

## Abstract

The purpose of this study was to examine the difference of the training system among Japanese and American Companies in Thailand by studying from the attitudes of Thai local staffs. It is anticipated that the results of this study will make a positive contribution to the development of the training systems in the future.

The researcher collected data by using questionnaires to Thai local staffs, 200 questionnaires were made. Questionnaires were returned 153 which, represented 76.5 % of the whole. The data was analyzed by using frequency, percentage, means, standard deviation, descriptive analysis and factor analysis.

The researcher has found that each compared mean of 28 variables, which were classified into Training Methods of Companies (TR1.1-1.8) Self development Training (TR2.1-2.5) Training for work operation (TR3.1-3.7) Problems and Obstacles toward Training, of Japanese and American Companies differed slightly, and the means of American Companies are larger than the Japanese ones.

Anyway, by using descriptive analysis, each compared mean of male / female employees, low / high education status of employees, and technicians / engineers were analyzed and the results were as follow :

Male employees between Japanese and American Companies have means which were statistically significant in Training Methods, Training for work operation, and Problems and Obstacles toward Training.

Female employees between Japanese and American Companies have means which were statistically significant only in Training for work operation.

Low education status of employees between Japanese and American Companies have means which were statistically significant only in Training for work operation.

High education status of employees between Japanese and American Companies have means which were statistically significant in Training for work operation and Problems and Obstacles toward Training.

Technicians between Japanese and American Companies have means which were statistically significant only in Training for work operation.

Engineers between Japanese and American Companies have means which were statistically significant only in Problems and Obstacles toward Training.

By using factor analysis, the data was categorized a new 5 concept that the results were as follows :

Factor 1 was the efficiency of training which directly effected to the growing productivity.

Factor 2 was the efficiency of training which directly effected to the staffs' development.

Factor 3 was the true attention to the training inside companies.

Factor 4 was the outcome of training which effected to the minus image of companies.

Factor 5 was the non-efficiency of learning and of the difference of language.

Then, the researcher has compared the factor scores mean of each factor between Japanese and American Companies, Technician and Engineers, and between the difference of education status of employees. The results were as follows :

When compared the factor scores means between Japanese and American Companies, it was found that the only factor which were statistically significant was the efficiency of training which directly effected to the growing productivity.

When compared the factor scores means between Technician and Engineers , it was found that the only factor which were statistically significant was the non-efficiency of learning and of the difference of language.

When compared the factor scores means between the difference of education status of employees, it was found that the only factor which were statistically significant was the efficiency of training which directly effected to the staffs' development.