Annex 4-2

TECHNICAL COOPERATION PROGRAM

FIVE YEAR PLAN FOR HUMAN RESOURCE DEVELOPMENT & LABOR MANAGEMENT RELATION

Japanese Fiscal Year (April-March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
☆ Training of Director, Consulting																				
1. C/P Training (In-Office & On-Site)																				
1) Classroom training																				
a) Productivity General																				
b) Company Management Training																				
c) Managerial & Supervisory Development																				
d) Functional HRD																				
e) Labor Management Consultation System & QWL																				
f) Productivity Consultation & HRD																				
g) Facilitator Training																				
2) Development of manual (guideline) for training and consultation																				
3) On-site Training																				
2. C/P and Facilitator Training (On-Site)																				
1) OMG, Consultation OJT																				
2) Full Scale Productivity Improvement																				
3) In-house Training (Upon company's request)																				
3. C/P and Facilitator Training (Off-site)																				
1) Top Management Seminar																				
4. Short Term Experts (Value Added, HRD, Wage, Supervisory Facilitator, PMS, Manual)																				
5. C/P Training in Japan																				

TECHNICAL COOPERATION PROGRAM

Implementation for Human Resource Development and Labor Management Relation (1995 ~ 1996)

SUBJECTS	CONTENTS	'95 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'96 Ja	Fe	Ma
☆ Training of Director, Consulting													
1. C/P Training 1) Classroom training													
	H1. Introductory Course (12 units)					—							
	H2. Productivity Concept (14 units)							—	—	—			
	H3. Traing and Development (60 units)								—	—	—	—	
	H4. OJT Instructor (40 units)											—	—
	H5. Basic Supervisory (40 units)											—	—
	H6. Productivity Consultant-Basic (64-40 units)					—	—	—	—	—	—	—	—
2) Development of Manual (guideline) for training and Consultation													
	Company Visit Study												
	1) Cannon Hi-Tech(Thailand) Ltd.	—											
	2) Siam Yamaha Co., Ltd.	—											
	3) Yamaha Engine Co., Ltd.		—										
	4) Thai Arrow Products Co., Ltd.			—									
	5) Toshiba Consumer Products (Thailand) Co., Ltd.									—			
3) On-site Training a) In-plant practice b) Company visit study													
2. C/P and Facilitator Training													
3. C/P Facilitator Training 1) Top Management Seminar													—
4. Short Term Experts													
5. C/P Training in Japan													

TECHNICAL COOPERATION PROGRAM

Implementation for Human Resource Development and Labor Management Relation (1996 ~ 1997)

SUBJECTS	CONTENTS	'96 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'97 Ja	Fe	Ma
☆ Training of Director, Consulting													
1. C/P Training 1) Classroom training													
	H1. Introductory Course (12 units)				—								
	H6. Productivity Consultant-Basic (64-40 units).					—	—	—	—				
	H9. Intermediate Financial Management (10 units)											—	—
	H10. Basic Management Consultant Development (54 units)										—	—	—
2) Development of Manual(guideline) for training and Consultation													
	Company Visit Study												
	(1) Stainless Steel Home Equipment Manufacturing Co., Ltd.	—											
	(2) Thai CRT Co., Ltd.		—										
	(3) Siam Tinplate Co., Ltd.								—				
	(4) Siam Toyota Manufacturing Co., Ltd.								—				
	(5) Sony Semiconductor (Thailand) Co., Ltd.								—				
	(6) Thai Radiator Manufacturing Co., Ltd.								—				
	(7) Wichien Dynamic Industry Co., Ltd.								—				
	(8) National Thai Co., Ltd.												—
	(9) Siam Nissan Co., Ltd.												—
	(10) Siam Tinplate Co., Ltd.										—		
	(11) Siam Toyata Manufacturing Co., Ltd.										—		
	(12) Strong Pack Co., Ltd.										—		
	(13) Wichien Dynamic Co., Ltd.										—		
3) On-site Training a) In-plant practice b) Company visit study													
2. C/P and Facilitator Training													
3. C/P Facilitator Training 1) Top Management Seminar													
4. Short Term Experts	(1) Value Added Analysis												—
5. C/P Training in Japan	Country Focused Training Course (Cost Sharing Base)												
	(1) Productivity Management in Industry						—	—					
	(2) Productivity Management in Industry						—	—					

TECHNICAL COOPERATION PROGRAM

Implementation for Human Resource Development and Labor Management Relation (1997 ~ 1998)

SUBJECTS	CONTENTS	'97 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'98 Ja	Fe	Ma
☆ Training of Director, Consulting													
1. C/P Training 1) Classroom training	H1. Introductory Course (12 units) H6. Productivity Consultant-Basic Course (64-40 units) H7. Facilitator Training (16 units) H8. Supervisory/Middle Management Development (50 units) H10. Basic Management Consultant Development Course H17. Supervisory Training (APO) (40 units) H12. Personnel Management System (36 units) H18. Supervisory Development (APO) (36 units)												
2) Development of Manual(guideline) for training and Consultation													
	Company Visit Study (1) 3M (Thailand) Co., Ltd. (2) Siam Toyota Manufacturing Co., Ltd. (3) Isuzu Motor (Thailand) Co., Ltd.												
3) On-site Training a) In-plant practice b) Company visit study													
2. C/P and Facilitator Training (On-site)													
3. C/P Facilitator Training 1) Top Management Seminar													
4. Short Term Experts	(1) Personnel Management (2) Wage Administration (3) Supervisory/Middle Management Development												
5. C/P Training in Japan	Country Focused Training Course (Cost Sharing Base) (1) Productivity Management in Industry 1997.Sep.9 - Oct.18 (2) Productivity Management in Industry 1997.Sep.9 - Oct.18 (3) Productivity Management in Industry 1997.Sep.9 - Oct.18												

TECHNICAL COOPERATION PROGRAM

Implementation for Human Resource Development and Labor Management Relation (1998 ~ 1999)

SUBJECTS	CONTENTS	'98 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'99 Ja	Fe
☆ Training of Director, Consulting												
1. C/P Training 1) Classroom training	H13. Middle Management Development (30 units) H14. Supervisory OJT (30 units) H15. Facilitator OJT (4 units) H16. HRD Consulting			—	—							
2) Development of Manual(guideline) for training and Consultation	Company Visit Study (1) Bureau of Supporting Industry Development (2) Siam Toyota Manufacturing Co., Ltd. (3) Sony Semiconductor (Thailand) Co., Ltd. (4) Mala Chemicals Industries Co., Ltd. (5) Toyota Motor Thailand Co., Ltd. (JIT, Cost management) (6) Concrete Productis and Aggregate (CPAC) Co., Ltd. (Cost Management) (7) Unilever Thai Holdings Ltd. (TPM) (8) Toyata Motor Thailand Co., Ltd. (JIT, JE, S/S, QCC) (9) Siam Cast Iron Works (TQM, Strategy)	—	—			—	—		—	—		
3) On-site Training a) In-plant practice b) Company visit study												
2. C/P and Facilitator Training (On-site)												
3. C/P Facilitator Training 1) Top Management Seminar												
4. Short Term Experts	(1) Personnel Management	—										
	(1) Middle Management Development (2) Supervisor OJT (3) Facilitator OJT (4) HRD Consulting			—	—	—	—		—	—		
5. C/P Training in Japan												

