target of the excellency of their athletes at one level. Next, when there was ASIAN GAMES in Thailand 1998, the target of excellency of the athletes would be higher, to win the awards.

In reality, athletes like offices in organization, attempting to do its duty and winning the awards. For athlete, who were ranked in the order of

the list, should be promoted to have welfares of many kinds, so that they would have motive to play the sport continually.

The table tennis is one of the sports that facing the problems as mentioned above. In order to achieve the excellency or meeting the target, many problems must be solved. One of the important problems is the lack of welfare for table tennis athletes. The welfares provisions would help the athletes to have motive, intention to be the winners of the awards, to have security in their playing as the representative athletes of the nation.

In Thailand most table tennis athlete are voluntary and amateur, therefore, lack of welfares at their needs. Table tennis athletes were mostly could not earned their living by playing table tennis, or being the trainers of table tennis players. As such, the Table Tennis Association of Thailand should recognized and interesting in the welfare needs of their table tennis athletes. The association should attempted to find out and to provide the welfares to their athletes, as possible as the can do.

The author, as being a table tennis of national teams, and the trainers or coach of the Port Authority Association of Thailand, for more than a decade. Therefore, the author was interesting in welfare needs of table tennis athletes and some selected factors associated with. This study is expected to contribute the basic data, and the body of knowledge to better understanding of the table tennis athletes' Welfare Needs, which with serve as a guideline for provision or promoting of the welfare to the athletes of the Table Tennis Association of Thailand.

1.2 Objective of Research

The objectives of this research were as follows.

- (1) To study the welfare needs of table tennis athletes
- (2) To compare the welfare needs of table tennis athletes with their background, including sex, extreme athlete ranking, and experience of being table tennis athletes.

1.3 Scope of the Study

This research was a survey research. The target population was all male and female athletes, aged not more than 18 years, who registered and were ranking by the Table Tennis Association of Thailand, 17 November, 2003. The variables studied in this research were as follows.

1. Independent variables : Background of the questionnaire respondents.

1.1 sex

1.2 extreme athlete ranking

1.3 experience being table tennis athletes

2. Dependent Variables : Welfare needs of table tennis athletes.

2.1 physiological need

2.2 security need

2.3 social need

2.4 self-actualization

1.4 Conceptual Framework for the Study

From the review and study of theories, relevant researches, it was found that the welfare needs of table tennis athletes differed, according to some selected variables. In this study of welfare needs among the table tennis athletes, the author us Maslow's Need Hierarchy which comprised of 5 aspects, including the physiological need, the security need, the social need, the esteem need and the self-actualization. This study, therefore, compared the welfare needs with sex, extreme athlete ranking, and experience in being table tennis athletes.

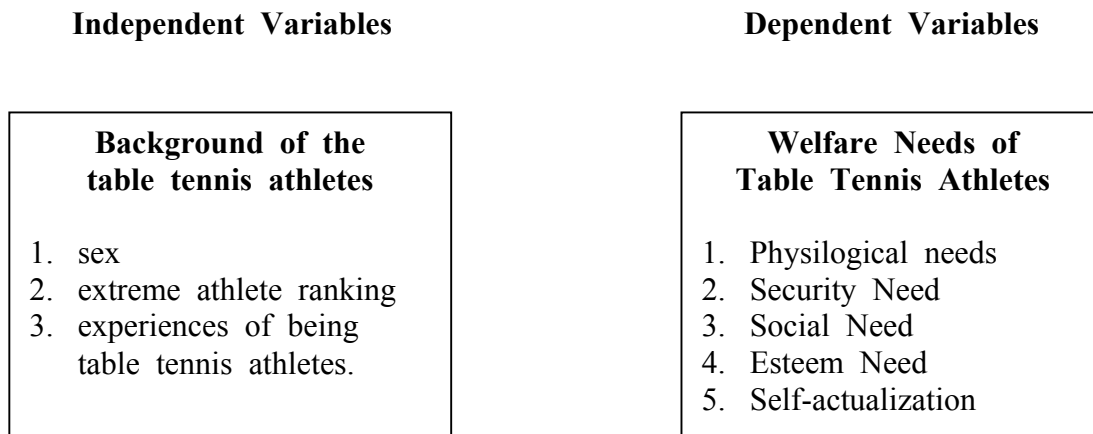


Figure 1 : Conceptual Framework for the Study

1.5 Hypotheses

This research had the hypothesis that the welfare needs of table tennis athletes were statistically different when classified by sex, extreme athlete ranking, and experiences of being table tennis athletes.

1.6 Definitions of Terms

Needs : In this study means the desire of persons both things, materials, or any factors of concerned. The author used Maslow's Need Hierarchy to apply for this study as the welfare needs. The welfare need comprised of 5 aspects, including the physiological need, security need, social need, esteem need, and self-actualization.

Welfares means benefits or fringe benefits that organization provided to their personnel in order to facilitate or help their staff, which will lead to security in working, resulted to the effectiveness of working performance of human resources in the organization.

Table Tennis Athletes means the table tennis athletes, both male and female, youth age not more than 18 years, who were registered and ranking in the list of Table Tennis Association of Thailand.

Athletes of National Team means the athletes that ever being the national athletes of Thailand, engaged in the Table Tennis Association.

Athletes of other Group means the athletes that never being athletes in Thai national team, both youth and general athletes.

1.7 Contribution of the Study

It is expected that this research will gain better understanding in the welfare needs of the table tennis athletes, and some variables might be associated, or making the welfare needs differ from each other, including sex, extreme athlete ranking, and experiences of being table tennis athletes. It is also expected that the findings of this research will be a basic data, and guideline for the Table Tennis Association to consider regarding the welfare for athletes.

CHAPTER 2

LITERATURE REVIEW

This research study on the welfare needs of table tennis athletes, the related theories and relevant research findings, which help to develop the conceptual frame work for studies, as follows.

- History and Background of Table Tennis
- Theoretical Aspect of Human Needs
- Theoretical Aspect of Managing Welfare Structure
- Relevant Research

2.1 History and Background of Table Tennis

History of Table Tennis in Foreign Countries

Table Tennis or its common name “Ping Pong” has been unknown in its origination, even by whom or what nation firstly played table tennis. However, there were several nations, including England, India, and the South Africa reported that table tennis originate by the people of their nations. Never-theless, it was generally accepted that the first playing of table tennis was in England. The Indain and the South African people also said that English militarian brought this kind of sport to play in their countries.

In the past, table tennis instruments were naïve, using available materials to make the instruments for playings. For example, using a thread to rolling into a ball and used as table tennis ball, playing on food table or table in the offices. Sometimes, they used lots of books placed across the table being as a net , then playing. Untill 1890, merchants developed table tennis

instrument for sales, the racket made of long wood, the ball made from rubber covered with clothes. In B.C. 1911, an American named James Gibb invented the celluloid ball, which later the Darken Brother Co.Ltd. registered as their trade make called "Ping-pong" by using the sound of the ball when it the racket or the table. This ball and the racket was popular and playing worldwide. Table tennis was a kind of sport easy to play, not expensive, and the playing area could easily found.

When table tennis became popular, some players found techics of how to playing with funny, Japanese and Chinese suggested technic of holding the table racket like holding of a pen. Hungarian found out the technic of serving the ball by the ball hit the table first, while German improved the regulations and rules of table tennis competition. In B.C. 1926, German established the Would Table Tennis Committee Council, having the office at Berlin City, later on, its name changed to the Federation International of Table Tennis Association.

Besides, according to the history of physical education, it was reported that in B.E. 2515, the Republic of China invited the American table tennis athletes to go to China for competition. This competition was called "Ping-Pong diplomacy" to lead developing of the friendship between the USA. And the Republic of China. The government of the USA, responded this invitation by sending 15 athletes of table tennis to Parking and SeingHi cities. (Earl F. Zeigler; 1977 Ref. in Narang Daengsaare, Uhtai Sanguanpong and Gawichart Chanpang, 1978).

In the same year, a team of Chinese table tennis athletes were invited to the USA. A table tennis competitions were arranged at Detroit, Washington, New York, Memphis, and the Los Anglelis for 2 weeks. This can be concluded that table tennis sport has opened the new perspectus between the two nations of high power. After the matches, there were several table tennis competitions, arranged to make friendship between Republic of the Chinese and other countries. (Narong Daengsaard, Uthai Sangnanpon, Gawichat Chanpang, 1978)

At present, table tennis was a kind of sport popular world-wide. Young Playeres of table tennis around the world would be the man-power in this kind of sports in the future, forever. The International Olympic Committee has accepted table tennis a kind of sports playing in the Olympic Games and Competition. The first table tennis competition in the Olympic Games were in the year 1988, at Seul City, Republic of Korea (The Sports Authority of Thailand, Department of Academic and Training)

History of Table Tennis in Thailand.

Thai people were familiar with and playing of table tennis for a long time. In general, they known and called its common name “Ping Pong” rather than called it table tennis. However, there was no evidences of who brought this kind of sport into Thailand, and when it was first played. It was assumed that there was table tennis playing training, and competition in Thailand not less than three decades ago.

In B.E. 2500, A Table Tennis Association of Thailand was involuntary established. Although table tennis was a sport of small involvements, its roles and importance, could not under determined. In other words, this kind of sport had played an importance roles between nations, like other sports. For example, football, etc. For thailand, we sended the table tennis athetetes to had several competitions with the athletes of the Republic of China, after the World War two. This resulted to a good international relationships and co-operation between the two nations. (Prapat Suksanapisut and Chatchai Gomaratat, 1991).

Table Tennis Association of Thailand

The Table Tennis Association Thailand established in the year 1957, at that time, 5 representatives from 5 universities and some of the representative of the Club had a group meeting, led by Mr. Geoffrey Cool treat an English Ping-Pong player, worked at the Ambassador, who had some

suggestions of table tennis. The Table Tennis Association of Thailand established on 6 January 1957, by Mr.Dussadee Sawadichato, Mr. Pisit Tasakul, and Mr. Sampao Chatpan, worked together to register, on 16 May 1957, the authority allowed to established in the name “the Ping - Pong Association of Thailand,” according to the letter of allowance T 57/1957. At that time, the Association entered to be the member of the Olympic Committee of Thailand.

On 13 July 1957, the first meeting for election of the executives who established the association were arranged. Results of the meeting revealed that Mr.Grawee Chatphoom, deputy secretary of Thammsart University was the first president of this association, Mr. Dussade Sawadichuto was the secretary, Mr. Gong Winsutharom was deputy secretary of the Association.

Later on, in B.E. 1967, Mr.Chern Phumchit, as the president of the association, changed the association name to be the Table Tennis Association of Thailand. Also having designed of the LOGO for the Associations, by Mr.Chawalit Suwanarat, the registrar of the Association. (Journal of The Table Tennis Association, 1995). The organization chart of the Table Tennis Association were depicted as Figure 2.

