

## 付 属 資 料

### Questionnaire

タイ国鉄の Questionnaire に対する回答  
実習線及び実習室の設置(案)



## Questionnaire



QUESTIONNAIRE ON  
THE PRELIMINARY SURVEY TEAM FOR  
TECHNICAL COOPERATION OF RAILWAY TRAINING CENTER

I . Reference for formulating training framework

1. Feasible Man/hour of SRT personnel to be trained per annum
  - (1) by classes of personnel
  - (2) by technical fields

2. Possibility on increase in number of instructors and their educational background (by technical fields)

3. Annual budgetary capacity for the operation of the training center  
(This is because some educational equipments needs operational costs.)

II . As for Mini Project "Inspection Center For Railway Structure"

- (1) When to start and its duration
- (2) Targeted fields
- (3) Assignment of Counterparts

\*Japanese side would like to utilize the achievement of the above-mentioned Mini-Project in this cooperation.

- III . As for "The List of Equipment and Materials" as of August 1st, 1989 in latest request for this Project, Please inform us of the current list if there is any amendment.

- IV . Past records and future plans of training for Instructors in SRT or Training Center

- V . Process and procedure of formulating a year-run training plan for SRT personnel

- VI . The way to confirm or evaluate the effect of the training and the incentives to highen the effect of the training

- VII . Average Train Delay Time and its main cause ( by train type )

- VIII. Contents of training for personnel who become a driver or an assistant driver
- IX. Criteria on the skill and the knowledge of personnel who become a driver or an assistant driver
- X. Method to confirm or evaluate the skill and the knowledge of personnel when he becomes a driver or an assistant driver

## タイ国鉄のQuestionnaireに対する回答







質問状 I-1の回答

タイ国鉄の訓練の概容

I

Course/ Seminar/ Study Programme Outline:

(Description Of Subjects)

Railway Training and Development Bureau

State Railway of Thailand

year 1991 - 1995

Course Title	Duration	Outline
Executive Development Program ...I.I MBA	240 hours	Operations Management; Organisation Behavior and Human Resource Management; Marketing Strategy and Policy; Accounting for Decision Making; Financial Policy for Executives; Competitive Strategy and Business Policy; Computer for Planning and Decision Making; Managerial Economics; Taxation and legal Environments; I. TOP GAME
Project Management	72 hours	Project planning and management cycle; Project analysis; Financial analysis; Logical framework; Networking theory or PERT; Project budgeting; Live projects;

Course Title	Duration	Outline
System Management	60 hours	Project evaluation. Management by system; Planning; Organizing; Directing and Delegation of authority; Controlling; Coordinating; Leadership; Human behaviour; Decision making; Organisation development; Problem solving.
Marketing	3 days	The marketing Concept; The Marketing Mix and Consumer Analysis; Market Analysis and Market Segmentation; Product Design and Service Improvement; Sale Promotion Technique and Advertising Service Marketing Seminar
Personnel Management	30 hours	Human Relation and Motivation Directing and Job Delegation Human Resource Planning Labour Relation Job Performance Evaluation Personnel Development
Supervisory Training	2 weeks	Job Relation Job Instruction

Course Title	Duration	Outline
Quality Control Circle	3 days	Job Safety Labour Law and labour Relation Human Behaviors and Motivation Q.C. Concepts Q.C. Tools or Technics Participative Management Team Building Practical Works
Pre - Service Training Course	200 days/year	To Train the Newly persons before working in the Railway 1. Students from secondary school 2. DIVIDE 4 Section: Traffic Operation; Mechanical Engineering Civil Engineering Signalling and Telecommunication 3. Total 150 person/year 4. Each Sections for 3 years.
Station Clerks Training	3 months Twice a year	Traffic Operation; Passenger transportation; Goods Transportation; Teleprinter; Telex; Fax; Regulation; Moral and Human Relation; First Aid; labour Law.
Station Masters Course	6 weeks From time to time	Transportation; Passenger Traffic Goods Traffic; Load and Rent; Wagon Distribution;