TECHNICAL COOPERATION PROGRAM

FIVE YEAR PLAN FOR PRODUCTIVITY PROMOTION & SURVEY

Japanese Fiscal Year (April-March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1. Training for AV Production																				
1) Producers																				
a) Orientation to the Editing Room																				
b) Planning programmes																				
c) Producing Programmes																				
d) Text Making (video)																				
e) Distribution																				
2) AV Staff																				
a) Orientation to the Editing Room																				
b) Operation Training																				
c) Text making (video)																				
2. C/P Training for Productivity Promotion & Survey																				
1) Productivity Promotion for In-company Productivity Movement																				
a) Training on promotion technique																				
b) Development of Promotion materials																				
2) Survey																				
a) Training on survey technique																				
b) Conduct Survey																				
c) Productivity Statistics																				
3. C/P and Facilitator Training on site through CP (Full-scal Productivity Improvement)																				
4. Top Management Seminar																				
5. Short-Term Expert																				
1) Productivity Promotion																				
2) Productivity Statistics																				
3) Machinery and Equipment																				
6. C/P Training in Japan																				

TECHNICAL COOPERATION PROGRAM

Implementation for Productivity Promotion and Survey (1994 ~ 1995)

SUBJECTS	CONTENTS	'94 Fe	Ma	Ap	My	Ju	Jl	Au	Se	Oc	No	De	'95 Ja	Fe	Ma
1. Training for AV Production 1) Producers	Classroom Training (1) Basic Training (2) Distribution														
2. C/P Training for Productivity promotion and Survey 1) Productivity promotion 2) Survey															
3. C/P and Facilitator Training on site through C/P (Full-scal Productivity Improvement)															
4. Top Management Seminar															
5. Short Term Expert															
6. C/P Training in Japan															

TECHNICAL COOPERATION PROGRAM

Implementation for Productivity Promotion and Survey (1995 ~ 1996)

SUBJECTS	CONTENTS	'95 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'96 Ja	Fe	Ma
1. Training for AV Production 1) Producers	Classroom Training (1) Basic Training (2) Advanced Training												
2) AV Staff	(1) Installation of Equipment (2) Installation and Operation of Equipment												
2. C/P Training for Productivity promotion and Survey 1) Productivity promotion	(1) Productiivty Promotion and Survey												
2) Survey													
3. C/P and Facilitator Training on site through C/P (Full-scal Productivity Improvement)													
4. Top Management Seminar													
5. Short Term Expert	(1) Installation of Equipment (2) Installation of Equipment (3) Installation and Operation of Equipment (4) Productivity Promotion and Survey												
6. C/P Training in Japan													

TECHNICAL COOPERATION PROGRAM

Implementation for Productivity Promotion and Survey (1996 ~ 1997)

SUBJECTS	CONTENTS	'96 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'97 Ja	Fe	Ma
1. Training for AV Production 1) Producers 2) AV Staff													
2. C/P Training for Productivity promotion and Survey 1) Productivity Promotion 2) Survey	<u>Classroom Training</u> (1) Introductory Training for CPs (I) (1996.7-9) (2) Introductory Training for CPs (II) (1997.2-4) (3) Basic Management Consultant Development Course (I) (1997.1-3) <u>Classroom Training</u> (1) Basic Training (2) Practical Training by STE (TOKUDA) (1997.1-4) <u>Practical Training</u> (3) Survey on Training Needs												
3. C/P and Facilitator Training on site through C/P (Full-scal Productivity Improvement)													
4. Top Management Seminar													
5. Short Term Expert	(1) Productivity Promotion (2) Productivity Statistics												
6. C/P Training in Japan													

TECHNICAL COOPERATION PROGRAM

Implementation for Productivity Promotion and Survey (1997 ~ 1998)

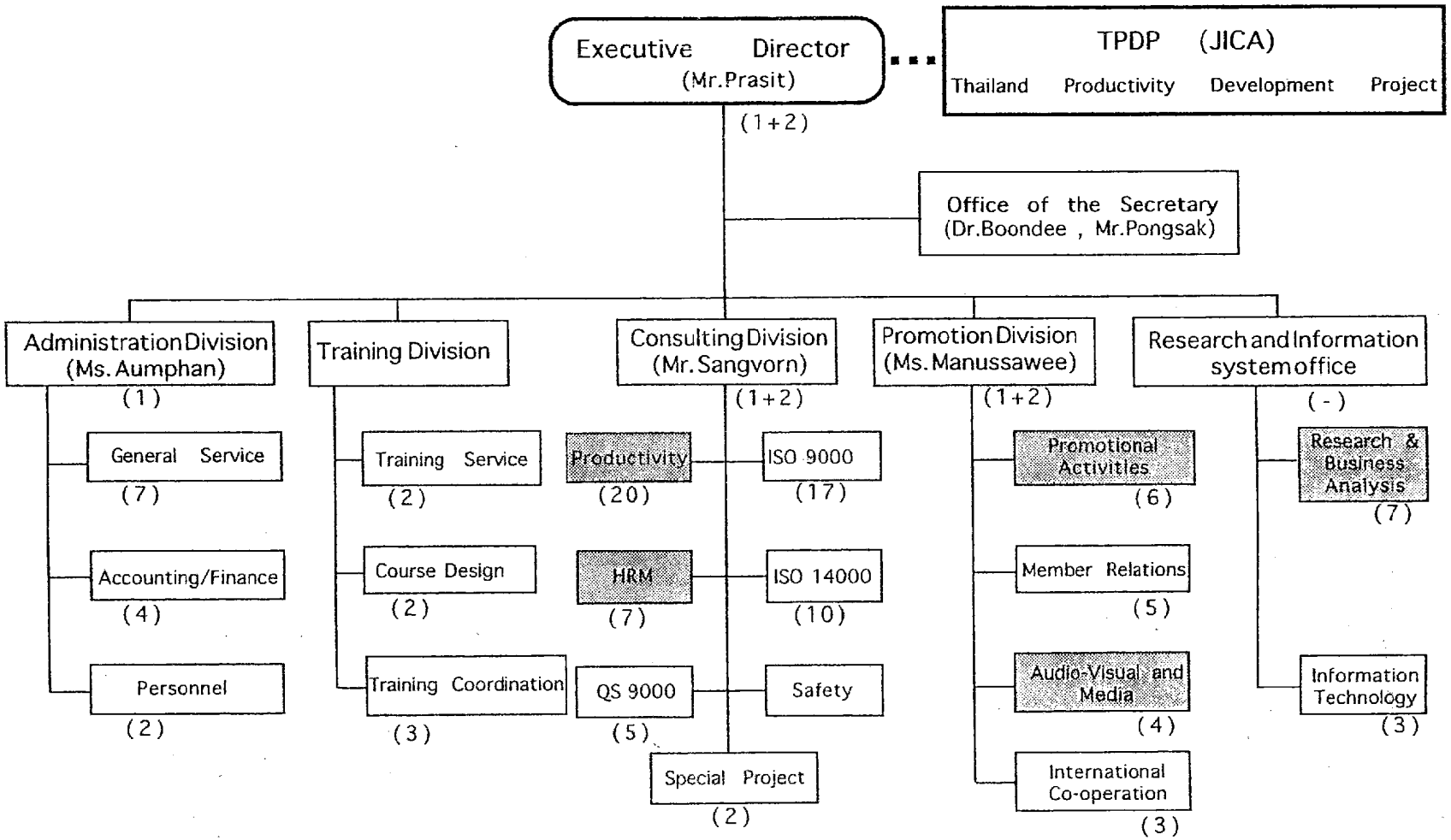
SUBJECTS	CONTENTS	'97 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'98 Ja	Fe	Ma
1. Training for AV Production													
1) Producers													
	(1) Text Making (Video) on Model Company OJT	—											
	(2) Text Making (Video) on QCDSMEE								—	—	—	—	—
	(3) Text Making (Video) on Productivity Concept							—	—	—	—	—	—
2) AV Staff													
	(1) Text Making (Video) on Model Company OJT	—											
	(2) Text Making (Video) on QCDSMEE								—	—	—	—	—
	(3) Text Making (Video) on Productivity Concept							—	—	—	—	—	—
2. Productivity promotion and survey													
1) Productivity Promotion													
	Classroom Training												
	(1) Basic Management Consultant Development Course (II) (1997.10-12)							—	—	—			
	(2) Material Development on QCDSMEE	—	—	—									
	(3) Material Development on Productivity Handbook				—	—	—						
2) Survey													
	Classroom Training												
	(1) Productivity Statistics	—										—	—
	(2) Survey on Management							—	—	—			
3. C/P and Facilitator Training on site through C/P (Full-scal Productivity Improvement)													
4. Top Management Seminar											—		
5. Short Term Experts													
	(1) Productivity Statistics	—										—	—
	(2) Installation and Operation of Equipment		—										
	(3) Productivity Promotion							—	—	—			
6. C/P Training in Japan													
	(1) Productivity Management in Industry 1997.Sep.9 - Oct.2						—						
	(2) Productivity Management in Industry 1997.Sep.9 - Oct.2						—						
	(3) Productivity Management in Industry 1997.Sep.9 - Oct.18						—	—					
	(4) Productivity Management in Industry 1997.Sep.9 - Oct.18						—	—					