The Administrative Committee of Table Tennis Association of Thailand

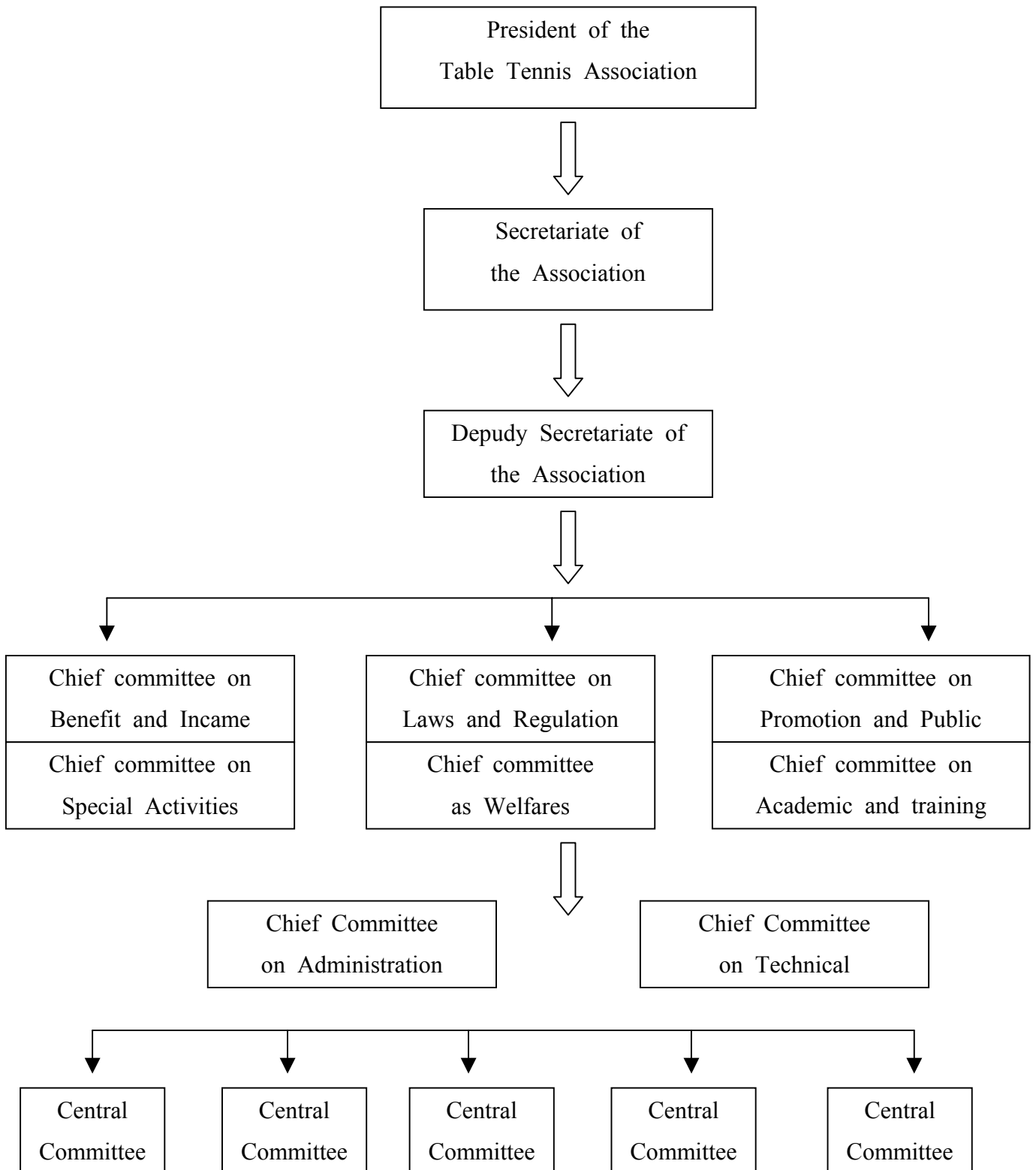


Figure 2 Organization chart of the Table Tennis Association of Thailand

Objectives of Table Tennis Association of Thailand

- (1) This association is the association of amateur athletes, not involving the politics.
- (2) To promote Table Tennis sports to be popular in Thailand
- (3) To promote health, and the public at large could playing
- (4) For the benefits of keeping regulations and rules of Table Tennis Competition as a general standard for Thailand, which based on the International Table Tennis Federation or I.T.T.F.
- (5) To develop man-power of table tennis athletes, including trainers of table tennis, , and the executives of the associations.
- (6) Providing welfare for athletes and personnel of the association who performed their duties , valuable to the association, according to the orders or regulation of the administrative committee (Journal of Table Tennis, 1998).

The policies of the Table Tennis Association of Thailand (During 1998-1999)

- (1) To conduct the 13th Asian Games Competitions, Successfully in accordance with the Unions' Standard.
- (2) To develop Thai athletes to be succeeding in the international competitions, especially the 20th SEA Games at Bruni
- (3) To promote new generation of athletes to have better standard, also increased in number.
- (4) To arrange table tennis competitions in the Nations, and co-operative competitions between alien nations, continuously. Also to suggest the standard of table tennis competition, in the same standard.
- (5) To develop man-power of table tennis athletes, including trainers of table tennis, , and the executives of the associations.
- (6) To do public relations of table tennis, so that public interested to play, and gain popularity both the central and regional areas.

(7) To improve the regulations and rules, of Table Tennis Association to be up dated, modernization, in accordance with the present situation.

(8) To co-operate with the Unions of International Sports, for the benefits of mutually conducted the international competitions and activities of concerned. (Journal of Table Tennis, 1995)

2.2 Theoretical Aspect of Human Needs

Need is one of the steps in process of motive creation (Naruenun Suriyamanee and Peerasak Buranasophon, 1997), which the process of motive creation can be explained as followings.

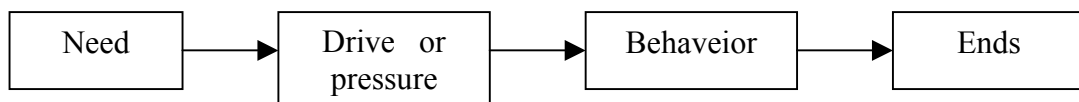


Figure 3 The process of motive creation

Figure 3 presented the process of motive creation, it revealed than need is the first steps of such process to create motive. Motives of individuals arise when he/she need such the things which would be physiological or social needs. These needs will be the driving force to stimulate to create behavior that able to perform to its ends of achievement. As the definitions of Thawin Kuakulwong (1985 : 53) stated that motive means wants or needs or the driving force or stimulant in each individuals.

In addition, some of the phychologist group, classified the motive, according to the expression of behavior, into 2 types (Taylor and Luthan), as follows.

(1) Intrinsic Motives means motive that resulted from one of the stimulus within the individuals, without the influences from outside. In athletes, it is the motive to play the sport in responding to oneself. Intrinsic motive is important and having the value for each athletes to the succeeding of the training or the competition.

(2) Extrinsic Motives means motive that occurs from the outside driving force, or environment surrounding the athletes, including the rewards of money, medal gold, rewards of esteem, etc. This motive resulted from the driving force of social stimulants, that made the person be have in responding to the social needs.

From the study of motive theories, Aree Panmani (1991 : 183-187) had collected, and the author decided to use the theories of human needs as the framework for this research study. In this research, had the assumption that the good welfares for athletes should respond to their needs of such the welfare, in order to provide efficiently of the welfares.

Regarding the study issues, the author had the concepts that welfares were essential to the table tennis athletes, according to the theories of human needs. The theories stated, as follows.

Theorie of Maslows's Hierarchical Needs A.H. Maslows was an American physiologists, studied the human needs, and stated that the expression of human behaviors arised from their needs, and the satisfactions were the resulted that their needs were responded. Maslow proposed a theory of human motivation, then concluded the human nature in 3 aspects as to the followings.

(1) Every human being has needs, and the need existed everytime, not ended.

(2) When a need was in response already, it was then not the important of the expressed behavior.

(3) Human needs characteristics are from low to high level of ordering. Maslow stated the hierarchy of need into 5 aspects (Suchawasee Poonsab 1993 : 16) as the followings.

(3.1) Physiological needs are the basic needs of human being for earning of their lifes, including the needs of food, water, habitat, etc., which are the first of human needs before other needs. When this kind of need is satisfied, they would find another needs in the next steps.

(3.2) Security need. Every human beings need to be secured from all hazards, threat, loss, etc., therefore, when they work in any working establishments, they need the insurance of safety and protection.

(3.3) Social need. After having satisfied the above two needs, human being will need a higher need, that is the social need. This kind of need included the need to be as the member of any organization, the need to know other persons, the need of friendship, sharing of opinions etc. However, this kind of need like the need of psychological need, that need the communities to accept them, need of love and friendly, and need to Joint together, or socialization need.

(3.4) The esteem need. This need comprised of the need to be of strengthen, self-confidence, freedom, need of esteem, high positions ranks, status and role appreciation from others.etc.

(3.5) Self-Actualization. This kind of need is the extreme needs for human being, which are difference among each other. For example, the need to develop are in thinking and creative, etc.

From the above concepts of human needs, besides the need of increasing wages, salaries, etc the welfare needs are among the needs that respond to their satisfaction. Suraphol Pathanwanitch (1981 : 70) compared the basic need with the welfare in many types of providing the welfare, in order to study the similarity and the difference between them.

| Order | Characteristics of Human Needs | Types of Welfares |
|-------|--------------------------------|--|
| 1. | Physiological needs | food, shelter, Working environment |
| 2. | Security needs | Health Services, Drinking water Personal protective devices, Insurance, Compension, Substitution of money Curative treatment. |
| 3. | Social needs | Recreation, Sport providing of facilities, or competition Annual party |
| 4. | Esteem needs | Promotion activeties, and announcement. Giving special preveledge to their Employee |
| 5. | Self-actualization needs | Granting of fund for education, or to go abroad for training. |

Source : (Suraphol Patanwanich (1981 : 70)

Chuda Chitpitk (Ref. in Wanida Wacharoen, 1997 : 10) suggested that the human needs in several aspects, as the followings.

(1) Biological needs of human being : Human being are as the living thinks that need of survival for are self and their succeeding, beside the physical appearances, the working of organs in human body, will be driving forces to have pressure, or needs which are necessary to response with. For example, individuals did not eat food for along time. Hungry will be occurred untill the have food intake. The need for life to be served and the presure of human body for living comprised of 4 factors, including food habitat, clothes, and Drugs. However, other biological needs, such as sex needs for either relaxing of sex drives, or the needs to propogate for human being, the hungry of water the need to express emotions to respond the external stimulants. This will alter the physiology and the energy of individual and expressed loving, afraid of, angry, etc.

(2) Social Need. Aristotle stated that human being are social animals. This statements was recognized that human being needed to living together in societies, interactive each other. The psychologists, and the sociologist believed that a perfect of human being depend on having the interrelationships with other. Human being need to communicate and interpretacting since they were born, with their parents, relatives, in order to learn human language and learn to behour and perform many things' for their survival. Therefore, it can be concluded that being a human, it is of necessary to associate themselves, materially or psychologically, to other people or communities in order to be survived. These need pressed the human being living together, in communities, having friends, need socialization, are interesting from each others.

(3) Phychological Need. Psychologists believe that human being have similar mental condition mental of human being has a process of working in the same principle. For example, learning, perception, affection, motivation, etc. will be process by the same principle. Create by the mental condition that need the basic need. Motivation the psychological needs are important, helping us understanding the human behavior. In psychological needs, human being

need to contact, to interact or having relationship with each others in order to satisfy to their phyhological needs.

(3.1) Need for Love and Affection

The mental of human are sensitive, some of self confident, depend on the respond from other. The relationships with parent individuals feel love and warm. The development of their psychology mostly will normal feel confident in human relationships. This kind of relationship come from the genuine, sharing and helping each other.

(3.2) Need for Approval and Belonging

Generaly, human need tended to agree with other to do with him. These need were driving force to act according the tradition, culture, and social value of the societies.

(3.3) Need for Recognition

All human being need other personnel to see themself important and respected them. Therefore, most of them want someone interested honor them so that they would have confident in that status and living daily life. For example, the subordinate would feels warm and recognized if the superior commander not only interested in the duty and tasks but also interested in there personnel life.

(3.4) Need for Security

The variation of situation in daily life is the problem facing human being, therefore, it is necessities to be respond to their needs. as mention-aboved, if they receive the welfare respond or not the failure of the life in any time. For example, lack of money, lack of friendship and hope etc., Accordingly, human being must be necessary to find out security in life. Human-being must had the feeling of security in there life, adequately and having hope for facing the uncertainty or problems when they lack of security in there life, For example, to being dismissed from the work, lack of hope or unable to cope with the problems, anxieties and be depressive and unable to control themselves.

(3.5) Need for Self Expression

Human being could be able to express of themselves well when they facing with unfavorable situation, or in contrast. The psychologist believe that each individual should have to express oneself for the perfect or balance of there body health the collection of depressive more and more without release it hazard to there health and socities.

In the daily life of individual one should express themselves explicitly. For example, expression of love, expression of angry etc.

In the mean time, they should find the way of.

In stead of expression to the superior command that he / she dissatisfaction to superior commander, one choose find the way to reduce the this satisfaction level by sharing the opinion with the commander.

From the concept of human need mentioned above, it can be concluded that human-being can be devided into 3 aspects.

(1) The biological aspect, with related to the find out a basic factor to use for survival.

(2) The social need this was related to the promotion of that organization, to be interaction to each other. For example, the athletes with athletes, the trainer with athletes, and the athletes with the club or association.

(3) Psychological needs. These need was in high level. It is believed that if the athletes has the necessary needs it will motivate the athletes to be trained and bring the jobs to meet the target or ends of achievement. One of the issues that the Table Tennis Association should not over look was the arrangement of welfare in pertinent to the athletes.