Course Title	Duration	Outline
		Station Account;
		Store and Financial Procedures;
		Commercial;
		Job Relation and Instruction.
Brakemen/Train	2 months	Traffic Operation;
Conductors Training	Three times a year	Passenger Transportation;
		Goods Transportation;
		Teleprinter; Telex; Fax;
		Regulation;
		Moral and human Relation;
		First Aid;
		Labour Law;
		Railway Code;
		English language.
Signalling	10 days	Definition;
	From time to time	Kinds of Stations;
		Railway Signalling System;
		Duty of Locomotive Driver
Permanent Way Maintenance	6 weeks From time to time	General Permanent Way maintenance;
		Soil Mechanics;
		Curve;
		Switching;
		How to conduct in case of accident or emergency;
		Cyclic Permanent Way maintenance;
		Maintenance of Bridge, Culvert and Gave;
		Maintenance of Building and Cross-way;
		Relation between Rail and Wheels;
		Field Work
Management Course for Civil Engineering Department	3 weeks From time to time	Fundamental of Secretariat management
		Rules and Regulation of Secretarial
		Management and Secretarial Works for

Course Title	Duration	Outline
Air brake Training (Traffic and Mechanical Engineering)	3 days	the Railway Secretarial Works for Civil Engineering Department; Finance and Accounts; Storage; Rules and Regulations of Personnel Management; Labour Problem; Employee Welfare; Organization Development Concept. Design and Operation Air Brake Components; Brake Rigging; Testing Air Brakes; Designing Foundation Brake; Practical Field; Rigging for A New Car.
Diesel Driver Training and Driver's Assistant	3 months	Theory and Practice
Orientation for new Comer	10,20 days	Establishment of the right view of organization and the clear view of official duty; Developing the capacity to be adapted for practical affairs and basic knowledge and skill.
Study Tour	5 days Three times a year	Need of Dept./Bureau Study tour for junior and senior staff, 1. to observe the actual operation of: .. Traffic Department, Mechanical Engineering Department, Civil Engineering Department,

Course Title	Duration	Outline
		Marketing Department, Legal Bureau, Medical Bureau, Railway Police Division, Report and suggestions.

Entrance qualification required for  
all Courses;

From High - level; middle - level; chief of  
unit; Locomotive driver; station clerks;  
brakemen/train conductors; Junior specialist  
personnel and students from the secondary school;  
respectively.

Number of participants trained annually;  
around 3,000 - 4,000 persons.

II SRT.'s policy of training has been formulated in both side:  
Management and General and Technical Training Program.

III Target of Training

The target of training and development has been  
formulated as follows:

- To train the newly employed officers and staff  
in Railway organization;
- To increase efficiency and capabilities of  
the officers by means of perfecting their  
skill and cultivating their knowledge;
- To instill into the employees enthusiasm  
and pride in the work, loyalty to the  
Railway and spirit of public service;
- To provide Pre-service and In-Service Training;
- To give refresher courses in order to familiarize  
employees with modern technique and knowledge;
- To prepare officers for positions of higher responsibilities.

Railway Training And Development Bureau - SRT.

Budget (Personnel Cost; Administration Cost; Work Cost;  
Curriculum Cost for past five years.

<u>Years</u>	<u>Amount</u>
1986	6,314,000.00
1987	8,060,000.00
1988	8,860,000.00
1989	8,279,000.00
1990	8,874,000.00

<u>Number of Staffs</u>	(1990)	66	Persons
<u>Salary</u>	(1990)	5,983,000	(Baht)



質問状 IVの回答

SRTまたは鉄道研修センターの過去及び将来の訓練計画

To provide the instructors of Railway Training and Development Bureau and the railway officers with high grade education and specific or specilized training, study and observation in the field required for their respective job. This is, however, still carried out by Training and Development Bureau and various departments and bureaus independently. For exemple, some of the courses are undertaken by training institutions and universities both in Thailand and in foreign countries.

In fiscal year 1989, five (5) millions bahts was allocated for domestic and overseas training for every level of personnels. Also SRT has submitted a request to the Government of Japan through an official channel of financial and technical assistance to improve and expand the training curriculums and facilities including equipment, materials and training instructors.