TECHNICAL COOPERATION PROGRAM

Implementation for Productivity Promotion and Survey (1998 ~ 1999)

SUBJECTS	CONTENTS	'98 Ap	My	Ju	Jl	Au	Se	Oc	No	De	'99 Ja	Fe
1. Training for AV Production												
1) Producers	(1) Text Making (Video) on Productivity Concept	—										
2) AV Staff	(2) Text Making (Video) on Productivity Concept	—										
2. Productivity promotion												
1) Productivity Promotion	Classroom Training											
	(1) Facilitator Training Manual Development	—	—									
	(2) Productivity Promotion Techniques using IPQI						—	—				
	(3) Facilitator Trainer Development	—	—			—						
	(4) Individual Intensive Training								—	—	—	
2) Survey	(1) Productivity Statistics	—										
	(2) Survey on Food Industry						—	—	—	—	—	—
	(3) Productivity Statistics on "Statistic Report"								—	—		
3. C/P and Facilitator Training on site through C/P (Full-scal Productivity Improvement)				—	—	—	—	—	—	—	—	
4. Top Management Seminar											—	
5. Short Term Expert	(1) Productivity Statistics	—							—	—		
	(2) Productivity Promotion						—	—				
6. C/P Training in Japan	(1) Productivity Management in Industry 1998.Jun 30 - July 25			—	—							

Thailand Productivity Institute (FTPI)



Effective from August, 1997

as of Nov. 6, 1998

Achievement of Counterpart Development Program

Annex- 6

I. Consulting Skill and HRD/LMR

Calendar year	95	96		97			98				99*
Progress status of the year		95	96	95	96	97	95	96	97	98	
Senior Level Consultant								1☆ 1	2		1☆ 3
Associate Level Consultant					1☆ 1		5	1	2		8
Junior Level Consultant			1☆ 1	4	3	4	6	3	3		12
Assistant Level Consultant		6	3	7	1	3					0
Trainee	6	5	1								
Recruited Personnel in a year	6	5	6			7					24

☆Director * The number of C/P at each level in February 1999.

II. Promotion & Survey

Calendar year	95	96		97			98				99*
Progress status of the year		95	96	95	96	97	95	96	97	98	
Professional Level Staff					2		1	4	1		6
Assistant Level Staff			2	1	4	1		2	3		5
Trainee		1	4			3			0		0
Recruited Persons in a year		1	6			4 *					

* Promotion 3 Survey 1 * The number of C/P at each level in February 1999.

III. Audio Visual

Calendar year	95	96		97			98				99*
Progress status of the year		95	96	95	96	97	95	96	97	98	
Professional Producer Professional Engineer	0 0	1 0		1 3	1		1 3	1			2 3
Asssistant Producer Assistant Engineer	1	0 3	1	0					1		1
Trainee (Producer) Trainee (Engineer)	0 3	0		0 0		1					0 0
Recruited Persons in a year	4		1								6

* The number of C/P at each level in February 1999.

Information of Technology Transfer

Annex 7-1

Consulting Skills C/P Development Program

		Trainee	Assistant	Junior	Associate	Senior
Classroom (General)	Introductory Course (12 units)	○	○	○	○	○
	Productivity Consultant-Basic Course (Consulting Skills-Basic + HRD) (62 units)		○	○	○	○
	Basic Managamant Cunsultant Development Course (54 units)			○	○	○
(Specific)	Consulting Skills-Intermediate Course (72 units)			○	○	○
	Consulting Skills-Advanced Course (70 units)				○	○
Company Study	Study of excellent company practices and local company practices (3-5 companies)		3	5	5	5
OJT (as a member)	OMG, Consultation as a member (3-5 companies)		3	5	5	5
(as a leader)	Consultation/ Leader of productivity improvement or Subleader of full-scale productivity improvement (1-2 companies)			1	2	2*
(as a head/leader)	Consultation as Head/Leader of full-scale productivity improvement (1 company)					1
Training in Japan	JICA CP/CS training (1 time)		1	1	1	1
Area of expertise	Case study & Manual development (2-4 subjects)			2 (ex)IE, 5S	4 (ex)IE, QC, 5S, TPM	4

(note): ○ and numbers show necessary conditions to reach corresponding level.
* If a Cp shows high ability, " 1(one company) " can be acceptable.