Murray's Manifest Needs Theory

It is the theory of Needs, as similar to Maslow's Needs Hierachical. When considering of human-being should be thinking as a whole, including human body mental and his / her surroundings. Murray stated that

human need can be divided to two needs, the primary and the secondary needs

Primary Needs included food, water, sex need excretion and other several things related to the human body.

Secondary Needs included honor, achievement, love, respectation and being of one-self.

Murray, one of the psychologist, observed and collected the need of human being, totally 20 items, as the followings.

- (1) Need for a basement : defeated, accepted the painful, critic blame and punishment.
- (2) Need for achievement : able to do the difficult job and succeeded.
- (3) Need for affiliation : need being love from friends and public at large.
- (4) Need for aggression : need to win, ravange, fighting.
- (5) Need for autonomy : need to be oneself.
- (6) Need for counteraction : need not to be defeated
- (7) Need for defendant : need not to be blame, comments
- (8) Need for Deference : honored who superior to them
- (9) Need for Dominance : instruct other to do
- (10) Need for Exhibition : Having seen, heard that things.
- (11) Need for Harmavoidance : Avoid pain to body
- (12) Need for Infavoidance : not to be insulted
- (13) Need for Nururance : help
- (14) Need for Order : clean and tidy, balanced.
- (15) Need for play
- (16) Need for Rejection
- (17) Need for Sentience : impression, welcome
- (18) Need for Sex : contact with sex
- (19) Need for Suceorance : suffestions from other
- (20) Need for Understanding : Sharing opinions, happiness

Accordingly, such need would have must important whole to the development of the teamwork and the table tennis athletes. The welfare need would be as the motive to create satisfaction to athletes when they trained themselves this would and important reasons for athletes to be successfully in the competitions

Motivation and Athletes

The creation of motivation to the athletes is necessary and very important. No athletes played sport without any rewards. Athletes, they could promote themselves entered to be competition or more successful. The creation of motive to the athletes, trainers should be able to use the psychological technique as follows (Perapong Boonsiri, 1993; Department of Physical Education, 1989 and Sombat Kanjanakit, 1995).

(1) Praising would be a special power to help the athletes success the competition. Trainer should find to learn the technique of praising and use with there athletes an appropriately. For example, praising when the athletes got better skill or giving attention to the athletes.

(2) Treats and punishment. Regulations and rules for athletes in the sport playing of sport playing are variable to athletes, because it would control the athletes behavior and create the dislines. Trainer should use this rules and regulation to control the athletes behavior or to challenge in order to get the new statistics. However, this rules and regulations should be flexible.

(3) Diversion from Failure in some cases, athletes were defeats or not successfully, not achieve the target of winning the awards, athletes would feel depressive and tired and boring and down-hearted, etc., the trainer should diverse the failure, so that the athletes feel relax, then have a plan for improving the athletes.

(4) Use of gimmicks trainer of coach sometime will use of gimmicks to get the teamwork or using slogan for teams to encourage their athletes.

(5) Use of Voices the trainers voice sometime would be an important power to simulate the athletes to fighting in the sport of games, trainers should emphasize their words and sounds to stimulate their athletes.

(6) Individual and Team discussion. Team discussion sometime would be the beneficial technique to be used for problem solving and suggestion of alternative plan to meet the required target. Trainers or coach should use these techniques to solve the weakness and strengthen the teamwork.

(7) Pep-talk. Before during the competition, even after the competition the teamwork should summarize the advantage and disadvantage and improve to be the strategic plan of the team.

(8) Psychological Technique. Coach and trainers should bring the psychological techniques of sport to create motives to their athletes. For example, positive thinking, self-encouragement

(9) Bulletin Board. Trainers or coach can use the bulletin board to announce or praise their athletes or teamwork.

(10) Public Relations. Trainers and coach should conduct public relations in order to promote their athletes, known to the public.

Therefore, this study of welfare needs of table tennis athletes selects the variables for study. The variables selected were age, sex, education, occupation, monthly salaries, extreme athletes ranking and experience of being table tennis athletes.

2.3 Theoretical Aspect of the Management of Welfare Structure

According to the United Nations, social welfare means a system of social services and the institution that established systematically for helping individuals or collectives to achieve the standard living and healthy. Meanwhile provide opportunity to develop oneself and promoting of the well-being in accordance with the family and community needs (Sritubtim Panichpun, 1991;33)

Friedland and Apt (Friedland and Apt ref. in Kittipat Nontapatmadul, 1994;39) explain that social welfare is the orders and policy of benefit which they carry out the services to, and pertinent to the social demand. It is recognized that social welfare are basic social services that important and resulting to the rapidly changing permanently, from the state of difficulties to the expected of well-being state.

Federico (ref. in Kittipat Nontapatmadul, 1994;39) stated that social welfare is one of the institution in the societies, comprised of 5 institutions, namely (1) Family institution (2) Education institution (3) Religious institution (4) Political institution (5) Academic institution. Social welfare institution can be recognize as the sixth institution which has obvious function in the societies, by which can not be separated out from the above five institutions.

Sherman (Sherman, 1968;651) Sherman social welfare is the commission that employee or officer will receive as special income, including the security of work. Sometime social welfare are things that invisible but helping and satisfying the employee. The important things is that social welfare are valuable things that provided to the employee. Good social welfare should be the commission things that increase every times from age to 8-10 percent, depending on the organization policy.

Wichit Rawiwong (1994 ; 9) social welfare mean task that aimed at creation of social well-being to the public, include the social academic and politics which can not be separated from each other. By characteristics of the task in this the prevention of problem, solving of the problem and helping the societies by mutual developed.

Pinyo Satorn (1974 ; 387) stated that social welfare means the benefit and several services that organization provided to employee both during of the work temporary stopped working, and retired from the work, in order to helping the organization personnel satisfied and work efficiently. Social welfare could be money or service of facilitating in addition to the monthly salaries or the normal wage. Social welfare of any organization could be help services, safety, education, information of knowledge, resting from working relax and recreation, counseling.

From the above meaning, it can be concluded that social welfares means benefit or the commission that organization provided to their employee in order to helping and facilitating in many aspects that will result to the security of working as well as efficient performance.

Composition of Social Welfare

Social welfare composed 7 aspects (Sritubtim Panichpun, 1991 ; 37) , as the following (1) Health (2) Education (3) Housing (4) Employment and income mentinance (5) Social security (6) General social services (7) Regulation services

Regarding the management of social welfare in organization there are several principle that should be bases on in providing social welfare to the employee. According to Pinyo Satorn's opinions, he stated that good social welfare should be based on the principles of the following.

(1) Principle of equity, which should consider the equality at most.

(2) Principle of benefit. When providing any social welfare the benefit receive should be achieve the target of the organization employee

(3) Principle of motivation. The social welfare provided should create motive or motivation to work, which would given better result for oneself and the progress of the organization

(4) Principle of respond. The social welfare provided should considered and pertinent to the need of majority of the member of organization

(5) Principle of efficiency. The output of providing social welfare should be maximum with low investment and the least time, but receiving the good service both in quantities and quality

(6) Principle of saving the social welfare provided should be considering of saving, not luxury, which will result of this advantage more than advantage

(7) Principle of nururance. The social welfare provided should be resulted in love and care among the employee in the organization.

(8) Principle of budgeting. The plan of social welfare should consider that the budget can be allocated and continuous carry out

(9) Principle of facilitating. The social services should be of rapid, facilitated and having orders in providing the welfare.

(10) Principle of justice. Social welfare provided should be managed with justice, unbiass or with double standard.

According to the concept of wage (Wichit Rawiwong, Ref. in Surangrat Wasinarom, 1985) the social welfare should have principle to provided as the following.

- (1) Principle of social responsibility of industry
- (2) Principle of democracy
- (3) Principle of the appropriateness of the wage
- (4) Principle of efficiency
- (5) Principle of mutual responsibility
- (6) Principle of acceptance at all level

With respect to the principle of social welfare moothy (Wichit Rawiwong, Ref. in Surangrat Wasinarom, 1985) purpose the important principle, as follows.

- (1) Principle of co-ordination or the principle of integrated
- (2) Principle of working together
- (3) Principle of responsibility
- (4) Principle of auditing
- (5) Principle of Evaluation
- (6) Principle of appropriateness of situation

According to the concept of flippo, the social welfare should be based on 5 principle, as follow.

- (1) Principle of satisfaction and the real needs
- (2) Principle of majority
- (3) Principle of flexibility
- (4) Principle of utility
- (5) Principle of rationality

According to Krisananat Puntumpho (Krisananat Puntumpho, 1984) according to the concept of. He provided the perspectives to managing of social welfare, as follow.

- (1) Principle of the real need of the employee
- (2) Principle of the understanding in mutual objective
- (3) Principle of beneficaill to the majority
- (4) Principle of efficiency of work
- (5) Principle of prevention and protection of standard of living of the employee
- (6) Principle of conform with labor relations plan
- (7) Principle of continous administration and on time

In summary, the principle of providing social welfare in and organization had many principle the author consider that the important principles that should be taken into account, as follow.

- (1) Principle of participation
- (2) Principle of responding to the need
- (3) Principle of the ability to pay
- (4) Principle of flexibilities
- (5) Principle of efficiency in working

All the above principles can be use to apply and appropriately or pertinent to the situation of each organization. This depended on the administrative form the organization, the ability to manage and the result existed.

2.4 Relevant Researches

From the studied and reviewed related researches on welfare needs of table tennis, there were lots of research related to the welfare of many target group, that can be briefly described, as follows.

Charoen Krabuaurat, et al. (1982) researched on “The Need of Exercise Services for Health Promotion among Official officers and Student of Kasetsart University” The study found, as the followings.

(1) The sampled official officer and the student needed to exercise for healthy in the high level of need

(2) The majority of the official officers and the student required that university should provide exercise facilities, such as instruments, exercising places, trainers, etc enough for them to get involved in exercises. In addition, most of them required the knowledge and technique of exercise, the rules or regulation of playing sports, including the public relations for Kasetsart Communities to be alert of exercise.

(3) The majority of the official office need the counselling services of activities that can be shaping, and swimming, as well as tennis playing, badminton playing, while the student need to exercise by swimming, playing football and tennis.

(4) During the Week days, both official officer and student need exercise during 04.30-06.30 AM., and during the weekend, the available at 08.00-10.00 AM., while the student need during 04.30-06.30 AM.

(5) The study found that the exercise places and facilities still lack off, not enough to the need of all the sample.

Petcharat Hirunyachart (1986), Studied on “Needs for Exercise Services for Promoting of Health and Capacity building for Personnel of Private Sector in Bangkok” The studied revealed that organization personnel of private sector in Bangkok, needed the exercise services and facilities, for promoting of their health in many aspects, as follows.

(1) The trainers, who provide exercise services as the exercise presenter should be of good human relationships, having high spiritual of athletes, not emotional and be have themselves well enough. Besides, the trainers must be of good personality, having healthy body, both physically and mentally.

(2) The exercising places, and exercise instrument and facilities, the sample reported that they required the places for changing of their clothes, and cleaning their body. The place must be of hygienic. The needed of place among the personnel for the exercise service should be separated and good to male and female at the basketball gymnasium, or badminton playing places.

(3) With respect to physical capacity testing, they required the services of diseases diagnosis, by x-rays, annually. As well as needed the room on place for body capacity building.

(4) Academic aspect : They need to know the knowledge of nutrition, first aid, and safety, knowledge of technique and skill of exercise.

(5) Activities of Exercises, including swimming, badminton, the art of protect oneself.

(6) Duration of exercise should be on Saturday and Sunday, during 4.00-6.00 AM. and 06.00-08.00 AM. of everyday. They supported that they could accept any kind of exercise services, should arrange 1-2 times within 1 year, except of exercise activities, and the dancing 6 times in a year.

Comparison of the need of exercise for health promotion, and capability building between male and female, Data revealed that there is no significant difference between them at $\text{signif} = 0.05$ level. However, the need of exercise activities between male and female personnel on organization was not statistical significance.

Analysis of Variance showed that all the 10 personnel of the organization of private agency in Bangkok need to exercise for their health promotion and rehabilitation in 6 aspects, were not different at 0.05 level.

Ratanaporn Taintakanjanapan (1987) did the research on "Need of exercise service among the policeman in Bangkok" The study revealed, as follows.