Average trains delay time :

1. Passenger Train (Northern; North Eastern and Southern line)

Train Type

1.1 Ordinary Train (9 Trains) delayed 6.3 minutes/Train/day

1.2 Rapid Train (11 Trains) " 8.1 minutes/Train/day

1.3 Express Train (8 Trains) " 8.3 minutes/Train/day

Average train delayed 7.6 minutes/Train/day from the amount of 28 trains

2. Its main cause

2.1 At the terminal

1.1.1 Lack of coaches

1.1.2 Lack of Diesel Locomotives

1.1.3 Not Enough TRACKS in the yards.

2.2 During the journey

2.2.1 Reduce the speed for the result of repairing tracks and bridges.

2.2.2 Diesel locomotives and Coaches to be out of order

2.2.3 Several crossing lines

2.2.4 Plenty trains arrive Bangkok Railway Station during 2 - 9 o'clock A.M.



Training course for personel who became an "driver assistant"

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This training course is for persons, skilled and non-skilled worker, who have passed the qualification examination to be driver assistants or enginemen grade 2.

Contents

Subject	Training Time
Rolling Stocks	} 4 weeks
- Diesel hydraulic locomotives	
- Diesel electric locomotives	
- Diesel railcars	
- Passenger cars	
- Freight cars	
- Diesel engines	
- Air brake system and component	
- Vacuum brake system and component	
Regulations	
- Railway Terminology	
- Signals	
- Absolute Blocks	
- Automatic Blocks	
Miscellaneous	
- Duties of Drivers and Driver Assistant	
- Safety working	
Troubleshooting	
- For Locomotives and equipments	
- For trains and equipment.	

Criteria on the skill and the knowledge of personel who become a driver assistant is to pass the qualification exam. which assigned by Motive Power Division and then they get through the training course.

Method to confirm or evaluate the skill and knowledge is to have a training on job by his driver and his supervisors, Chief locomotive inspectors and assistants.

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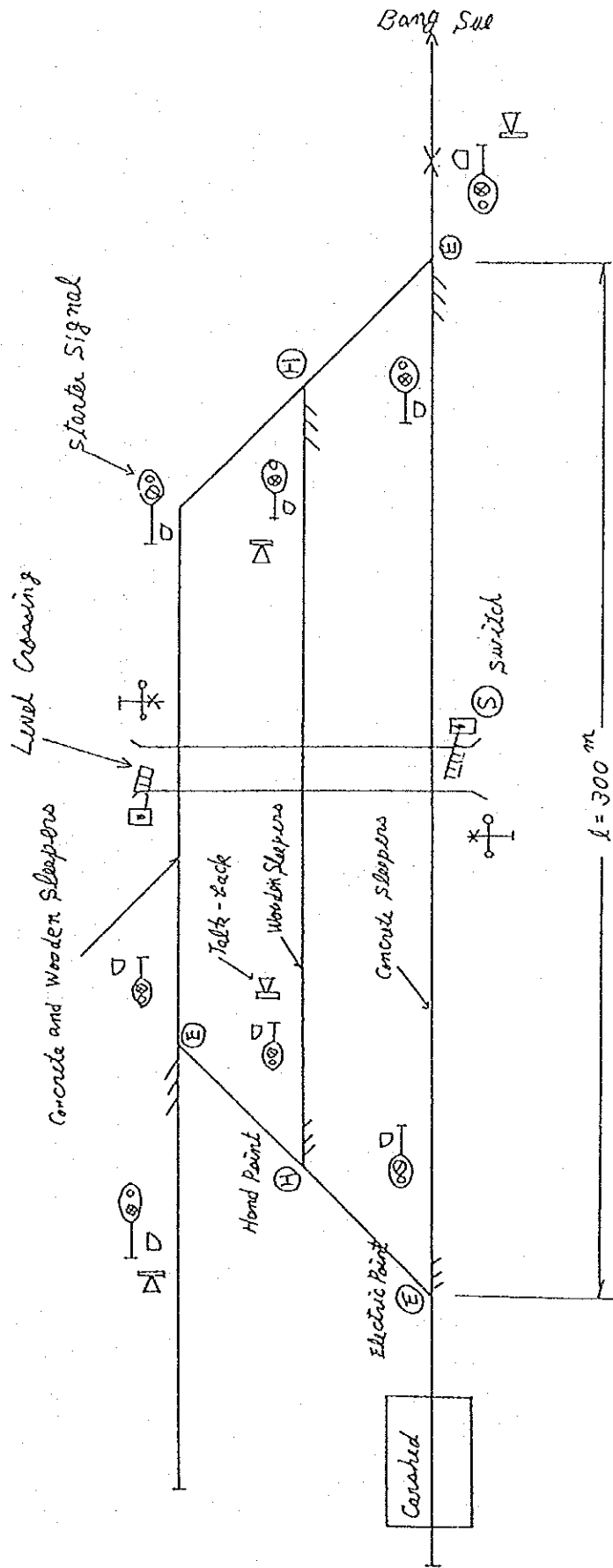
## 実習線及び実習室の設置(案)