Information of Technology Transfer
HRD C/P Development Program

		Trainee	Assistant	Junior	Associate	Senior
Classroom & OJT (General)	Introductory course (12 units)	○	○	○	○	○
	Productivity Consultant Basic course (Consulting Skills / HRD) (62 units)		○	○	○	○
	Basic Management Consultant Development Course (54 units)			○	○	○
(Specific)	Supervisory / Middle Management Development Course (50 units)		○	○	○	○
	Facilitator Training Course (30 units)			○	○	○
	Human Resources Management System Course (60 units)				○	○
Company Study	Study of excellent company practices and local company practices (3 - 5 companies)		3	5	5	5
OJT (as a member)	OMG, Consultation as a member (3 - 5 companies)		3	5	5	5
(as a leader)	Consultation as Leader of productivity improvement or as Sub-leader of full-scale improvement (1 - 2 companies)			1	2	*2
	Consultation as Head/Leader of full-scale productivity improvement (1 company)					1
Training in Japan	JICA C/P / CS training (1 time)		1	1	1	1
Area of expertise	Case study & Manual development (2 - 4 subjects)			2 (ex.) 1. 2. (1)	3 (ex.) 1. 2. 3. (1)	4 (ex.) 1. 2. 3. 4. (1)

(note) : Area of Expertise :
1. Supervisory development
2. Facilitator training
3. Training and development
4. Compensation, benefits, Selection and placement

Information of Technology Transfer Promotion C/P Development Program

Topic / Theme	Means	Trainee	Assistant	Professional
1. Overall Concept of Productivity	1. Introductory Course	○	○	○
	2. Intensive Training (Concept Learning at classroom)		○	○
	3. Practical Training (Explanation / Leacture at company as OJT)			○ (2 Times)
	4. Textbook Development on Productivity			○
2. Understanding of Business Management 3. Consulting Skill Development	1. Training on Business Management (Understanding of Business Management at class-room)		○	○
	2. Basic Management Consultant Development Course		○	○
	3. Practical Training (OJT at Model Co. or Member Company Recruitment)*Note			○
4. Training Techniques (in-house & facilitator)	1. Classroom Training		○	○
	2. Texbook Development for Training		○	○
	3. Practical Training (In -house or Facilitator Training as OJT)			○ (2 Times)

Topic / Theme	Means	Trainee	Assistant	Professional
5. Skills or Techniques on Specific Theme (ex. OWL Promoter)	1. Classroom Training		○	○
	2. Self-development to aquire specific skill			○
	3. Practical Training (OJT at Full-Scale Productivity Improvement)			○ (1 Times)
6. Member Company Development*Note	1. Classroom Training		○	○
	2. Member Company Recruitment and Development			○
7. Relationship with Outside Agencies	1. Classroom Training			○
	2. Practical Training (OJT)			○

* Each "Topic / Theme" has its detailed subjects. Please see attached "Development Program"
* ○ : Required Topic / Theme to become "Assistant" or "Progessional"
* Note : Member Company Development (Recruitment) is one of the most important role for promotion officers. Therefore, specific training for "Recruitment" and "...Rendering service for maintenance" will be required.

Promotion C/P Development Program 「Area of Expertise」

Each level is expected to perform the following functions;

			Trainee	Assistant	Professional
Function to perform	1. Promotion of productivity concept among companies (including member companies)		○	○	○
	2. Designing and conduct of training programs for companies (including member companies)			○	○
	3. Consultancy (assistant level or junior level) services in relation with productivity promotion			○	○
	4. Development of relevant textbook or guidebook for promotion purposes	Basic Advanced		○ X	○ ○
	5. Advisory services to FTPI and other outside agencies in promoting productivity activities.				○

Information of Technology Transfer Survey C/P Development Program

Topic / Theme	Means	Trainee	Assistant	Professional
1. Overall Concept of Productivity	1. Introductory Course	○	○	○
	2. Intensive Training (Concept Learning at classroom)		○	○
2. Productivity Measurement	1. Intensive Training (Concept learning at classroom)		○	○
	2. Textbook or Manual Development		○	○
	3. Practical Training (OJT at Model Co.)		○	○
3. Survey	1. Intensive Training (Concept learning at classroom)		○	○
	2. Practical Training (Conduct of Survey)		○	○ (2 Times)
4. Learning of every activity/service provided by FTPI	1. Self-study			○
5. Releationship with Outside Agencies	1. Classroom Training			○
	2. Practical Training (OJT)			○

* Each "Topic / Theme" has its detailed subjects. Please see attached "Development Program"
* ○ : Required Topic / Theme to become "Assistant" or "Progessional"

Survey C/P Development Program 「**Area of Expertise** 」

Each level is expected to perform the following functions;

			Trainee	Assistant	Professional
Function to perform	1. Promotion of productivity concept among companies		○	○	○
	2. Designing and conduct of surveys			○	○
	3. Productivity Measurement	Micro Level		○	○
		Macro Level		○	○
	4. Development of relevant guidebook or report on statistics	Basic		○	○
		Advanced		X	○
	5. Advisory services to FTPI and other outside agencies regarding productivity statistics				○

Thailand Productivity Development Project

Achivement of Technology Transfer in Consulting Skills(summary)

Main Topics		Course Name		Subject	Training Method: Class room (units)	Company visit study (number of times*1)	OJT: OWC (number of times*1)	OJT: Consultation (number of times*1)	OJT: Full scale (number of times*1)	Achievement (%)*2	**low(<50) * relatively low(50≦<60)
Basic Concept and Method	1.Understanding on Productivity and Productivity Improvement	<Productivity>			(18)		–	–	–	100	
	2.Understanding on Factory Management	<Factory Management>			(36)		–	–	–	73	
	3.Understanding on basics of Management Consulting	<Basic Management Consultant Development>			(44)		–	–	–	65	
Practical Way to Improve Productivity at Factory	1.Diagnosis of factory management and operation	<Simple Diagnosis>		·Potential for improvement ·Guidance for improvement	(18)					54	*
	2.Recommendations on productivity improvement	<Practical System> Future picture of mgt and operation systems		·Company study on daily/monthly mgt system · 〃 on production/quality/maintenance system	(9)					42	**
		<Practical Approach> Steps for productivity improvement		·Selection of theme(s) · 〃 of production line(s)/prodect(s)/area(s)	(18)					58	*
	3.Implementation of productivity improvement	<Practical Tools> Effective utilization of tools		·Practical IE	(48)					76	
				·Practical QC	(48)					71	
				·Practical 5S	(21)					86	
				·Practical JIT	(60)					45	**
				·Practical TQM	(60)					44	**
				·Practical TPM	(60)					48	**
				·Practical VE	(6)					40	**
				·Pracical S/S	(6)					42	**
				(Suggestion Scheme) ·Practical QCC	(6)					40	**
	4.Integration of productivity improvement	<Integrated Activities>	Pilot area activities	·Production capacity ·Quality	(18)					68	
			Factory-wide activities	·Cost ·Delivery ·Overall factory management	(72)					44	**
Total					(548)	(171) #1	(300) #2	(720) #3	(180) #4	Ave. 58	

(Note) · estimation at the end of current TPDP(17 Feb'98)
· *1: 1 time= 4 units, including guidance before/after visits, #1: 55 companies in Thailand and in Japan, #2: 50 companies, #3: 30 companies, #4: 2 companies.
· *2: average achievement calculated from individual Cp's achievement.