(1) They reported that the needed exercises, with instrument and facilities should be enough for them.

(2) They reported that there should have trainers who had competent, capability to train them in the exercise.

(3) They needed the policy organization to provide welfare for athletes, should provide enough budget, the members of the club should pay for the fee, monthly or annually.

The need of exercise technique and skill of practicing.

The need most the activities of exercise themselves

The duration of available should be 04.30-06.30 AM. in week days, but during weekend, the appropriate time should be of 07.00-08.00 AM.

Tongsuk Sumpakungsit (1988) did the research on "Using the vacant time of Srinakarintrawiroj Prasannmitre" he found that

(1) The majority of student used the vacant time for exercise already, especially in the day that teaching, during 04.00-06.00 AM. The majority of them use the physical education gymnasium as a place for their exercise.

(2) Male student were interest in football sport which female student interest in swimming.

(3) Data showed that female student participate the exercise program in the least.

(4) The problems involved were place for exercise, the physical education gymnasium were very warm and not ventilate, the sport devices were not enough as needed. The majority of the students, was that they had little/available time for exercise, because of the task of learning had in some subject.

(5) The need of exercise in playing places, devices, facilitators, for male and female student were different. Most in need of facilitating.

(6) The need of exercise service in trainers of male and female were not difference. The majority of the required trainer to suggest of exercise improper.

(7) The exercise services in the place, device, facilitating things.

(8) The comfortable time for each student of faculty, data revealed that student learning physical education had differences comfortable time differed to the student of science faculties and other faculties.

(9) Regarding the need of the personnel exercise service, data showed that student of physical education faculty relatively need more level than student of other faculties, including anthropology, science, education social sciences, in the differ level of signifiance.

Prapapun Jintrawanf (1941) did the research on “The study of welfare need of the student of Department of General Education, Amphor Sampran, Nakhon Pathom, in the year 1991, Data revald as the followings.

(1) With respect to the social welfare data showed that female students needed knowledge services in ethic more than male students. Data also showed that students with families of unwarn and broken family having problem of counselling more than student that were not.

(2) For welfare of job opportunity, male student need services to seek employment in summer, and have problems more than female. Data also showed that student of lower GPA. had problem more than the students with higher GPA.

(3) Welfare an the library : data showed that male student want table, clean, and facilitators, more than male. It was also showed that male had problem in being impolite in the use of library more than female.

(4) Welfare of suggestion : data showed that female students of not emphasis in sciences, need the welfare suggestion of learning more, need the caunselling room that separatedly, of sciences program, Data found that student as for female student from the broken family had problems more than students of warm and encouraged family.

(5) For welfare of tourism, Data showed that male students had the need to be pay appropriate cost of travelling. Student of not emphasizing science programme had problem in participative learning, selection of place more student of science programe.

The study revealed the welfare need among student and the result showed differences in welfare need, problem of receiving welfare of each group of student to the welfare.

Suthera Buuthongchan (1991) did the research on problems and welfare needs in school : A case study Mathayom Suksa 6 in Bangkok Metropolis (1992) Data showed , as follows.

Of the problem and needs of welfare for students, the problems of managing the school in environment to safety is the first problems of need including the toilet of each building. Secondary, it was the safety in toilet of the school, Others included training of fire protection and facilities when emergency case problem of traffic in school, welfare need of security safety in school Regarding the other welfare, the need to travel outdoor for learning years the high need, Secondary, was the problems of scenario creation.

This study of student welfare, For example, in the health aspect, the safety first in the school should to arranged, The welfare of travelling outside the school, or study tour during the learning, should be started at learners firstly, which the teacher should provide opportunity to their student to learn the interesting as they wanted to, which will resulted in an efficient way.

Weerawat Panyaboorapa (1994) did the research on “Expectation of Managing exercise services for health promotion of the Member in Health center, Bangkok” The objective was to study and compare the expectation in exercise services to promote members health of the Health Center, Bangkok Metropolit. Data collection by sending the questionnaire to the member of health center totally 360 person. Data revealed, as the followings.

(1) Both Male member and female memberes were expected to receiving exercise service in high level. During weekday (Monday to Friday) after office time, during 04.30-07.00 AM., The exercise activities were joking, swimming, in academic area they need knowledge on exercise, the place, the facilitating, the trainers were in high need level.

(2) When compare the average score of the exercise services between male and female found that there was no statistically significant different in most of the items.

Chalongchai Mankoksook (1993) studied “ the needs of exercise services of student and pwesonnel of Khonkaen University. The sampled group were student and personnel in Khonkaen University, totally 776 persons of every faculty in this university, in the academic year 1991-1992. Research result found that personnel of Khonkaen University needs of exercise services in high level. In comparison of the exercise services needs with the variables student and pasonnel, males student and female student, the age group of male student, the age group group of female, the age group of male personnel, data revealed that there were no statistical differences in the level of need of exercise services among them

Sayan Kudakan (1995) did the research on “Need of exercise service of users of the Athlete center, Sports Authority of Thailand” and concluded that the need of exercise services of the users at this center, were as follows.

(1) The duration of user needed to had exercise services at this center which of high need level, was the time during 04.00-07.00 AM. This is because of their duty during the day. Most of the user of this center were those student, and the white collar, after work would be available to them.

(2) Need for place, instrument, and facilitie of public or user to exercise at this center, sports Authority of Thailand. The needed to have an exercise place that of lighting enough, The need in moderate level was the car parks, Most needed the exprcise place manage separately and appropriate for men and women to be used. The suggested that the place should sale drink, food that is as of standard. They wanted to have the case for collecting of their belongings, enough for users. Also, the public telephone should be established.

(3) Needs for trainers : The Majority of the men need of trainers’ form this center in high level, including they wanted that trainer should dressed in appropriately, needed the trainer much of competency in that kind of sport, needs the trainer to suggested skill of exercise, on time and contiually, the trainers should have good relationship. The trainer should had creative in promote exercise services for users, adegruately enough, However, the level of moderately need was that wanted the number of trainer

compatible to the number of users. The trainer must demonstrate activities for user to see, appropriately.

(4) The need of managing of the public who the exercise users, at the athleted club, Sport Authority of Thailand. The moderately need were that need the officer to suggest of sufficient information, the rate of Fee that the user paid should be appropriated, needed the public relations need first aid and medicine enough for public. Able to be contacted with the officer of the center, there should be and evaluation after the training, needed security official to general and table take public at large. The welfare they needed were physical examination of the body both better and after exercise manual of exercise having the brochure

In B.E. 1983 Divison of physical and Health Education, Conducted a research on “Sport playing and physical examination of the public in Bangkok” They aimed at study the existing sports playing and physical exercise of the public in Bangkok.

The sample of this research were male and females at all age in Bangkok totally 657 persons. The research instrument were questionnaires composed of the background of the respondent, interesting to the exercises, characteristic or sports that playing for experience, reasons of participate and not participate the sport and exercise. The result showed as follows.

1. The sports / exercise that the public male and female interesting most ones football.
2. The sport games ad exercise that public always practices most were the exercise by walking as joking.
3. Day and time for playing exercise of the public, the majority, were during the evening, about 1 hours. The played 1-2 times/a week which uncertain.
4. The research of report/exercise of the public is they playing sport games and exercise for health and strong for fitness of body.
5. Reasons not to played or exercised of the public were not having time enough to do it.

Padunsit Samart (1996) conducted a study on "Needs of exercise services among the police of Department of Police Command in Metropolitan and the police of police of non-commission and compare the need of exercise service among the policeman in phacititation section, investigation section, examination section, prevention and combating section, and traffic section. The sample Data showed that the services of exercise that the sampled of policeman need were high level by ordering as follows.

(1) The facilities for exercise, place, exercise instruments. Personnel services, the testing of body capacity academic, exercise managing, exercise activities, duration of exercising, The need for exercise service between policeman of police of commission and police non-commission office were not statistically differences, The need of exercise services of policeman in the 5 sections of including, facilitation section, discovery section, investigative section, and preventive and combat section and the traffic section. Data showed that when compare of each sample group data found the facilitating group were significant differ from that traffic group.

Sumalee Prasertwatan (1999) study the effect exercise in water and found out the difference between normal pregnant woman that exercise in water The indicator were pulse rate at rest body weight size of pregnancy and percent of fat and the back bowing the sample were the pregnant women

Somdwjraphinklao hospital or the woman who were the member of Acquafitness. The first group or control group had ten pregnant women, while the second group or the experiment group participated the program of exercising in water environment. The training carry out 3 days per week, totally 12 weeks.

The research result showed that variation of the control group, it was found that the back bow, the size of the pregnant, the percentage of fat were statistically significant difference. As for the experimental group, data showed that the analysis of variance between the control group and the experimental group, there were significant differenced in the percentage of fat, the back bowing, and the pulse rate at rest.

Aunchana Panich (1991) (arrived out the research on “Needs of the exercise of Rajhjaphat institute, western region” The objectives studied and compared the needs for exercise of the students between male and female, She studied 4 aspects of exercise need comparied of academic, services, Sport that stumant and player, for playing, and other facilitating and testing of the body capacity. The sample of Rajhjaphat student totally 676 persons, According sex , there were 207 males, and 469 females. Using multi stages of sampling as the sampling methods.

The study found that the students have a high need to exercise. However, when considering the between male and female in the need for exercise there was no significant difference.

Nakorn Boonkong (2002) conducted a study to compare the need of exercise services of students and personnel of Siam University. The sample compose of 1781 people, with male 733 persons and female 942 persons classified in to personnel of the University male 53 persons and female 53 persons of or all faculty at present, in the academic year 2545. The study devided in to 5 aspects,

- (1) Academic,
- (2) The trainer,
- (3) Sport instrument,
- (4) Other falicitating and also,
- (5) The testing of body capacities.

The research found that both of the student and the personnel of Siam University had high level of need in exercise. For academic exercise service, testing of body capacities, the exercise activities and duration, except the exercise instrument place, and falicitating.

The need of exercise between male and female in academic, in trainers, in strument, playing place, and facilitation, and duration of the exercise activities, data showed that there were no statistical differences. Except the testing of body capacities data showed that there was significant differences between male and female.

Student and personnel of Siam University needed the overall services not differ from each other, except in testing of body capacities.

Adisak Boonma 2002 conducted a study to compare the need of exercise among teachers, of the Office of Primary Education Khanjanaburi province. The sample were male and female teacher totally 438 persons, in the academic year 2544. The research studies the exercise and divided the into 5 aspects.

- (1) Day and time of exercise
- (2) Academic
- (3) Exercise instruments
- (4) Place and facilities and also
- (5) Exercise type of activities

The research result showed that teacher of Khanjanaburi province, engaged of the office of the Primary Education had high level of need for exercise services. When considering they need for exercise, data showed that male teacher and female teacher had know statistically differences between each other.

From the above studied, and the review of the related literature, it can be concluded that the welfare needs were important and being necessary for personnel in organization. The welfare need is a basic human need that institution and organization should provide, in accordance with or in pertinent to there needs, appropriately. This was for the promotion in working performance, more over it will resulted in better efficiency of the work. Besides, the welfare would create love and care among people in the organization. Accordingly, the study attempted to study the welfare need, of the table tennis association of Thailand. The finding of this research will contribute to the association, agencies of sports, for considering the welfare for athletes of the nation.

CHAPTER 3

RESEARCH METHODOLOGY

This research was a survey research, using the self-administered questionnaires to collect data for analysing the welfare needs of table tennis athletes. The research process comprised 5 steps as followings :

1. Target Population and Sample
2. Research Instrument
3. Steps in Developing of Research Instrument
4. Data Collection
5. Analysis of Data

3.1 Target Population and Sample

The target population of this research included all male and female table tennis athletes, not higher than 18 years of age, who were ranked in the lists of Table Tennis Association of Thailand, date in November 17, 2003, totally 201 persons (Table Tennis Association of Thailand, 2003).

On the basis of being able to be contacted by using the address registered, from the total number of 2001 persons, only 149 persons abled to be contacted. The remaining 50 persons were not able to be contacted. As such, the author used 149 table tennis athletes to be the target population as well as the samples of this research.

A total of 149 questionnaires were mailed to the sample to collect the required data. All the mailed questionnaires were received, but included 10 incompletd questionnaires which must be discarded. Accordingly, the total

3.3 Steps in Developing of Research Instrument

(1) Studying the knowledge of welfare needs from textbooks, document, research reports and relevant thesis reports in order to be the basic data of this study.

