

relationships, 4. the existing knowledge and experiences, 5. the leadership and 6) the operating capability.

The stratified random sampling technique was employed to collect data. The collected data was analyzed in terms of frequency, percentages, means, t-test and standard deviation through the social-research program of SPSS/PC⁺.

From the findings, 1) the officials' opinions towards the existing characteristics of the four assistant directors before training were on the high level.

2) the officials' opinions towards the existing characteristics of the four assistant directors after training were on the high level.

3) the officials' opinions towards the existing characteristics of the four assistant directors before and after the training were on the high level of the significantly different at .05.