Thailand Productivity Development Project
Achievement of Technology Transfer in HRD / LMR (summary)

Main Topics	Course Name	Subject	Training Method (unit/No. of comp'y)			Achie-vement (%)	
			Class room (unit)	Company visit study	OJT		
Basic Concept of Productivity	Introduction of Productivity		25	——	——	75	
	Productivity Mgt.				——	75	
	Basic Management Consulting Development		44		——	71	
Consulting	Personnel Mgt. System	•Job Analysis •Job Evaluation •Compensation&Benefit •Performance appraisal & promotion •Recruitment & Placement	52			57	
	HRD Consulting	•Checking Points for Job System •Organizational structure and corporate culture •Practical Consulting & Interview Technique	45			43	**
Training	Mgt. of Training	•Instructor's Job •Lesson Planning •Teaching Method •Training needs survey •Evaluation of Training	30			64	
	Supervisory Training	•TWI •Evaluation of Supervisory Capability •Motivation •Problem Solving •Leadership •Decision Making	78			39	**
	Middle Mgt. Training	•Evaluation of Middle Mgt. •Capability •Mgt. by Objective •Development morale	40			44	**
	Functional HRD	•Financial Analysis •Value Added Analysis	14			75	
	Facilitator Training	•Productivity concept • Role of Facilitator •Company Wide Productivity Movement •Factors for Productivity Improvement	10			70	
LMR	LMR	•The Role of Trade Union •Collective Bargaining & Joint-Consultation •Japanese System	10			43	**
Total			(303)	55 comp		656<59>	

** It is advisable to continue training focusing on OJT.

Thailand Productivity Development Project
Achievement of Technology Transfer in Promotion (summary)

Main Topics	Course Name	Subject	Training Method: Classroom (unit)	Training Method: OJT Consultation or Promotion	Achievement (%)	
(I) Basic Concept	(1) Productivity	Technical vs Social Concept Effects of Productivity Movement Factors for Productivity Increase Productivity Indicators Productivity Measurement Quality of Work Life (QWL)	(10 units)	———	90	
	(2) Company Mgt. and Productivity	Management Strategy Organization Management Function (Production, Marketing, Financing) Function of Each Management Function of Supervisors Role of Each level for Productivity Movement	(10 units)	———	83	
(II) Material Development	(1) Promotional Material	Basic Promotional Material Development (Ex. Productivity Handbook) Productivity Handbook for Client Company Regular Promotion Media such as Monthly Magazine, Newsletters	(20 units)	(8 Times)	91	
	(2) Facilitator Training Material	The Role of Facilitator Company-wide Productivity Movement Factors for Productivity Improvement Necessary Skills and Knowledges for Facilitation	(30 units)	———	79	
	(3) Seminar Material	QCDSMEE (Quality, Cost, Delivery, Safety, Morale, etc.) Specific Textbook Development (Ex. Quality of Work Life, Quality Improvement, HRD)	(20 units)	———	67	
(III) Productivity Promotion Technique	(1) Consulting Skill	Basic Management Consultant Development Course Integrated Productivity and Quality Improvement	(60 units) (6 units)	(2 Times) (5 Times)	62	
	(2) Productivity Awareness Training	Productivity Concept Result of Productivity Improvement (Gainsharing) Problem Solving Techniques (Preventive & Corrective)	(6 units)	(2 Times)	100	
	(3) Facilitator Training	The Role of Facilitator Company-wide Productivity Movement Factors for Productivity Improvement Necessary Skills and Knowledges for Facilitation	(10 units)	(4 Times)	83	
	(4) Company-wide Productivity Movement	Client Specific Productivity Improvement Activities "Productivity Awareness Training" "Facilitator Training" Productivity Day(Week) In-House QWL Committee	(15 units)	(50 Times)	66	
Total					80	

Thailand Productivity Development Project
Achievement of Technology Transfer in Survey (summary)

Main Topics	Course Name	Subject	Training Method: Classroom (unit)	Training Method: OJT Consultation or Promotion	Achievement (%)	
(I) Basic Concept	(1) Productivity	Technical vs Social Concept Effects of Productivity Movement Factors for Productivity Increase Productivity Indicators Quality of Work Life (QWL)	(7 units)	———	100	
	(2) Measurement	Basic of Statistics Statistical Analysis Micro-Level (Firm/Company) Productivity Measurement Macro-Level (Industry/Nation) Productivity Measurement Analysis Report	(22 units)	———	100	
(II) Servey	(1) Training Needs Survey	Conceptual Framework Questionnaire Design Analysis of Survey Results	(4 units)	(6 Times)	66	
	(2) Management Survey	Conceptual Framework Questionnaire Design Analysis of Survey Results	(8 units)	(6 Times)	66	
(III) Productivity Measurement	(1) Value Added Analysis	Value-Added Measurement (Company Level) Analysis of Measured Valued-Added	(26 units)	(6 Times)	73	
	(2) Productivity Analysis at Macro Level	Productivity Measurement (Industry & National Level) Analysis of Measured Productivity	(26 units)	(4 Times)	63	

Major Project Activities from Feb'94 to Feb'99 for (Consulting Skills CPs)

Japanese Fiscal Year (April - March)		1994				1995				1996				1997				1998			
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
Classroom Training																					
C1. Introduction Course	(12 units)						—				—			—			—				
C2. Productivity Consultant-Basic Course	(64 units)						—	—	—		—	—									
C2' Consulting Skills-Basic	(40-52 units)														—			(—)*			
C3. Basic Management Consultant Development Course	(54 units)												—			—					
C4. Intensive "Kaizen" workshop	(12 units)													—							
C5. Consulting Skills-Intermediate Course	(72 units)														—						
C5' Consulting Skills-Intermediate Course	(84 units)																			(—)*	
C6. Consulting Skills-Advanced (JIT :20, TQM : 20, TPM 20, Cost/Strategy : 20)	(80 units)																	—	—	—	
C7. Productivity Concept	(14 units)							—													
C8. Training & Development	(60 units)							—	—												
C9. OJT Instructor	(40 units)								—												
C10. Basic Supervisory	(40 units)								—												
C11. Intermediate Financial Management	(10 units)												—								
C13. Workshop (Supporting Industry, Cost Mgt., Basic TPM)	(8 units)															—		—	—	—	

Major Project Activities from Feb'94 to Feb'99 (for HRD CPs)

Japanese Fiscal Year (April - March)		1994				1995				1996				1997				1998			
		I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
Classroom Training																					
H1. Introductory	(12 units)						—				—			—							
H2. Productivity Concept	(14 units)							—													
H3. Training & Development	(60 units)							—	—												
H4. OJT Instructor	(40 units)								—												
H5. Basic Supervisory	(40 units)								—												
H6. Productivity Consultant-Basic	(64-40 units)						—	—	—		—	—			—						
H7. Facilitator Training	(16 units)													—							
H8. Supervisory/Middle Management Development	(50 units)														—						
H9. Intermediate Financial Management	(10 units)												—								
H10. Basic Management Consultant Development	(54 units)												—			—					
H11. CP Training in Japan												—				—					
H12. Personnel Management System	(36 units)																—				
H13. Middle Management Development	(30 units)																	—			
H14. Supervisory OJT	(30 units)																		—		
H15. Facilitator OJT	(4 units)																		—		
H16. HRD Consulting																				—	
H17. Supervisory Training (APO)																	—				
H18. Supervisory Development (APO)																	—				

Major Project Activities from Feb'94 to Feb'99 (for Promotion / Survey CPs)

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
Classroom Training																				
P1. Introductory Training for CPs (I) (1996.7~9)																				
P2. Introductory Training for CPs (II) (1997.2~4)																				
P3. CP Training in Japan (I) (1997.9~10)																				
P4. Basic Management Consultant Development Course (I) (1997.1~3)																				
P5. Basic Management Consultant Development Course (II) (1997.10~12)																				
P6. Practical Training by STE (ISHIMARU) (1995.12)																				
P7. Practical Training by STE (INOUE) (1995.12)																				
P8. Practical Training by STE (TOKUDA) (1997.1~4)																				
P9. Practical Training by STE (TOKUDA) (1998.1~4)																				
P10. Practical Training by STE (SASE) (1996.9~10)																				
P11. Practical Training by STE (TOKUDA) (1998.11~12)																				
P12. Intensive AV Training by LTE (KOSAKI) (1996.1~5)																				
P13. Facilitator Trainer's Training (1997.9~1998.8)																				

