

ABSTRACT**The Pre - Service Training
(Groups 1-3)
for****The Community Development Workers in Thailand**

In B.E. 2499 The Thai Government launched the National Community Development Programme. Its aim is primarily to promote the standard of living, education and health in rural areas. In carrying out this programme, it is imperative that the community development workers, who form an important cog in the community development wheel, receive sound and comprehensive pre-service training.

In Thailand, the function of community development workers' training falls within the jurisdiction of the Department of Interior. Only pre-service training however, is treated by the writer in this study. Since B.E. 2501, three sessions of community development workers pre-service training have been carried out by the Department the subject which forms the title of this thesis.

It is the wish of the writer to show the good points as well as the defects of this pre-service trainings programme in the light of the National Community Development Programme and to advance, as far as is practicable, his view for its improvement.

This thesis is divided into six chapters. Chapter 1 shows the process of training as a means of promoting the skill and knowledge as well as changing the attitude of trainees. Chapter 2 discusses the community development workers' training according to the National Community Development Programme and emphasizes the evolution of the community development administration ranging from the national level down to the village level, including the process of training carried out by the appointed Training Committee. Chapter 3 discusses the methods of recruiting trainees. A Deputy District Officer who holds a secondary education certificate and meets with the qualifications set up by the Training Committee is qualified as trainee.

The subjects for training are divided into four areas, namely: technical knowledge, workshop, problem discussion, and interview. Having finished the course of training, the trainees will be assigned to work in the various community development areas all over the country.

Chapter 4 is the study of training evaluation which is divided into two parts. The first part examines the success of training through the questionnaires issued during the time of training. The second part cites some notably satisfactory performances shown by the community development workers in the villages, Chapter 5 presents some criticisms of the three sessions of pre-service training.

In Chapter six, which forms the conclusion to this thesis, some proposals for improving pre-service training in the future are broadly discussed by the writer, such as the qualification of trainees and lecturers, the introduction of appropriate audio-visual aids, the study of trainees' attitudes, and the training evaluation.

The writer's recommendations concerning the community development workers' training can be summarised as follows:

1. The training of community development workers should be given not only to officials of the Department of Interior, but also to officials at all levels of all ministries and departments, simply because the community development programme is a national programme and one which requires common knowledge and the coordination among officials of all the ministries and departments.
2. The training operation and the establishment of a training center should be the responsibility of the Office of the Prime Minister because of its centralised authority.
3. Only men who hold degrees or diplomas in agriculture should be qualified as community development workers, since approximately 85 per cent of the population of Thailand are farmers.

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