(2) Applying the knowledge of welfare needs from step (1), using to develop the research instrument or questionnaires.

(3) Proposing the developed instrument to the Advisors for comments, then improving the questionnaires appropriately as possible.

(4) Again, proposing the improved questionnaires to the experties 4 persons, for examining of the content validity (Sirichai Karnchanawasri, and Supak Phibul, 1990). Afterwards, bringing the questionnaires to consult all thesis advisors then improving it again.

(5) Bringing the improve questionnaire to try out with the table tennis atheletes of similar characteristics (not the sample), in order to calculate the reliability co-efficeint (α), using Cronbach technique. The calculation revealed the reliability of 0.81, which judged that the developed questionnaire was appropriate to use as the research instrument.

(6) The last step, proposing the developed questionnaire to thesis advisors, for acceptance of the research instrument to be used to collect data.

3.4 Data Collection

(1) The author request a letter from Faculty of the Graduate Studies, Mahidol University, to inform the Table Tennis Association of Thailand, asking for co-operation in data collection from the sample athletes.

(2) The author started to collect data by bringing the questionnaires to the Table Tennis Associations of Thailand for mailing to the sampled athletes, and receiving the questionnaires back.

(3) Bringing the returned questionnaires to be edited, then discarding so incompleting ones. Only completed questionnaires were subject to be analysed.

3.5 Analysis of Data

After editing the completeness and accuracy of the returned questionnaires, the author then carried out the data processing. Data were coded in the coding sheet and keyed into diskettes to get the data file. Then, the data were analysed by using the computer programme in social sciences, SPSS 12.0 for Windows (Statistical packages for the Social Sciences) Data in the questionnaires were analysed according to the following procedures.

(1) Data in the section 1 of the questionnaire, were processing to get the percentage distribution of the sample. Next, presenting the number and percentage with briefly description.

(2) Data in the section 2 of the questionnaires were processed to get the average (mean) and the standard deviation of the variable studied, including sex, extreme sport ranking, number of years being table tennis athletes, and the score of welfare needs.

(3) The hypotheses were testing, using t-test. The significant level of 0.05 was determined.

CHAPTER 4

RESEARCH RESULT

In recognizing of welfare needs of table tennis athletes, the author carried out this study and collected the required data by using questionnaires, mailed to 139 sampled athletes who were ranked in the lists of the Table Tennis Associations of Thailand, not later than November, 17 2003. All the data were processed by the computer, and presented in the table form with explanations, as follows.

(1) General characteristics of the sample or the questionnaire respondents were presented by using the descriptive statistics (percent, mean, and standard deviation).

(2) Comparison of the welfare needs of the sampled table tennis athletes with sex, extreme athlete ranking, and the number of years being table tennis athletes.

4.1 General Characteristics of the Sample

Table 1 presented the general characteristics of the sampled table tennis athletes. The characteristics comprised of sex, age, education attainment, present occupation, average monthly income extreme sport ranking and number of years being table tennis athlete.

Data showed that the majority of the sampled athletes (60.4 percent) were males, the remaining 39.6 percent were females. Approximately a half of the sample completed secondary school level or equal, while 46.0 percent graduated from university, the remaining 4.4 percent completed primary level only. The majority of the sample or 62.6 percent earned their money less than

5,000 Bht per month. To some extent, this can be explain that the majority or 78.4 percent were students, not professional table tennis athletes.

Regarding the extreme sport ranking, only 28.5 percent or approximately 30.0 percent were engaged in the athletes of national level. The remaining 71.2 percent engaged in sport club, or other groups. Data showed that 62.6 percent of the sample were being table tennis athletes 6 years and over, while the remaning 37.4 percent, less than 6 years (Table 1).

4.2 Physiological Needs

Data showed that the sample table tennis athletes reported that they need the welfares in physiological need aspects in the high relafively level with the average or mean = 3.93 and std.dev = 0.61.

When considered the needs welfare by items, data revealed that they needed in high level in every item of need (table 2).

4.3 Security Needs

Table 3 provided data on table tennis athletes's needs for security. Data showed that their security needs were in the high level, with the mean of 4.08 and standard deviation of 0.58.

When considering each item of the Physiological security needs, data revealed that each security need was also in the relatively high level.

4.4 Socialization Needs

From Table 4, data revealed that the welfare needs of socialization were in the exelatively high level, with the mean value of 3.87 and standard deviation of 0.84.

When considering in each item of this kind of welfare needs, data showed that each socialization need was also in the relatively high level.

Table 1 Number and percentage distribution of the sample table tennis athletes, as classified by their general characteristics

| General characteristics | Number | Percent |
|---|---------------|----------------|
| 1. Sex | | |
| Male | 84 | 60.4 |
| Female | 55 | 39.6 |
| 2. Age | | |
| Under 18 years | 40 | 28.8 |
| 18 – 22 years | 51 | 36.7 |
| 23 – 27 years | 28 | 20.1 |
| 27 years and over | 20 | 14.4 |
| 3. Education Attainment | | |
| primary level | 6 | 4.4 |
| secondary level, Certificate or equal | 69 | 49.6 |
| Bachelor or equal | 64 | 46.0 |
| Higher than Bachelor degree | 0 | 0.0 |
| 4. present occupation | | |
| Student or pupil | 109 | 78.4 |
| Enterpreneur / officer / etc. | 30 | 21.6 |
| 5. Average montly income | | |
| Less than 5,000 Bht/month | 87 | 62.6 |
| 5,000-10,000 Bht/month | 32 | 23.0 |
| 10,0001-15,000 Bht/month | 8 | 5.8 |
| more than 15,000 Bht/month | 12 | 8.6 |
| 6. Extreme athlete ranking | | |
| Athletes of national level | 40 | 28.8 |
| Athletes of other group | 99 | 71.2 |
| 7. Number of years being table tennis athletes | | |
| Less than 6 years | 52 | 37.4 |
| 6 years and over | 87 | 62.6 |

Table 2 Mean and Standard deviation of the level of physiological need, among the sampled table tennis athletes

| Welfares for athletes | Mean | Standard Deviation | Level of Need |
|---|-------------|---------------------------|----------------------|
| Physiological Needs | | | |
| 1. Food preparation for Athletes before and after the training | 3.71 | 0.99 | High |
| 2. Nutretional value of food for athletes | 4.14 | 0.70 | High |
| 3. Adequacy of clothes during the training | 3.79 | 0.86 | High |
| 4. Adequacy of clothes during competition | 3.83 | 0.94 | High |
| 5. Adequacy of sport instrument during training and competition | 4.08 | 0.91 | High |
| 6. Modernzation of the sport instrument used | 3.72 | 0.93 | High |
| 7. Readiness of the Gymnasium and the sport facitifies | 4.26 | 0.78 | High |
| 8. Duration allowing for althlete training | 4.15 | 0.82 | High |
| 9. Adequacy of instrument for exercise of the physical fitness | 3.71 | 0.84 | High |
| 10. Rediness for the domitory for athletes | 3.77 | 0.90 | High |
| 11. Availability to go to the training Gymnasium | 4.08 | 0.81 | High |
| 12. Life and Health Insurance for athletes | 3.81 | 0.95 | High |
| Total | 3.92 | 0.51 | High |

Table 3 Mean and standard deviation of the level of security need, among the sampled table tennis athletes

| Welfares for athletes | Mean | Standard Deviation | Level of Need |
|---|-------------|---------------------------|----------------------|
| Security Needs | | | |
| 1. Perdiune for athletes training | 3.94 | 1.12 | High |
| 2. Perdium for athletes' Competition | 4.15 | .92 | High |
| 3. Security of the club for athletes | 4.32 | .71 | High |
| 4. Having facilitators during the training | 3.81 | .97 | High |
| 5. Having co-operative officers help applying for competition | 3.91 | 0.87 | High |
| 6. Having a systematic plan for the training | 4.19 | 0.77 | High |
| 7. Providing partners for the training | 3.96 | 0.90 | High |
| 8. Managing the targets of trainig, systematically | 4.37 | 0.70 | High |
| 9. Supplying competent coaches who were accepted by the athlete society | 4.29 | 0.72 | High |
| 10. Droviding opportunities to share the opinions with the Executives, both directly and indirectly | 3.83 | 0.87 | High |
| Total | 4.08 | 0.58 | High |

Table 4 Mean and standard deviation of the level of socialization need, among the sampled table tennis athletes.

| Welfares for athletes | Mean | Standard Deviation | Level of needs |
|--|-------------|---------------------------|-----------------------|
| Social Needs | | | |
| 1. Having seminars or maraging tours to athletes | 3.76 | 0.98 | High |
| 2. Having annual parties | 3.69 | 0.92 | High |
| 3. Promoting of teamwork activites in the club, creating friendly atmosphere | 4.16 | 0.89 | High |
| Total | 3.87 | 0.84 | High |

4.5 Esteem needs

Table 5 presented the data of the table tennis athletes regarding the esteem needs. Data shows that this kind of need was in the relatively high, with the mean value of 3.74 and standard deviation of 0.87

When considering in each item of the esteem needs of welfares, data revealed that the majority of them had esteem need in the relatively high level. However, the esteem need of providing previledge to go internationally for being the coach of table tennis athletes were in moderate level

Table 5 Mean and standard deviation of the level of esteem need, among the sampled table tennis athletes

| Welfares for athletes | Mean | Standard Deviation | Level of needs |
|---|-------------|---------------------------|-----------------------|
| Esteem Needs | | | |
| 1. Anouncing the honour and competency of the athletes and the rewards gained | 3.81 | 0.86 | High |
| 2. Providing the previledge to be selected as the national team of athleted | 3.86 | 0.97 | High |
| 3. Having the previledge to be trained from table tennis association | 3.97 | 0.94 | High |
| 4. Providing previledge to train themselves in the foreign countries | 3.60 | 1.29 | High |
| 5. Providing previledge to go internationally, for being the coach of table tennis athletes | 3.45 | 1.16 | High |
| Total | 3.74 | 0.87 | High |

Table 6 Mean and standard deviation of the level of self-actualization need, among the sampled the table tennis athletes.

| Welfares for athletes | Mean | Standard Deviation | Level of needs |
|--|-------------|---------------------------|-----------------------|
| Self-actualization | | | |
| 1. Having opportunity to go to international competition | 4.01 | 1.10 | High |
| 2. Having opportunity to be promoted to the national team of table tennis athletes | 4.14 | 0.96 | High |
| 3. Providing job opportunity for the athletes | 3.94 | 1.19 | High |
| Total | 4.03 | 0.90 | High |

4.6 Self-Actualization

Analysis of Data revealed that the level of needs in self-actualization aspect were in relatively high, with the mean value of 4.03 and standard deviation of 0.90. When considering each item of this kind of need, data also revealed that the level of need of each item was also in relatively high level (Table 6).

4.7 Overall Welfare Needs

Table 7 presented data of the overall welfare needs, data revealed that the majority of the table tennis athletes reported that they need of the welfares in relatively high level, (mean = 3.93 and std.dev. = 0.61).

When considering each aspect of the welfare needs, data showed that their welfare needs were also in high level, inordering as follows

- Security need : in high level (mean = 4.08, std.dev. = 0.58)
- Self-actualization : in high level (mean = 4.03, std.dev. = 0.90)
- Physiological need : in high level (mean = 3.92, std.dev. = 0.51)
- Socialization need : in high level (mean = 3.87, std.dev. = 0.84)
- Esteem need : in high level (mean = 3.74, std.dev. = 0.87)

4.8 Welfare Needs as Classified by Sex

Data from Table 8 revealed that the sampled table tennis athletes both male and female reported that they needed the overall welfares in the relatively high level.

When considering each aspect of the welfares, as classified by sex, data revealed that both male and female athletes needed the welfare in relatively high level in all aspect of the welfares.

When comparing the overall welfare needs among the table tennis athletes by sex, data showed that there were statistically difference (at 0.05 level) in the overall needs, among male and female athletes.

When comparing the welfare needs of table tennis athletes in each aspect, data also revealed that there were significant differences of the level of the welfare needs between male and female athletes (Table 8).