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1. Company Visit Study																				
(Year '95)																				
1) Cannon Hi-Tech (Thailand) Ltd.					—															
2) Siam Yamaha Co., Ltd.					—															
3) Yamaha Engine Co., Ltd.					—															
4) Thai Arrow Products Co., Ltd.						—														
5) Toshiba Consumer Products (Thailand) Co., Ltd.							—													
(Year '96)																				
1) Stainless Steel Home Equipment Manufacturing Co., Ltd.									—											
2) Thai CRT Co., Ltd.									—											
3) Siam Tinplate Co., Ltd.											—									
4) Siam Toyota Manufacturing Co., Ltd.											—									
5) Sony Semiconductor (Thailand) Co., Ltd.											—									
6) Thai Radiator Manufacturing Co., Ltd.											—									
7) Wichien Dynamic Industry Co., Ltd.											—									
(Year '97)																				
1) National Thai Co., Ltd.												—								
2) Siam Nissan Co., Ltd.												—								
3) Siam Tinplate Co., Ltd.												—								
4) Siam Toyota Manufacturing Co., Ltd.												—								
5) Strong Pack co., Ltd.												—								
6) Wichien Dynamic Co., Ltd.												—								
7) 3M (Thailand) Co., Ltd.													—							
8) Siam Toyota Manufacturing Co., Ltd.														—						
9) Isuzu Motor (Thailand) Co., Ltd.															—					

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
1. Company Visit Study																				
(Year '98)																				
1) Bureau of Supporting Industry Development																	–			
2) Siam Toyata Manufacturing Co., Ltd.																	–			
3) Sony Semiconductor (Thailand) Co., Ltd.																	–			
4) Mala Chemicals Industries Co., Ltd.																	–			
5) Toyata Motor Thailand Co., Ltd. (JIT, Cost management)																		–		
6) Concrete Products and Aggregate (CPAC) Co., Ltd. (Cost Management)																		–		
7) Unilever Thai Holdings Ltd. (TPM)																		–		
8) Toyota Motor Thailand Co., Ltd. (JIT, JE, S/S, QCC)																			–	
9) Siam Cast Iron Works (TQM, Strategy)																			–	

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
2. On-site Management Guidance OJT																				
(Year '94)																				
1) Airports Authority of Thailand (BKK, Phuket)		—																		
2) PTT (Petroleum Authority of Thailand) (BKK)			—																	
(Year '95)																				
1) Jong Stit Co., Ltd (BKK)				—																
2) PTT (Petroleum Authority of Thailand) (BKK)				—	—															
3) First Industry Product Co., Ltd. (Korat)						—														
4) Kings Yont Ltd. (Korat)						—														
(Year '96)																				
1) Doi Kham Ford Products (Chiang-Mai)									—											
2) Essex Co., Ltd. (Chiang-Mai)											—									
3) Paradorn Bricks Co. (Chiang-Mai)									—											
4) San Kampaeng Kilm Co. (Chiang-Mai)									—											
5) DTC Industries Public Co., Ltd. (BKK)									—	—										
6) Interplast Corp. Co., Ltd. (BKK)									—											
7) Plastic Containers Co., Ltd. (BKK)									—	—	—									
8) Premier Product Co., Ltd. (BKK)									—	—										
9) STA Group Public Co., Ltd. (BKK, Hatyai)									—	—										
10) Telecom Asia Corp Public Co., Ltd. (BKK)										—	—	—	—							
11) Wichien Dynamic Co., Ltd. (BKK)										—	—	—								
(Year '97)																				
1) Conimex Co., Ltd. (BKK)												—								
2) Somboon Malleable Co., Ltd. (BKK)													—							
3) Siam Fitting Co., Ltd. (BKK)													—							
4) NL Production Co., Ltd. (BKK)													—							
5) B.T. Engineering Co., Ltd. (BKK)															—					
6) Siam Zexel Co., Ltd. (BKK)															—					
7) Thai Radiator Manufacturing Co., Ltd. (BKK)															—					
8) Bangkok Spring (BKK) (IPQI)															—					
9) KV Electronics (BKK) (IPQI)															—					
10) Mala Chemical (preliminary study for full-scale)															—	—				
11) Somboon Precision Product (preliminary study for full-scale)															—	—				

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
2. On-site Management Guidance OJT																				
(Year '98)																				
1) Asahi Somboon Aluminium Co., Ltd.																				
2) Thai Chanathorn Industry Co., Ltd.																				
3) Siam Pulleys Industry Co., Ltd.																				
4) International Casting Co., Ltd.																				
5) Federal Electric Corp. Ltd.																				
6) Somboon Malleable Iron Industry Co., Ltd.																				
7) San-ei (Thailand) Co., Ltd.																				
8) KV Electronics Assembly Co., Ltd.																				
9) KT Thai Local Products Co., Ltd.																				
10) Strong Pack Public Co., Ltd.																				
10') Strong Pack Public Co., Ltd. (Basic TPM)																				
11) Union Plastic Public Co., Ltd.																				
11') Union Plastic Public Co., Ltd. (Basic TPM)																				
12) Bangkok Screen Ltd.																				
13) Southern Parawood Co., Ltd.																				
14) Jintana Apparel Co., Ltd.																				
15) Quality Lab Co.																				
16) Plastic Container Co., Ltd.																				
17) Osotspa Co., Ltd.																				
18) Coating Paper Industries Co., Ltd.																				
19) Union Plastic (Production 2)																				
20) Tanning Organization																				
21) Rochaburi Weaving																				
22) TMR International																				
23) Rung Fah Electric																				

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
3. Consultation OJT-1 (Productivity Movement-Trial, 6 months) *1																				
(Year '95)																				
1) Harmony Electronics Co., Ltd.																				
2) Kijthaworn Industry Co., Ltd.																				
3) People's Garment Public Co., Ltd.																				
4) Srithai Mibtach Molds Co., Ltd.																				
5) Stainless Steel Home Equipment Manufacturing Co., Ltd.																				
6) KTM Steel Co., Ltd.																				
7) Laemthong Industry Co., Ltd.																				
(Year '96)																				
1) Strong Pack Co., Ltd.																				
2) Somboon Precesion Products Co., Ltd.																				
3) Plastic Container Co., Ltd.																				
4) Mala Chemical Industries Co., Ltd.																				
(Year '97)																				
1) Union Plastic Public Co., Ltd.																				
4. Consultation OJT-2 (Full-scale Productivity Improvement, 1 year) *2																				
(Year '97)																				
1) Mala Chemical Industries Co., Ltd.																				
2) Somboon Precesion Products Co., Ltd.																				
5. Consultation OJT-3 (Productivity Improvement/HRD, 3-6 months)																				
(Year '97, '98)																				
1) Quality Lab Co., Ltd.																				
2) Daiichi Alloy (Thailand) Co., Ltd.																				
3) KV - Electronics Assembly Co., Ltd.																				

