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THE ROLES OF TRAINERS: A CASE OF ASEAN CAMP TRAININGS

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ABSTRACT

In the ASEAN camp trainings, it is vital for trainers of Suan Sunandha Rajabhat University to use their training methods and assessment method effectively to boost up the learning productivity and improve learning outcomes. The effective training methods must include the proper speed, fun, security, schedules, ease of use, specific feature, and closed team specific. Some training methods are productive and many are less than productive in terms of time, cost, and outcomes. To be successful in terms of the use of training methods in ASEAN camps needs to have a balance of proper mix. The objectives of this study were to examine the level of satisfaction in two areas which were satisfaction with the balance of the qualities of effective training methods and satisfaction with the outcomes of using training methods. This study employed qualitative research technique in order to provide answers for the research questions and research objectives. A total of 12 trainers who were in various ASEAN camps at the first quarter of the year 2018 was surveyed. Data collection from in-depth interviewed was performed to obtain their information, opinions, and comments. The findings of this investigation revealed that the majority of trainers who participated in ASEAN camps reported on their high level of satisfaction of the use of training methods as well as the outcomes of trainings. Suggestion from the study included have the need for reengineering the trainers' roles and the methods of assessment to achieve better results of generate information, sharing information, and provide vital information for making decisions. Also, there should be the use the guidelines for balancing qualities of training method and assessment method to ensure that the results and the outcome of trainings end with the best outcomes.

Keyword: ASEAN camp, Trainer's Roles, Productivity, Trainings

Introduction

Nowadays, the modern students of Thailand have to face with both domestic and international competition. The international competition include ASEAN Economic Community (AEC) and globalization. Hence, it is vital as for Thailand as an ASEAN member nations to take advantages of the huge benefits of the AEC. To do that, it is the need to select the agenda as the number one priority of many governments in AEC. To be able to compete AEC level, Thailand must aim to produce high quality of human capital. This means it is imperative to provide better training in many educational fields as well as those who are working and learning in many higher educational institutions such as different level of management, professors, lecturers, students, and staff. The training of human capital that must be aimed to take full advantage of English communication skills, then apply their knowledge to teach other secondary groups such as students, staff, and, different level of management and other university's stakeholders. Thai universities must be competitive as well as be able to compete with many world class universities. However, the true fact is that the findings of many research showed that the ability in English communication skills, technology, and academic skills of the majority of Thai students far behind many ASEAN nations. This is a one important fact that must be prepared for correction and to improve Thai modern national education plan in order to catch up with the lead nations in AEC such as Singapore and Malaysia.

Suan Sunandha Rajabhat University offered many of ASEAN camp trainings, which is important for students as trainees and significant for trainers of Suan Sunandha Rajabhat University to be able to use their new and improved training methods and the best assessment method effectively in order to boost up the learning productivity and improve learning

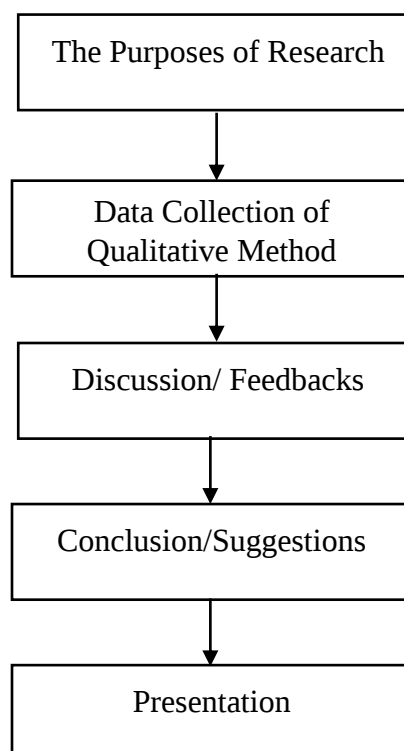
outcomes. Also, the new and improved of effective training methods needed to have the proper speed, fun, security, schedules, easy to use, specific feature, and closed team specific. From many feedbacks in the past, some training methods are very productive and many are less than productive in terms of time, cost, and outcomes. To be successful in terms of the use of training methods in ASEAN camps needs to have a balance of proper mix. The researcher is, therefore, interested in studying the depth of this topic.

Research Methodology

This study used the most important way of survey research study by using a method of qualitative research technique. In order to offer the findings and suggestions for the research questions and research objectives, the research framework was carefully designed. The main purposes of this study were to investigate the level of satisfaction in two areas which were satisfaction with the balance of the qualities of effective training methods and satisfaction with the outcomes of using training methods. This study employed qualitative research technique in order to provide answers for the research questions and research objectives. A total of 12 trainers who were in various ASEAN camps at the first quarter of the year 2018 was surveyed. Data collection from in-depth interviewed was performed to obtain their information, opinions, and comments.

To search for the findings of this study, the research framework was developed. First, is to set up proper research aims. Second is to design research tool for data collection for qualitative method. Third, is to perform data summarizing to obtain the findings and the discussion of explanation of the findings. Fourth, is to have a summary of the findings of this study and compared with the findings of other studies. Finally, is to present the findings to others who are interested in this kind of topic.

Fig. 1 Research Framework



Findings

In order to find the answers of research questions, this research study employed a qualitative research technique in order to ensure the comprehensive findings and suggestions. About 12 trainers members who often be in ASEAN camp training was chosen for an in-depth interview to gain more information of how to improve both the process of training and the outcome of training. The findings of the study revealed some important facts that there were remarkable increase in the interests of studying English in the majority of students as well as an improvement of English abilities of these students who participate in ASEAN Camp training. Many topics of English improvement related to many skills such as presentation, speaking, writing, and reading. The fast speed of their progress in English improvement were due to the facts that there were five important factors: enjoy and happy to learn new things, many fun and entertaining activities, best and proper trainers, modern facility and state of art equipment of learning technology, and many different positive social networks.

In addition, the findings of this study revealed that the majority of trainers who participated in ASEAN camps reported on their high level of satisfaction of the use of training methods as well as the outcomes of trainings.

Suggestions

There are a few but important suggestion from the study. First, there clearly the room for improvement for the better results in the future. The new designed and development of reengineering the trainers' roles and the methods of assessment to achieve better results of generate information, sharing information, and provide vital information for making decisions. Second, there should be the use of better designed of guidelines for balancing qualities of training method and assessment method to ensure that the results and the outcome of trainings end with the best outcomes. For example, too much of entertaining activities could surly increase the level of satisfaction for the students or trainees, but the real purposes are to increase their knowledge and skills. Therefore, the proper mix of the activities and learning should be monitored.

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