

แล้ว ไม่ค่อยได้นำความรู้มาใช้ปฏิบัติงานเท่าที่ควร การจัดฝึกอบรมไม่สอดคล้องกับความต้องการ
ของพนักงานและไม่ตรงกับตำแหน่งงานที่ปฏิบัติ และปัญหาเรื่องระยะเวลาและสถานที่ในการ
ฝึกอบรม



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ABSTRACT

The purposes of this study were to 1) analyze patterns of training programs from the enterprises in Chiang Mai province; 2) survey the promoting levels and operations of skilled labor development of enterprises in Chiang Mai province and 3) analyze problems and obstructions affecting the development of the enterprises in Chiang Mai province. The data collecting instrument used was a questionnaire for 378 employees of the enterprises in Chiang Mai. The findings were as follows:

The results of the implementation of patterns of training programs revealed that most of employees had been trained before doing actual work so that they were able to know how to do their jobs properly.

According to the patterns of training programs from the enterprises, it was found that the training programs were mostly conferences and seminars. There were guest speakers or supervisors training their employees in the area of job skills so that the employees were able to do their jobs efficiently.

For the promoting levels from the enterprises, most of employees were annually notified the importance of training programs in developing job skills, knowledge and working techniques.

According to the results, it was also found that the patterns of training programs provided by the enterprises related to types of enterprises and the needs' of employees but not their job positions.

The problems and obstructions of training programs was there were not enough skillful guest speakers; therefore, the employees were not able to get enough benefits. The training programs provided were not suitable for their jobs. Another problem was the training program duration and the places for training programs.