

Thesis Title Education Management and Learning Process
of Workers in Buddha Image Casting Industry,
Phitsanulok Province

Author Mr. Prayoon Worachit

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Examining Committee

Assoc. Prof. Dr. Chukiat leesuwan Chairman
Assis. Prof. Yongyuth Plienpadung Member
Assis. Prof. Dr. Anurak Panyanuwat Member

Abstract

This study had a threefold objective :

- 1) To examine and identify educational programmes and activities provided for workers;
- 2) To examine the workers' learning processes; and
- 3) To identify factors and conditions favourable to their learning as well as relevant learning processes. Study target groups comprised factory owners and those involved in providing educational programmes and activities as well as workers themselves and external supporters.

Findings were as follows : Needs for workers' education began when factories wanted to increase production outputs and tackle skilled labour shortage problem. The examination found 2 major modes of educational provision. On the one hand, factory owners and related parties directly provided educational programmes and activities. On the other hand, workers received education of some kinds from their own comrades. Educational activities were found to take place on individual basis, in small and large groups. Language was a major medium used in the process. Learning evaluation evolved around the quality of work performed by workers as well as their actual performance. Support from factory owners and preparedness of factories were found to be crucial favourable factors and conditions.

As regards workers' learning processes 5 major kinds were identified. They were learning from sources outside factory; learning from family members and relatives; learning from factory owners and others related to factory; learning from peers in the factory; and learning by themselves. Workers underwent those various learning processes motivated by their lack of work skills and drive for occupational security. Instructional methods were individualized ones using language as medium. And testing and evaluation was conducted by both instructors and workers themselves while their learning was facilitated by factory owners' support and kinship system.