Table 7 Mean and standard deviation of the level overall welfare needs, among the sampled table tennis athletes

| Welfares needs of table tennis athletes | Mean | Standard Deviation | Level of needs |
|--|-------------|---------------------------|-----------------------|
| 1. Physiological used | 3.92 | 0.51 | High |
| 2. Security need | 4.08 | 0.58 | High |
| 3. Socialization need | 3.87 | 0.84 | High |
| 4. Esteem need | 3.74 | 0.87 | High |
| 5. Self-actualization | 4.03 | 0.90 | High |
| Total | 3.93 | 0.61 | High |

Table 8 Welfare needs the sampled table tennis athletes as classified by sex

| Welfares needs of table tennis athletes | Male | | | Female | | | t-value |
|--|-------------|-------------|-----------------|---------------|-------------|-----------------|----------------|
| | N. | Mean | Std.Dev. | N. | Mean | Std.Dev. | |
| 1. Physiological need | 84 | 3.78 | .55 | 55 | 4.13 | .36 | -4.49* |
| 2. Security need | 84 | 3.98 | .62 | 55 | 4.22 | .48 | -2.59* |
| 3. Socialization need | 84 | 3.70 | .94 | 55 | 4.13 | .56 | -3.32* |
| 4. Esteem need | 84 | 3.61 | 1.01 | 55 | 3.94 | .54 | -2.48* |
| 5. Self-actulization | 84 | 3.89 | .94 | 55 | 4.25 | .72 | -2.54* |
| Total | 84 | 3.79 | .69 | 55 | 4.13 | .40 | -3.70* |

Table 9 Welfare needs of the sampled table tennis athletes, as classified by the extreme athletes ranking

| Welfares needs of table tennis athletes | Group 1 Athletes National Team | | Group 2 Athletes of others | | t-value |
|---|-----------------------------------|----------|-------------------------------|----------|---------|
| | Mean | Std.Dev. | Mean | Std.Dev. | |
| 1. Physiological need | 3.97 | 0.57 | 3.90 | 0.49 | 0.76 |
| 2. Security need | 4.16 | 0.81 | 4.04 | 0.46 | 0.83 |
| 3. Socialization need | 3.83 | 1.04 | 3.89 | 0.75 | -0.29 |
| 4. Esteem need | 3.79 | 0.98 | 3.72 | 0.83 | 0.43 |
| 5. Self-actulization | 4.05 | 0.97 | 4.03 | 0.87 | 0.14 |
| Total | 3.96 | 0.82 | 3.91 | 0.51 | 0.37 |

4.9 Welfare Needs as Classified by the Extreme Athletes Ranking

Data from Table 9 presented that both athletes of national team and athletes of other groups needed the welfare needs in the relatively high level.

When considering each aspect of the welfare needs, data showed that the athletes of national team and the athletes from other group, both needed the welfares in the high level (Table 9)

When comparing the level of welfare needs by the extreme athlete raking, data showed that there were no segnificant differences in the level of welfare needs amomg the national team (group 1) and the other group (group 2). In other words, both group 1 and group 2 needed the welfare in the same lever.

When comparing the welfare needs in each aspect, data showed that both the athletes of national teams (group 1) and athletes of other group (group 2) had the same needs of welfare, or in other words, there were no statisfically differences among the two groups of athletes (Table 9).

Table 10 Welfare needs of the sampled table tennis athletes, as classified by the variable of number of years being table tennis athlete

| Welfares needs of table tennis athletes | Group 1 | | Group 2 | | t-value |
|---|-------------------|----------|------------------|----------|---------|
| | Less than 6 years | | 6 years and over | | |
| | Mean | Std.Dev. | Mean | Std.Dev. | |
| 1. Physiological need | 3.81 | 0.41 | 3.99 | 0.55 | -2.04* |
| 2. Security need | 4.0 | 0.49 | 4.12 | 0.63 | -1.15 |
| 3. Socialization need | 3.85 | 0.87 | 3.89 | 0.82 | -0.26 |
| 4. Esteem need | 3.60 | 0.88 | 3.83 | 0.86 | -1.51 |
| 5. Self-actulization | 3.92 | 0.92 | 4.10 | 0.84 | -1.12 |
| Total | 3.84 | 0.58 | 3.98 | 0.63 | -1.39 |

4.10 Welfare Needs as Classified by Experience (Number of years being table tennis athletes)

Table 10 provided data on welfare needs of table tennis athletes as classified by number of years being table tennis athletes. Data showed that both group 1 (less than 6 years) and group 2 (6 years and over) had the same level of welfare needs (high level).

When considering the welfare needs in each aspect, data showed that both group 1 and group 2 needed the welfares in the relatively high level, at all aspect of welfares (Table 10).

When comparing the welfare needs by the number of years being table tennis athletes, as classified into 2 groups. Data showed that athletes of less than 6 years experience, significantly differed from athletes of 6 years over experience, in their needs of welfares.

When comparing the welfare needs between the two groups (group 1 and group 2), data showed that experiences in being table tennis athletes associated with the differences in welfare needs.

Both group 1 (less than 6 years) and group 2 (6 years and over) had the same needs of welfares of 4 aspects (including security, socialization, esteem and self-actualization) not statistically differences at 0.05 level. Only the welfare need in physiological aspect was statistically differences (at 0.05 level) among the two groups of athletes (Table 10)

CHAPTER 5

DISCUSSION

From the results of the study of welfare needs of table tennis athletes, some major findings and hypothesis can be discussed, as follows.

5.1 Welfare Needs of Table Tennis Athletes

5.1.1 physiological Need

Analysis of data revealed that table tennis athletes needed the physiological need in the relatively high level. When considering each item of this kind of need, data also showed the relatively high of need, in each item. Particularly, the welfare need of food and nutrition for athletes (Mean = 4.14) Adequacy of the sport devices for the training and during competition (Mean = 4.08). The readiness of the gymnasium and facilities (Mean = 4.26), the time available for allowing to use the gymnasium (Mean = 4.15), and the facilitating to go to the trained gymnasium (Mean = 4.08).

Result of the study on the above, were conform with Pinyo Sathorn (1974 : 387). His study stated that welfare means benefits and services that the organization provided to their personnel, during on the job or working, even stopped working temporary or retired from the organization. The welfares provided in order to motivate the efficiency of performance and satisfaction of the personnel. The welfare may provide in monetary terms or by services, to facilitate to their organization's personnel, in addition to the monthly salaries, or normal wage. For example, the welfares may include health services, education for the children of the personnel, financial loan with low interest, informations, even the recreation program. These are conform with the theory

of welfare principle, in accordance of the concept of K.N. Valid (Wichitra Raviwong, referenced in Surang Wasinarom, 1975). According to Valid. Valid stated that welfares will result to the efficiency of performance. In providing of welfares, it is necessary to consider of basic factor such as education attainment, housing, and enough food, firstly. Because such these things brough about the well-beings and satisfaction at one level, which will result to the efficiency of performance. This findings were in accordance with the research by Krabuanrat, etal (1982) conducted the research on the need for exercise services to promote healthy to the officer and university students of Kasetsart. The study revealed that both official officers and the students of Kasetsart University needed the welfare of exercise services in the high level, and the services should included preparation of the place or gymneseum, sport devices or instruments enough for them to use. The exercise facilities should available during 04.30-06.30 p.m. for both student and the official officers in the working day. For Saturday and Sunday, the officers prefered 08.00-10.00 a.m., but the student prefered 04.30-06.30 p.m.

5.1.2 Security Need

Regarding the security need, this study found that table tennis athletes needed the overall welfares for athletes in relatively high level when considering each item in this kind of needs, Data also revealed that they need the welfare of each item in high levels, particularly per dium during competition (Mean 4.15), planning for training systemafically (Mean = 4.19), security of the athlete's club (Mean = 4.32). Having set up the goal or target of each training (Mean = 4.37), and having competent coach teaching that the sport society accepted.

The above research result conformed with Sherman studies (Sherman, 1968 : 651). Sherman Stated that welfares were things or rewards giving to wagers or office personnel as a special income, Sometime, welfares are abstract, or intangible things that can not see it, but satisfing organization's personnel. The important thing is that welfares are things that valuable to them,

as motives to work for their organization. Good managing of welfares should be increased by 8 to 10 percent, depending on the organization policy. This study also in accordance with the classification of the composition of social welfares which divided into 7 aspects (Sritubtim Panitchpan, 1991 : 37). Panitchpun stated that employment and income maintenance of everyone their income and did their occupation in satisfactorily. They also had the opportunity to develop their occupation in many ways without risks to destruct them. In addition, (Wichitra Raviwong, Referred to in Surang Wasinarom, 1975) the principle of valid also stated that the provision of welfares should not do it as a compensation of wage, but not lower their wages, then provide welfares for them to substitution. In general, if the organization provided good welfares but low wage, the output or products gained might be less than expected. The theory of motive stated that extrinsic motives or motives resulted from the external influences on environment stimulate organization personnel behavior to response to the social need.

5.1.3 Social Need

Analysis of data, the study showed that table tennis athletes need the welfares (overall) in relatively high level. When considering each items of this kind of welfares, the table tennis athletes also need welfare in each items in the relatively high level, every item, particularly, the promotion activities to be team work, love and care each others (Mean = 4.16).

This study was in accordance with the classification of the composition of social welfares, which comprised of 7 aspects (Sritubtim Panitchpan 1991 :37) One of the welfare aspects being stated that recreation services aimed at entertaining the organization personnel, so that they were relaxed and enjoyed to work in their duty and task. When the organization personnel jointed the social activities, together, they would be understanding each other, love and care each other, working as a team-work. This would be beneficial to the organization. The social welfares may include sport competition, managing of tour or travelling to other enjoy places, club

establishing, etc (Wichitra Rawiwong, Referred to in Surangrat Wasinarom, 1985) Wichitr stated that managing of good welfares should be co-operative among the organization personnel, in order to get good result.

5.1.4 Esteem Need

The study found that table tennis athletes needed the fare needs of this kind (esteem need) also in relatively high level. They needed the overall welfare in high level. When comparing each item of the esteem need of each item, they also needed in high level, particulaly, the having of previledge to be trained from the table tennis Association (Mean = 3.97). Exception of the need to be train as trainers or coaches, This kind of needs were in moderate level (Mean = 3.45)

The above research findings were conformed with Friedland and Apte (Ref. In Kittipat Nonthapatamadul 1994 : 39).

Motivation of athletes was an important thing that necessary to conducted in the club or association. In general, athletes played the sport game with motives, and expected to be rewarded. At least, they could enter or engaged to the teamwork of athletes, which would make them more successful, (Peerapon Boonsiri, 1993., Department of Physical Education, 1989., and Sombat Kanjanakit, 1995).

In the topic of “praise”, stated that praising would be a special energetic that made the athlete successful in the winning for awards. Therefore, sport trainers should find out the technic or the opportunity to praise their athletes, such as praising when their trainee gained more skills or playing the sport well enough. On the contrary, praising more or over will get bad result, the trainer will practice less, dissolving of team work, envy or juriousy may occurs. The coach or sport trainers can use the bulletin board to praise their athletes, directly and indirectly. For example, praising the athlete to be good at their job, as a leader, or teamwork, etc.

5.1.5 Self-Actualization

This study found that table tennis athletes needed this kind of welfare need in relatively high level, while considering by each item, they also needed self-actualization need in high level, in every item mentioned, especially, having opportunity to go internationally for competitions (Mean = 4.01), and the promoting competent athletes to be engaged into the national team of athletes (Mean = 4.14).

The findings of this section was conform with Friedlander and Apte (Friedlander and Apte, Referred to in Kitipat Nonthapatamadul, 1994 : 39). This can be explained that social welfares were the regulations, or beneficial policy and services that make the services of many kinds can form with the social need. It was generally recognized that social welfares were basic welfares that important to organization personnel, and the welfare in sometimes, would alter the difficulties of some individuals to their well being.

This was similar to the theory of motivation, which stated that in the intention, to direct human behavior, the motive would served as the determined factor that made them facing the problem or situations, or discarded. Also, the motive would be driving forces for individuals or collectives to do things or try to perform in order to achieve the target or the goal (Suebsai Boonwirabutr, 1993, Naruepon Wongchaturapatra, 1995).

In doing public relations to promote people exercise as their habit, most of the presentation, use female athletes to present and persuade, due to the good looking of physical appearance or appeal to the public.

