

Sawitree Poosuwan 2011: A Study of the Competency and Needs for Enhancing Competency by Training of the Employee, P.J. GARMENT (THAILAND) Co., Ltd., Head Office. Master of Education (Business Education), Major Field: Business Education, Department of Vocational Education. Thesis Advisor: Mrs. Methinee Wongwanich Rumpagaporn, Ed.D. 139 pages.

The purpose of this research was to study the actual competency and employee training needs for competency enhancing by training for employee at P.J. GARMENT (THAILAND) Co., Ltd. in Head Office. This research aimed to describe in five parts of working practice which were 1) Knowledge 2) Skills 3) Self-Concept 4) Traits 5) Motives. The research populations were 163 employee at P.J. GARMENT (THAILAND) Co., Ltd. in Head Office. The research collecting data instrument was questionnaire and data have been analyzed by using statistical analysis. Descriptive analyses such as Frequency, Percentage, Mean (μ) and Variance (σ^2).

The findings were revealed that in terms of Knowledge, Skills, Self-Concept, Traits and Motives, they were also rated as moderate in a competency and high level in a competency enhancing.

The problems include Skills found that new employees to unskilled machinery, In the area of Traits found that the supervisor like to speak loudly and bad speak. The subordinates don't want to work with that. And suggestions on their abilities and Skills that should be English language training to employees because today is foreign customers increased.

In suggestion, competency enhancing through training in various fields should be formatted to appropriate needs for competency enhancing for employee at P.J. GARMENT (THAILAND) Co., Ltd. in Head Office. This is aimed to achieve personal development and leads to effectively sustainable development organization.

Student's signature

Thesis Advisor's signature