

Research Title : The Evaluation of Human Resource Development of KMITNB
in the 9th the Higher Education Development Plan (2002-2006)
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ABSTRACT

The objective of the study was to learn about the method of KMITNB's human resource development and its achievement under the 9th period of the Higher Education Development Plan (2002-2006). On the study, the required information came from that of the results of the human resource development for the fiscal year of 2002-2006 and the sampled population came from the executives and personnels who were developed for such the fiscal year. Documentary synthesis, enquiring interview on the defined issues were done and the results of the study could be summarized as the followings:

1. The policy defining and the survey of the personnels' requirement: KMITNB has successively envisioned the essential of the human resource development and has clearly defined the goals and policy in the long-term KMITNB strategy plan for the continuous 15 years (2002-2016) and in the 9th Higher Education Development Plan (2002-2006) including with in the 4 year Strategic Action Plan (2005-2008). The KMITNB's organizations have officially defined their obvious policies associated to such the plan. For the study on the personnels' requirement, KMITNB, by the responsibility of the Division of Human Resource Management has processed the survey on all offices of KMITNB while some of the offices of KMITNB have internally practiced such the survey to process their fiscal human resource development plans.

2. Process of the human resource development plan: KMITNB, by the responsibility of the Division of Human Resource Management has processed such the plan by applying such the surveyed information, requirements, and knowledge areas necessary for the actual jobs from the executives of the surveyed offices. The annual budget plans consequently were presented to KMITNB. The section of personnel for each offices of KMITNB also processed such the plans

and requirement summaries for their divisions. The results consequently were presented to their committee to be considered.

3. The development procedures on varieties of human resources in the Plan Issue 9 could be classified as the followings:

3.1 Supplying of the human resource development fund: KMITNB has provided 81 international funds on the personnels' activities of conferences, seminars, trainings, researches, site visiting and academic work presentations.

3.2 The activities of human resource developments: totally, 396 projects were practiced; 111 of the total one or 28.03 % were performed by the Office of Rector.

3.3 Permissions of domestic fulltime further studies, trainings, site visiting, conferences and seminars: KMITNB has offered to the maximum of 7,415 officers or 36.19 % on seminars. For the fiscal year of 2005 KMITNB has provided the human resource development on the maximum of 5,009 officers (some of them were repetitively provided). The instructors of KMITNB were mostly provided yearly. For the national ratio of total officers to the developed ones, it states that KMITNB's stays at the first rank in 2004 at 78.56%, the instructors becomes the first rank on such the development yearly.

3.4 Permissions of international fulltime further studies, trainings, site visiting, conferences and seminars: KMITNB has offered to the maximum of 521 officers or 37.11 % on site visiting. For the fiscal year of 2005 KMITNB has provided the human resource development on the maximum of 364 officers (some of them were repetitively provided). The instructors of KMITNB were mostly provided yearly. Considering the national ratio of total officers to the developed ones, it states that KMITNB's stays at the first rank in 2004 at 13.58%, the instructors becomes the first rank on such the development yearly.

4. The evaluation of the human resource development: Totally, KMITNB has defined the obvious procedures to the offices. However, most of them have applied the evaluation procedures both on their officers and on development projects. The offices performing the procedures of the quality assurance have defined their obvious evaluation methods. For the achievement of such the development through the enquiring interview, the executives agreed that practical job assignment must be the best way for such the development while other officers agreed that training or workshop seminar must be the best one.

The comment on the study should be that KMITNB should process the prominent development plan and yearly evaluation on such the process should be performed. Moreover, the defined practical procedures of the monitoring on such the performances should be officially provided to all KMITNB's offices as well.