5.2 Comparisions of Table Tennis Athletes' Welfare Needs by Some Selected Variables

In this study, the independent variables comprised of sex, extreme athlete ranking, and the sport experiences (defined by the total number of years being table tennis athletes) were the selected independent variables for study, to test the associations with the welfare needs.

5.2.1 Sex

This study showed that male and female athlete had the welfare needs in statistically differences at 0.05 level, as similar to the hypothesis set up in research methodology. Data showed that female athlete were in need (Mean = 4.13) of welfares much more than male athletes (Mean = 3.79).

This findings was conformed with Suebsai Boonwirabutr (1998 : 53-55), he stated that the motive that made people playing sport or exercise was the reasons of the physiology related to the beautiful and the desire to do muscular strengtenning that would interested to the opposite sex. Similarly, the differences between male and female, not only the external physical apperance, but differed in their habit, opionions, values, etc.

5.2.2 Extreme Athlete Ranking

This study revealed that the table tennis athletes of differences in extreme athlete ranking, (defined as the national team and the other team), needed the social welfare needs (physiological, security, social, esteem and self-actualization) not statistically differces (at 0.05 level). This was not conform with the hypothesis set up.

This findings was conform with Sherman (Shermain, 1968 : 651). Sherman stated that welfares were the rewards to organization personnel, including special income, security in workin, or such things than can not be visible or changes into monetary terms. The welfare made the organization personnel satisfied their jobs and duties. The welfare may increase the spiritual to the personnel, Well managing of welfares should be increase by 8 to 10 percent, depending on the policy of the organization.

Wichitr (Wichitr Rawiwong, 1994 : 9) stated that social welfare means the job of making people well-being in every aspects, including social, economic and politics, which can not seperated from each

other. The job help the communities to prevent problems, and solving of the problems, in simultaneously. As such, it could be stated that the welfare needs of athletes comprised of the basic need of welfare in every individuals.

5.2.3 Experience in Being Table Tennis Athletes

This study showed that table tennis athletes of diffences in experience of being table tennis athletes, needed the welfare in overall, not significantly differences. This findings was not as expected as the hypothesis set up.

The study was conform with Chalongchai Mankoksoong (1993), he studied the demand of exercise services among the student and the personnel of Khonkaen University, with the sample size of 776 persons. The sample comprised of the students of every faculties in the university, and the officers in the University, in the year 1991-1992. The research found that the students, and the personnel of Khonkaen University needed for the arranging of exercise facilities in high level. This study also concluded that there was no statistical difference in the level of needs for exercise when considering of sex, age group, students and university's personnel. They had the similar needs for exercise facilities and services.

CHAPTER 6

CONCLUSIONS AND RECOMMENDATIONS

This study was a survey research entitled welfares needs of table tennis athletes. The objectives of research were to study the table tennis athletes' Welfare needs, as well as to compare the welfare needs with sex, extreme athlete ranking, and the experiences being table tennis athletes.

The target population of this research was those table tennis athletes, both male and female, age not over 18 years, and must be registered and ranked by the Table Tennis Association of Thailand, not later than 17 November 2003. According to the criteria set up the total number of table tennis athletes that can be contacted by their registered addressed were totally 149 persons. The completed questionnaire respondents were 139 persons, as the sample of this research.

The research instrument were the questionnaire comprised of two sections. Section 1 was the data on general of characteristics of the questionnaire respondents including sex, age, education, occupation, monthly income, extreme athlete ranking, and experiences of being table tennis athletes. Section 2 comprised of questions regarding the physiological needs the security need, the social need, the esteem need, and self-actualization.

With respect to the collection of data, the author managed to collect the questionnaires data by oneself. Having completed to data collection, then performed the data analysis. All the required in data were process by using computer, using SPSS 12.0 for Windows. The descriptive statistics used were percentage, mean, and standard deviation. The analytical statistics used for testing the hypothesis was t-test.

6.1 Conclusions

6.1.1 General Characteristics of the Sampled Table Tennis Athletes

Data showed that the sampled table tennis athletes studied totally 139 persons, The majority or 60.4 percent were male, which the remaining 39.6 percent were females. The majority (36.7 percent) of the sampled athletes aged between 18-22 years, and were students of secondary school, higher certificate of occupational training, or equal. The majority or 78.4 percent earned their living as students, with their monthly income less than 5,000 Bht per month. Regarding the extreme athlete ranking, only 28.8 percent reported that they registered as the national team of athletes, the remaining 71.2 percent engaged in other groups. The majority of the sampled table tennis of athletes 6 years and over.

6.1.2 Need for Welfares in Five Aspects.

(1) Physiological Need

This research found that the table tennis athletes needed the physiological need in relatively high level. When analysing each item, data showed that the majority of the athletes needed the readiness of the gymnasium and facilities to be used in rather high level. Other aspects of high level of need were the need to be allowed to use the gymnasium adequately, and the need of good food with standard nutritional values for athletes.

(2) Security Need

This study revealed that the table tennis athletes needed the security need in relatively high level, as the above mentined need. When considering each item, data showed that the majority of them needed of

the systematic set up of target for achieving during the training. The second need was the security of the club or the Table Tennis Association of Thailand, while the third need was that trainers of the athlete should be had competency and accepted in table tennis club.

(3) Social Need

The research found that table tennis athletes needed the social need in a relative high level. When classifying by items of social needs, data revealed that, the majority of them needed to arrange activities of team work in order to get friendly, love and care among the athletes of the Association. Social need in secondly order was having seminar or touring and the annual parties among all table tennis athletes.

(4) Esteem Need

This research revealed that the table tennis athletes needed esteem need as same level as the above mentioned need (high need level) when considering by item, data found that they needed in relatively high level of the privilege to be trained from the Table Tennis Association of Thailand firstly, While secondly, they needed to have opportunity or to have privilege to be selected at the national teams of table tennis athletes, with the announcement of their honour of the ability of being table tennis athletes of the association.

(5) Self-Actualization

This research found that table tennis athletes needed to have high level of self-actualization. When considering by items, data revealed that table tennis athletes needed to have promoted to be the national team of athletes in the high level, firstly. Secondly, they needed to

have opportunity to go international competition, as well as needed of job opportunity for athletes, afterwards.

6.1.3 Comparison of the Welfare Needs with Some Selected Variables

(1). Analysis of data by comparison of the welfare needs with some selected variables, including se, extreme athletes ranking, and experiences in being table tennis athletes. This research found that there was a significant difference in the level of welfare needs between male and female table tennis athletes (Signif of 0.05 level). Data showed that male athletes had slightly higher in the level of welfare needs than the female athletes.

(2). However, when testing the level of welfare needs among the table tennis athletes, against the extreme athletes ranking, data showed that there was no statistical differences in the level of welfare needs between national team athletes of other groups.

(3). For experience of being table tennis athletes, analysis of data showed that there also was no statically differences between athletes of under 6 years experiences, and athletes of over 6 years.

6.2 Recommendations from the Research

From the research results on welfare needs of table tennis athletes, the followings recommendations were proposed.

(1) Table Tennis is one of the sports that has been stated in the Mathayom suksa Curriculum (secondary school level), and students or youth are interesting and playing, at large. After completed Mathayom suksa, most of them playing less or discarded. Since there is no trainers, or continual teaching together with no promotion from government sector or other agency like other sports (football, boxing, golf, etc), table tennis sport was less and lesser popular, as well as lesser budget, welfare for table tennis athletes.

Accordingly, the promotion and public relations about table tennis, during competition and during the training by the trainers, should be launched. Information that this kind of sport is an interesting, and exiting. Sport that many of the world athletes like to play. This would lead to gain popularity from Thai Society, especially youth or Thai teenagers.

(2) At present, the competition of table tennis athletes seemed too fewer or lesser, information of competition known to the public very limited. Therefore, these problems should be solved, by both government and private sector to promote both in managing table tennis competition and training of the trainers. Emphasis should be placed on managing of table tennis competition and public relations should continually carried out in Bangkok and other regional centering province.

(3) The center of gymnasium for table tennis athletes and trainers should be established in both Bangkok and provincial level. These centers would be the place for exchange of knowledge and skill of playing table tennis, the center for the trainers to train their trainees, properly. There should be a pilot project to establish a gymnasium to demonstrate of systematic managing table tennis playing center.

(4) Many of table tennis athletes, ranking on the top of the Table Tennis Association, had to be stopped playing table tennis, in spite of their teenage still younger. This situation was most due to the lacks of welfare needs during the training especially physiological need that made them out of the table tennis societies. This could be seen from the youth competition between Asian Countries, Thailand ever win the first and the second winners. On the contrary, at present we got only the third and fourth winners of the table tennis athletes.

(5) This research study the welfare need of table tennis athletes, data revealed that there was no significant different between athlete of

national team and athlete from other groups. This can be explained that the Table Tennis Association of Thailand provided welfares to both types of athletes in the similar way, not differences among the athletes.

Therefore, there should be more welfares to the table tennis athletes of national team, such as monthly salaries, send to go abroad every 3 months, after retired from the national team should have job opportunity to earn their living time frame for being engaged in the national team, such as not more than 5 years, this will promote the continually of training themselves.

6.3 Recommendations for Further Research

(1) The target population of this research were totally 201 persons, or athletes but there was about 50 persons (athletes) could not be contacted with the registered addresses. Therefore, only 149 athletes were subject to be the target population of this research. The Table Tennis Association of Thailand should up data the athletes' addresses, so that further research studies could more completely carried out.

(2.) There should be researches on comparision of the welfare needs of the nations which had successful in table tennis competitions, and the nation of Thailand, with the objectives to find out the guideline of managing the welfare needs for their national athletes.

(3.) There also should be researches on welfare needs and some factors affecting the winning in table tennis awards, which will be considered as a good welfare provision guideline to the athlete, as well as in the table tennis competion. A motive to drive to succesfully getting awards.

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APPENDIX

(Lists of Experts Examined the Questionnaires)

- | | |
|------------------------------------|--|
| 1.Assoc. Prof. Naranan Suriyamanee | Lecture of faculty of social sciences & humanities |
| 2.Mr.Surapol Chatwidchai | Table tennis coach of Thailand |
| 3.Mr.Kornkit Sermkitsaeree | Table tennis coach of Thailand |
| 4.Mr.Tassana Somabutra | Table tennis player of Thailand |

แบบสอบถามเพื่อการวิจัย

เรื่อง

ความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิส

.....

คำชี้แจง แบบสอบถามฉบับนี้มีวัตถุประสงค์เพื่อที่จะศึกษาความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิส ซึ่งแบบสอบถามนี้แบ่งออกเป็น 2 ตอน คือ

ตอนที่ 1 แบบสอบถามเกี่ยวกับสถานภาพส่วนตัวของผู้ตอบแบบสอบถาม

ตอนที่ 2 แบบสอบถามเกี่ยวกับการความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิสตามความคิดเห็นของนักกีฬาเทเบิลเทนนิส

ตอนที่ 1 แบบสอบถามเกี่ยวกับสถานภาพส่วนตัวของผู้ตอบแบบสอบถาม โปรดขีดเครื่องหมาย () หน้าข้อความ หรือ เติมข้อความหรือตัวเลขลงในช่องว่าง.....ตามความเป็นจริงของท่าน

1. ข้อมูลพื้นฐานของผู้ตอบแบบสอบถาม

1.1. เพศ

1. () ชาย
2. () หญิง

1.2. อายุ

1. () ต่ำกว่า 18 ปี
2. () 18-22 ปี
3. () 23-27 ปี
4. () 27 ปีขึ้นไป

1.3. ระดับการศึกษา

1. () ประถมศึกษา
2. () มัธยมศึกษา , ปวช.,ปวส.หรือเทียบเท่า
3. () ปริญญาตรีหรือเทียบเท่า
4. () สูงกว่าปริญญาตรี

1.4. สถานภาพอาชีพในปัจจุบัน

1. () นักเรียนหรือนักศึกษา
2. () ประกอบธุรกิจส่วนตัว/พนักงาน/อื่นๆ

1.5. รายได้โดยเฉลี่ย

1. () น้อยกว่า 5,000 บาท / เดือน
2. () 5,000-10,000 บาท / เดือน
3. () 10,001-15,000 บาท / เดือน
4. () 15,000 บาท / เดือนขึ้นไป

