

(Sig. = 0.16) ไม่มีความสัมพันธ์ โดยค่าสัมประสิทธิ์สหสัมพันธ์ ($r = 0.07$) มีความสัมพันธ์กันในระดับน้อย

คำสำคัญ : ปัจจัยการฝึกอบรม ประสิทธิภาพการฝึกอบรม อุตสาหกรรมเหมราชสระบุรี



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Thesis Title	Training Factors Affecting Employee Training Effectiveness in Hemaraj Saraburi Industrial Land (HSIL), Saraburi Province
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ABSTRACT

The objectives of this study were to 1) study the personal factors of employees in Hemaraj Saraburi Industrial Land (HSIL), Saraburi province, 2) study the personal factors to compare employee training effectiveness in Hemaraj Saraburi Industrial Land (HSIL), Saraburi province, and 3) study the relationship between key important training factors the employee training effectiveness in Hemaraj Saraburi Industrial Estate (HSIL), Saraburi province. The research population was the employees in Hemaraj Saraburi Industrial Land (HSIL), Saraburi province which totalled of 13,396 people. The sample group in the research consisted of 389 people. Taro Yamane's formula was applied at the confidence level of 0.95 to determine the sample size. Questionnaires were used to collect the data. The data were analyzed using frequency, percentage, mean, standard deviation, t-test, one-way ANOVA, and Pearson product moment correlation. The defined statistical significance level was 0.05.

The research results were as follows:

1) The study of the individual factors revealed that most participants were male, aged 36-40 years old with educational background lower than bachelor's degree and with less than 1 year of work experience. Most of them were employees at the operational level and had monthly income below 10,000 baht.

2) The analysis results of the personal factors affecting the employee training effectiveness in the Hemaraj Saraburi Industrial Land (HSIL), Saraburi province revealed that gender differences ($t = 0.07$), education level, work experience, current position and monthly income had no effect on employee training effectiveness in the Hemaraj Saraburi Industrial Land (HSIL), Saraburi province at the 0.05 level of significance.

3) The analysis results of the relationship between the important training factors and the employee training effectiveness in the Hemaraj Saraburi Industrial Land (HSIL), Saraburi province revealed that training officers, trainee, experts, training equipment, and training place were all related positive to the training effectiveness of the

employee who were working in Hemaraj Saraburi Industrial Land (HSIL), Saraburi province at the significance level of 0.05, and budget training the employee training effectiveness in the Hemaraj Saraburi Industrial Land (HSIL), Saraburi province (Sig. = 0.16) no related with a correlation coefficient ($r = 0.07$) the relationship was low level.

Keywords: Factors to Training, Effectiveness to Training, Hemaraj Saraburi Industrial Land (HSIL)



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