(note) *1 Consulting skills and HRD together *2 Consulting skills, HRD and Promotion together

Major Project Activities from Feb'94 to Feb'99

Japanese Fiscal Year (April - March)	1994				1995				1996				1997				1998			
	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV	I	II	III	IV
5. Consultation OJT-3 (Productivity Improvement/HRD, 3-6 months)																				
(Year '98)																				
4) Practical 5S' Companies																				
5) Strong Pack Public Co., Ltd.																				
6) Union Plastic Public Co., Ltd.																				
7) KT Thai Local Products Co., Ltd.																				
8) Southern Parawood Co., Ltd.																				
9) Jintana Apparel Co., Ltd.																				
10) Union Plastic (Production 2)																				
11) Bangkok Screen Co., Ltd.																				
12) Tanning Organization																				
13) Rochaburi Weaving																				
14) Rung Fah Electric																				

List of Training Manuals Developed in the Project for Consulting Skills

Jointly Developed Training Manuals

Title	Date	Pages
Consulting Skills-Basic Course	Dec. '98	(300)
Consulting Skills-Intermediate Course	Jan. '99	(400)

Training Materials provided by Expert

Title	Date	Pages
Practical KA'IZEN for Productivity Facilitators I	Sep. '95	206
Practical KA'IZEN for Productivity Facilitators II	Sep. '95	206
Training Manual for Integrated Productivity Improvement (Trainee's & Trainer's)	Sep. '95	202
Training Manual for Integrated Productivity Improvement (Trainers)	Sep. '95	213
Consulting Skills-Intermediate Course	Jun. '98	364
Introduction to Factory Management	Jan. '96	83
Production Management	Nov. '97	104
TPM (Chapter 1)	Aug. '98	21
Production Management Case Study	Aug. '97	24
Safety and Health	Aug. '97	30
Problem Identification by KJ Method	Aug. '97	10
Consulting Skills-Advanced Course		
1) JIT	May. '98	800
2) TQM	Jun. '98	1600
3) TPM	Sep. '98	550
4) Cost Management and Corporate Strategy	Oct. '98	800

List of Training Manuals Developed in the Project for HRD/LMR

Jointly Developed Training Manuals

Title	Date	Pages
Supervisory Development	Oct. '98	100
Middle Management Development	Mar. '98 / Jun. '98	200
HRD Consulting	Nov. '98	

Training Materials provided by Expert

Title	Date	Pages
Personnel Management	Jun. '97	30
Personnel Management System	Apr. '98	80

List of Training Manuals Developed in the Project for Promotion and Survey

Jointly Developed Training Manuals

Title	Date	Pages
Manual for Productivity Facilitators Training	Jul. '98	79
Manual for Productivity Promotion	Oct. '98	106
Analysis of the Value-Added Productivity	Apr. '98	40
Productivity Statistic in Thailand	Apr.'98	15

Training Materials provided by Expert

Title	Date	Pages
Primer on Productivity	Sep. '96	26
Manual for Productivity Handbook	Jul. '97	29
A guide for Productivity Awareness Training Course	Dec. '97	50
Manual for Basic Mgt. Consultant Development Course	Jan. '98	500
Productivity Promotion Textbook	Mar. '98	40
Consulting Manual for IPQI Application	Sep. '98	100

Number of Facilitators

On -Site Management Guidance and Consultation OJT Companies	1st Project	2nd Project	Practical 5S	Supporting Ind. (Casting)	Basic TPM		
2. On-site Management Guidance OJT							
(Year '98)							
6) Somboon Malleable Iron Industry Co., Ltd.				5			
10) Strong Pack Public Co., Ltd.					5		
11) Union Plastic Public Co., Ltd.					5		
16) Plastic Container Co., Ltd.					5		
17) Osotspa Co., Ltd.					5		
18) Coating Paper Industries Co., Ltd.					5		
3. Consultation OJT-1 (Productivity Movement-Trial, 6 months)							
(Year '95)							
1) Harmony Electronics Co., Ltd.	5						
2) Kijthaworn Industry Co., Ltd.	5						
3) People's Garment Public Co., Ltd.	5						
4) Srithai Mibtach Molds Co., Ltd.	5						
5) Stainless Steel Home Equipment Manufacturing Co., Ltd.	5						
6) KTM Steel Co., Ltd.	5						
7) Laemthong Industry Co., Ltd.	10						
(Year '96)							
1) Strong Pack Co., Ltd.	5						
2) Somboon Precesion Products Co., Ltd.	5						
3) Plastic Container Co., Ltd.	5						
4) Mala Chemical Industries Co., Ltd.	5						
(Year '97)							
1) Union Plastic Public Co., Ltd.	5						
4. Consultation OJT-2 (Full-scale Productivity Improvement, 1 year)							
(Year '97)							
1) Mala Chemical Industries Co., Ltd.		15					
2) Somboon Precesion Products Co., Ltd.		15					
5. Consultation OJT-3 (Productivity Improvement/HRD, 3-6 months)							
(Year '97, '98)							
1) Quality Lab Co., Ltd.	5						
2) Daiichi Alloy	5						
3) KV - Electronics	5						
5) Strong Pack Public Co., Ltd.		5	5				
6) Union Plastic Public Co., Ltd.		5					
7) KT Thai Local Products Co., Ltd.	5		5				
8) Southern Parawood Co., Ltd.	5						
9) Jintana Apprel CO., LTD.	5						
10) Union Plastic (Production 2)	5						
11) Bangkok Screen Co., Co., Ltd.	5						
12) Tanning Organization	5						
13) Rochaburi Weaving	5						
14) Rung Fah Electric	5						

Total number of companies : 35, Total number of facilitators : 200

Annex 12

List of the Dispatched Japanese Experts

Name of Expert	Designation	Term of Assignment
Long-term Expert		
Mr. Hajime Suzuki	Consulting Skills for Productivity Development	25 May 1994 - 17 Feb 1999
Mr. Fukuo Sasaki	Coordinator	25 May 1994 - 30 Sep 1994
Mr. Yoshito Nagata	Human Resource Development and Labor Mangement Relations	31 May 1994 - 30 May 1996
Mr. Toshihiko Kosaki	Productivity Promotion and Survey	15 Jun 1994 - 14 Jun 1996
Dr. Minoru Nakamizo	Chief Advisor	30 Jun 1994 - 17 Feb 1999
Mr. Masafumi Saito	Coordinator	19 Nov 1994 - 17 Feb 1999
Mr. Yasuhiko Inoue	Productivity Promotion and Survey	11 Jun 1996 - 17 Feb 1999
Mr. Sumio Kataoka	Human Resources Development and Labor Mangement Relations	25 Jun 1996 - 24 Jun 1998

Name of Expert	Designation	Term of Assignment
Short-term Expert		
1994 J.F.Y.		
Mr. Masafumi Yoshizawa	Consulting Skills-1 (Quality Management)	9 Jan 1995 - 25 Feb 1995
Mr. Shojiro Matsuo	Lecture for Seminar	11 Jan 1995 - 27 Jan 1995
Mr. Motoi Yasue	Lecture for Seminar	11 Jan 1995 - 27 Jan 1995
Mr. Tsutae Hyodo	Lecture for Seminar	13 Jan 1995 - 26 Jan 1995
Mr. Teruo Suzuki	Lecture for Seminar	16 Jan 1995 - 27 Jan 1995
1995 J.F.Y.		
Mr. Kazuaki Sumida	Installation of Equipment	25 Sep 1995 - 7 Oct 1995
Mr. Yoshio Tsunatori	Installation of Equipment	25 Sep 1995 - 8 Oct 1995
Mr. Yasuhiko Inoue	Productivity Promotion & Survey	3 Dec 1995 - 28 Dec 1995
Mr. Takashi Ishimaru	Installation and Operation of Equipment	3 Dec 1995 - 28 Dec 1995
Mr. Shigeki Tsuchiya	Consuklting Skills-2	11 Dec 1995 - 20 Mar 1996