1.6. ประวัติการเล่นกีฬาสูงสุด

1. () นักกีฬาทีมชาติ
2. () นักกีฬากลุ่มอื่นๆ

1.7. ประสบการณ์ในการเล่นกีฬาเทเบิลเทนนิส

1. () น้อยกว่า 6 ปี

2. () 6 ปีขึ้นไป

ตอนที่ 2 แบบมาตราส่วนประเมินค่าชนิด 5 ระดับ (5-Rating Scale) เกี่ยวกับความต้องการในสวัสดิการของนักกีฬาเทเบิลเทนนิส

คำชี้แจง โปรดขีดเครื่องหมาย () ลงในช่องคะแนนที่ต้องการ และตรงกับความคิดเห็นจริงของท่านที่มีต่อคำถาม โดยพิจารณา ดังนี้

| | | |
|----------------------------|--------------|---|
| ระดับความต้องการมากที่สุด | มีค่าเท่ากับ | 5 |
| ระดับความต้องการมาก | มีค่าเท่ากับ | 4 |
| ระดับความต้องการปานกลาง | มีค่าเท่ากับ | 3 |
| ระดับความต้องการน้อย | มีค่าเท่ากับ | 2 |
| ระดับความต้องการน้อยที่สุด | มีค่าเท่ากับ | 1 |

| สวัสดิการของนักกีฬา | ระดับความต้องการ | | | | |
|---|------------------|-----|---------|------|------------|
| | มากที่สุด | มาก | ปานกลาง | น้อย | น้อยที่สุด |
| ความต้องการทางด้านร่างกาย | | | | | |
| 1.การเตรียมอาหารให้กับนักกีฬาก่อนหรือหลังการฝึกซ้อม | | | | | |
| 2.คุณค่าทางโภชนาการสำหรับนักกีฬา | | | | | |
| 3.ความเพียงพอของชุดฝึกซ้อม | | | | | |
| 4.ความเพียงพอของชุดแข่งขัน | | | | | |
| 5.ความเพียงพอของอุปกรณ์ที่ใช้ในการฝึกซ้อม/แข่งขัน | | | | | |
| 6.ความทันสมัยของอุปกรณ์ | | | | | |
| 7.ความพร้อมของสถานที่และอุปกรณ์อำนวยความสะดวก | | | | | |
| 8.ระยะเวลาที่ใช้สถานที่ฝึกซ้อม | | | | | |
| 9.ความเพียงพอของอุปกรณ์ในการฝึกสมรรถภาพทางกาย | | | | | |
| 10.ความพร้อมของสถานที่พัก | | | | | |
| 11.ความสะดวกในการไปสถานที่ฝึกซ้อม | | | | | |
| 12.การจัดการด้านประกันชีวิต/สุขภาพให้กับนักกีฬา | | | | | |
| | | | | | |

| สวัสดิการของนักศึกษา | ระดับความต้องการ | | | | |
|---|------------------|-----|---------|------|------------|
| | มากที่สุด | มาก | ปานกลาง | น้อย | น้อยที่สุด |
| ความต้องการความมั่นคง | | | | | |
| 13.เงินเบี้ยเลี้ยงสำหรับการฝึกซ้อม | | | | | |
| 14.เงินเบี้ยเลี้ยงสำหรับการแข่งขัน | | | | | |
| 15.ความมั่นคงของสโมสร | | | | | |
| 16.มีเจ้าหน้าที่อำนวยความสะดวกในการฝึกซ้อม | | | | | |
| 17.มีเจ้าหน้าที่ติดต่อประสานงานเช่นการสมัครการแข่งขัน | | | | | |
| 18.วางแผนการฝึกซ้อมอย่างมีระบบ | | | | | |
| 19.จัดระบบคู่อ้อม | | | | | |
| 20.จัดระบบเป้าหมายในการฝึกซ้อม | | | | | |
| 21.ผู้ฝึกสอนมีความสามารถและเป็นที่ยอมรับในวงการ | | | | | |
| 22.มีโอกาสแลกเปลี่ยนความคิดเห็นกับผู้บริหารทั้งทางตรงและทางอ้อม | | | | | |
| | | | | | |
| ความต้องการทางสังคม | | | | | |
| 23.จัดสัมมนาหรือท่องเที่ยว | | | | | |
| 24.จัดงานเลี้ยงประจำปี | | | | | |
| 25.กิจกรรมส่งเสริมความสามัคคีภายในสโมสร | | | | | |
| | | | | | |

| สวัสดิการของนักกีฬา | ระดับความต้องการ | | | | |
|---|------------------|-----|---------|------|------------|
| | มากที่สุด | มาก | ปานกลาง | น้อย | น้อยที่สุด |
| <u>ความต้องการการยกย่องนับถือ</u> | | | | | |
| 26.การประกาศเกียรติคุณในความสามารถของนักกีฬา เช่น ผลงาน | | | | | |
| 27.ให้สิทธิเข้ารับการคัดเลือกเป็นทีมชาติ | | | | | |
| 28.มีสิทธิเข้ารับการฝึกจากสมาคมเทเบิลเทนนิสฯ | | | | | |
| 29.ให้สิทธิไปฝึกซ้อมในต่างประเทศ | | | | | |
| 30.ให้สิทธิไปอบรมในต่างประเทศเพื่อเป็นผู้ฝึกสอน | | | | | |
| | | | | | |
| <u>ความต้องการความสมหวังในชีวิต</u> | | | | | |
| 31..การเข้าร่วมแข่งขันในต่างประเทศ | | | | | |
| 32.การส่งเสริมนักกีฬาที่มีความสามารถเข้าสู่ทีมชาติ | | | | | |
| 33.การจัดหาตำแหน่งงานรองรับ | | | | | |

การวิเคราะห์ความตรงตามเนื้อหา (Content Validity)

ขั้นตอนการวิเคราะห์

1. คัดเลือกผู้เชี่ยวชาญด้านเนื้อหาและมีความรู้ทางการวัดประเมินผลมาจำนวนหนึ่ง
2. ให้ผู้เชี่ยวชาญตรวจสอบดังต่อไปนี้
 - 2.1 ความเหมาะสมของนิยามของสิ่งที่มุ่งวัด
 - 2.2 ความครอบคลุมของเนื้อหาและสัดส่วนของข้อคำถามที่ใช้
 - 2.3 ความสอดคล้องระหว่างข้อคำถามกับเนื้อหาหรือจุดประสงค์ที่มุ่งวัด
3. การตรวจสอบของผู้เชี่ยวชาญในด้านความสอดคล้องระหว่างข้อคำถามกับเนื้อหาหรือจุดประสงค์สามารถใช้สูตรคำนวณดังนี้

$$IOC = \frac{\sum R}{N}$$

เมื่อ IOC คือ ดัชนีความสอดคล้องระหว่างข้อคำถามกับเนื้อหา/จุดประสงค์

R คือ คะแนนผลการตัดสินข้อคำถามของผู้เชี่ยวชาญ

| | | |
|----|---------|--|
| +1 | หมายถึง | แน่ใจว่าข้อคำถามวัดได้ตรงเนื้อหา/จุดประสงค์ |
| 0 | หมายถึง | ไม่แน่ใจว่าข้อคำถามวัดได้ตรงเนื้อหา/จุดประสงค์ |
| -1 | หมายถึง | แน่ใจว่าข้อคำถามวัดไม่ตรงเนื้อหา/จุดประสงค์ |

N คือ จำนวนผู้เชี่ยวชาญ

เกณฑ์ ถ้า $IOC > 0.50$ ถือว่าข้อคำถามนั้นวัดได้สอดคล้องกับเนื้อหา/จุดประสงค์

ถ้า $IOC < 0.50$ ถือว่าข้อคำถามนั้นวัดไม่สอดคล้องกับเนื้อหา/จุดประสงค์

(ศิริชัย กาญจนวาสี และสุพัตร์ พิบูลย์, 2533)

*คำถามที่สอดคล้องจะคงอยู่ คำถามที่ไม่สอดคล้องจะตัดทิ้งไป

| เนื้อหา/คำถาม | คะแนนผลการตัดสินใจ | | |
|---|--------------------|---|----|
| | +1 | 0 | -1 |
| ความต้องการทางด้านร่างกาย | | | |
| 1.การเตรียมอาหารให้กับนักกีฬาก่อนหรือหลังการฝึกซ้อม | | | |
| 2.คุณค่าทางโภชนาการสำหรับนักกีฬา | | | |
| 3.ความเพียงพอของชุดฝึกซ้อม | | | |
| 4.ความเพียงพอของชุดแข่งขัน | | | |
| 5.ความเพียงพอของอุปกรณ์ที่ใช้ในการฝึกซ้อม/แข่งขัน | | | |
| 6.ความทันสมัยของอุปกรณ์ | | | |
| 7.ความพร้อมของสถานที่และอุปกรณ์อำนวยความสะดวก | | | |
| 8.ระยะเวลาที่ใช้สถานที่ฝึกซ้อม | | | |
| 9.ความเพียงพอของอุปกรณ์ในการฝึกสมรรถภาพทางกาย | | | |
| 10.ความพร้อมของสถานที่พัก | | | |
| 11.ความสะดวกในการไปสถานที่ฝึกซ้อม | | | |
| 12.การจัดการด้านประกันชีวิต/สุขภาพให้กับนักกีฬา | | | |
| อื่นๆ | | | |
| | | | |
| ความต้องการความมั่นคง | | | |
| 13.เงินเบี้ยเลี้ยงสำหรับการฝึกซ้อม | | | |
| 14.เงินเบี้ยเลี้ยงสำหรับการแข่งขัน | | | |
| 15.ความมั่นคงของสโมสร | | | |
| 16.มีเจ้าหน้าที่อำนวยความสะดวกในการฝึกซ้อม | | | |
| 17.มีเจ้าหน้าที่ติดต่อประสานงาน เช่น การสมัครการแข่งขัน | | | |
| 18.วางแผนการฝึกซ้อมอย่างมีระบบ | | | |
| 19.จัดระบบคู่ซ้อม | | | |
| 20.จัดระบบเป้าหมายในการฝึกซ้อม | | | |
| 21.ผู้ฝึกสอนมีความสามารถและเป็นที่ยอมรับในวงการ | | | |

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| 22.มีโอกาสแลกเปลี่ยนความคิดเห็นกับผู้บริหารทั้งทางตรงและทางอ้อม | | | |
| อื่นๆ | | | |
| | | | |
| ความต้องการทางสังคม | | | |
| 23.จัดสัมมนาหรือท่องเที่ยว | | | |
| 24.จัดงานเลี้ยงประจำปี | | | |
| 25.กิจกรรมส่งเสริมความสามัคคีภายในสโมสร | | | |
| อื่นๆ | | | |
| | | | |
| ความต้องการการยกย่องนับถือ | | | |
| 26.การประกาศเกียรติคุณในความสามารถของนักกีฬา เช่น ผลงาน | | | |
| 27.ให้สิทธิเข้ารับการคัดเลือกเป็นทีมชาติ | | | |
| 28.มีสิทธิเข้ารับการฝึกจากสมาคมเทเบิลเทนนิสฯ | | | |
| 29.ให้สิทธิไปฝึกซ้อมในต่างประเทศ | | | |
| 30.ให้สิทธิไปอบรมในต่างประเทศเพื่อเป็นผู้ฝึกสอน | | | |
| อื่นๆ | | | |
| | | | |
| ความต้องการความสมหวังในชีวิต | | | |
| 31..การเข้าร่วมแข่งขันในต่างประเทศ | | | |
| 32.การส่งเสริมนักกีฬาที่มีความสามารถเข้าสู่ทีมชาติ | | | |
| 33.การจัดหาตำแหน่งงานรองรับ | | | |
| อื่นๆ | | | |

BIOGRAPHY

| | |
|--------------------------------|---|
| NAME | Mr.Sakul Ariyachotima |
| DATE OF BIRTH | 8 July 1975 |
| PLACE OF BIRTH | Bangkok metropolitan, Thailand |
| EDUCATION ATTAINMENT | Factually of Journalist and Mass Media (Radio and Television) Thammasart University (1994-1998) Master of Arts (Sport Management) Mahidol University (1999-2003) |
| POSITION AND WORK PLACE | B.E. 1993 to present Port Association of Thailand Bangkok Position : Trainer of table tennis athletes B.E. 2002 - to present Lasal school, Bangna Bangkok Position : Trainer of table tennis athletes B.E. 2002 - to present Srisan graphic co,ltd. Samut Prakarn province Position : Deputy Manager |