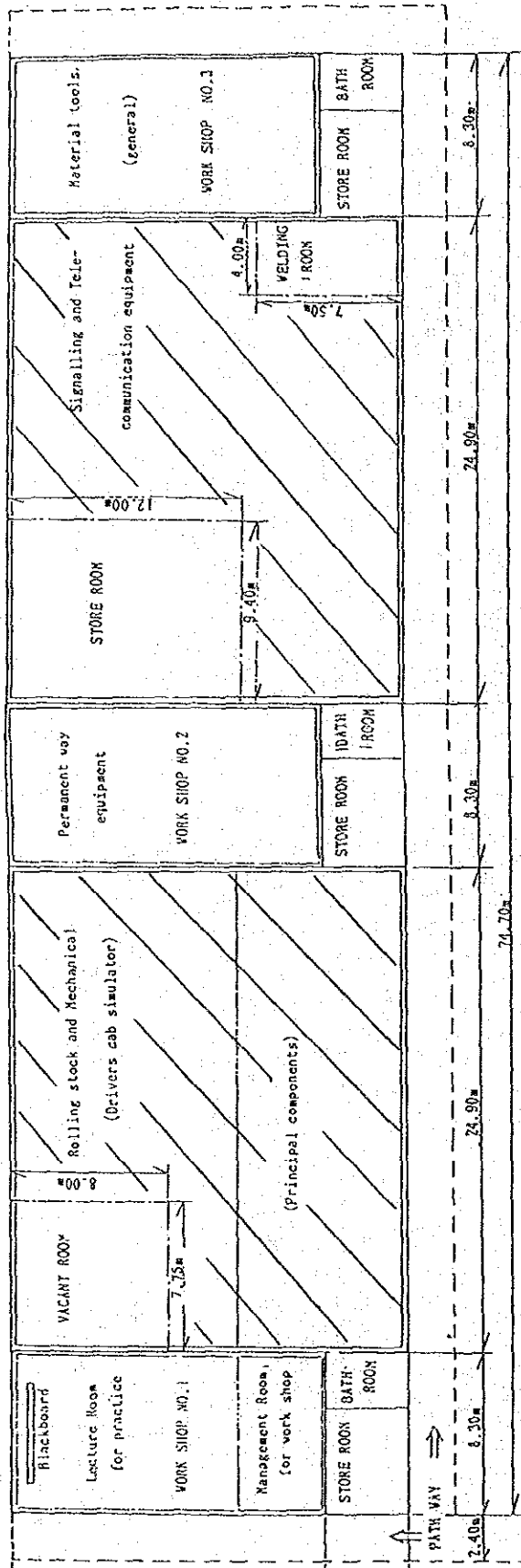
實習設置 (案)


Practice Track



実習室設置 (案)

PLANE FIGURE OF WORK SHOP



At.  : SPECIES where air condition are necessary.