Name of Expert	Designation	Term of Assignment
1996 J.F.Y.		
Mr. Masahiro Oichi	Consulting Skills-5 (Quality Management)	20 Nov 1996 - 19 Dec 1996
Mr. Shigeki Tsuchiya	Consulting Skills-3 (Production Management)	25 Nov 1996 - 31 Mar 1997
Mr. Toru Sase	Productivity Promotion	5 Jan 1997 - 4 Feb 1997
Mr. Jusho Tokuda	Productivity Statistics	26 Jan 1997 - 10 Apr 1997
Mr. Masayoshi Shimizu	Value Added Analysis	1 Mar 1997 - 29 Mar 1997
Mr. Takuji Noda	Consulting Skills-4 (S.I. Casting)	15 Mar 1997 - 30 May 1997
1997 J.F.Y		
Mr. Shigeki Tsuchiya	Consulting Skills-6,7 (Production Management/Factory Management)	1 Jul 1997 - 31 Mar 1998
Mr. Shigeo Kobayashi	Consulting Skills-8 (S.I. -1 Casting)	16 Mar 1998 - 13 Jun 1998
Mr. Ikuo Suzuki	Consulting Skills-9 (S.I.-2 Fabrication)	4 Sep 1997 - 19 Dec 1997
Mr. Yoshitane Ide	Personnel Management	23 Feb 1998 - 4 Apr 1998
Mr. Tadayuki Inaoka	Supervisory/Middle Management Development	10 Aug 1997 -17 Aug 1997
Mr. Yashitane Ide	Wage Administration	12 Aug 1997 - 6 Sep 1997
Mr. Toru Sase	Productivity Promotion	20 Oct 1997 - 10 Dec 1997
Mr. Jusho Tokuda	Productivity Statistics	28 Oct 1997 - 24 Apr 1998
Mr. Yoshimasa Matsuura	Installation and Operation of Equipment	28 Apr 1997 - 9 May 1997
1998 J.F.Y.		
Mr. Shigeki Tsuchya	Consulting Skills-11 (Full-scale Consultation OJT)	10 Jun 1998 - 30 Jan 1998
Mr. Yoshiro Kowata	Consulting Skills-12	17 Aug 1998 - 13 Nov 1998
Mr. Yasuhiro Monden	Consulting Skills-13	26 Jul 1998 - 8 Aug 1998
Mr. Shinichiro Kawaguchi	Middle Management Development	15 Jun 1998 - 25 Jul 1998
Mr. Yasuo Kawamoto	Supervisor OJT	10 Jul 1998 - 30 Aug 1998
Mr. Ryosuke Nakamura	Facilitator OJT	12 Aug 1998 - 6 Sep 1998
Mr. Shinichiro Kawaguchi	HRD Consulting	13 Nov 1998 - 26 Dec 1998
Mr. Jusho Tokuda	Productivity Statistics	25 Nov 1998 - 24 Dec 1998
Mr. Toru Sase	Productivity Promotion	1 Sep 1998 - 31 Oct 1998

Annex 13

JAPANESE STUDY TEAM DISPATCHED BY JICA

1. Preliminary Study Team	1 Mar. 1993 - 9 Mar. 1993
2. Experts Survey Team	11 Aug. 1993 - 24 Aug. 1993
3. Implementation Study Team	10 Feb. 1994 - 19 Feb. 1994
4. Consultation Team	23 Nov. 1994 - 2 Dec. 1994
5. Technical Guidance Team	20 Nov. 1995 - 2 Dec. 1995
6. Consultation Team	28 Oct. 1996 - 5 Nov. 1996
7. Technical Guidance Team	30 Oct. 1997 - 8 Nov. 1997
8. Management Consultation Team	2 Sep. 1998 - 5 Sep. 1998
9. Evaluation Team	25 Oct. 1998 - 11 Nov. 1998

List of the Thai Counterpart Personnel Trained in Japan

Training Subject	Training Period	Name of Participants
1) Productivity Development (Observation)	1994. Mar. 28 ~ 1994. Apr. 4	Mr. Padetpai Meekun-iam
2) Productivity Development (Observation)	1994. Mar. 28 ~ 1994. Apr. 4	Mr. Satit Sirirangkamanont
3) Productivity Movement	1995. Mar. 27 ~ 1995. Apr. 28	Ms. Pakprink Kasemphantai
4) Productivity Movement	1995. Mar. 27 ~ 1995. Apr. 28	Mr. Reerachai Rojanapisuth
5) Productivity Movement	1995. Mar. 27 ~ 1995. Apr. 28	Ms. Ratanaporn Lairat
6) Productivity Movement	1995. Mar. 27 ~ 1995. Apr. 28	Ms. Suthachom Soonthornjaroennont
7) Productivity Movement	1995. Mar. 27 ~ 1995. Apr. 28	Ms. Visunee Tanasoonthornskul
8) Productivity Movement (Observation)	1995. Nov. 5 ~ 1995. Nov. 11	Mr. Prasit Tansuvan
9) Productivity Movement (Observation)	1995. Nov. 5 ~ 1995. Nov. 11	Mr. Surasak Nannukool
(Country-Focused Group Training Course)		
10) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Chamluck Khunpolkaew
11) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Kittipong Wiwakanond
12) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Srawut Sitipod
13) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Ms. Nuchsara Tachapunyachai
14) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Amornrat Sontithai
15) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Warong Yamabhai
16) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Ms. Nuandee Chantasuwankul
17) Productivity Management in Industry	1996. Sep. 22 ~ 1996. Nov. 2	Mr. Kijja Tangkitiwongporn
18) Productivity Improvement Practices in Industries	1997. Jan. 21 ~ 1997. Feb. 8	Mr. Sitthinath Sanpanich
19) Productivity Improvement Practices in Industries	1997. Jan. 21 ~ 1997. Feb. 8	Mr. Suchart Yuwaree
20) Productivity Improvement Practices in Industries	1997. Jan. 21 ~ 1997. Feb. 8	Mr. Thanya Limsakoune
21) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 2	Mr. Supachai Achiwaranguprok
22) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 2	Ms. Nopphakao Siriponpaiboon
(Country-Focused Group Training Course)		
23) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Ms. Weena Khositsurangkhakun
24) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Ms. Araya Charoenkul
25) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Mr. Supphasak Phonganant
26) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Ms. Nantaka Adireksombat
27) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Ms. Panarat Sae Diew
28) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Mr. Prachaya Permthongkum
29) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Mr. Thanee Aum-or
30) Productivity Management in Industry	1997. Sep. 9 ~ 1997. Oct. 18	Mr. Phojon Chalermsarn
31) Productivity Management in Industry	1997. Sep. 15 ~ 1997. Sep. 27	Mr. Sangvorn Rutanarak
32) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Ms. Pilairake Wongsanganan
33) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Ms. Kritsana Suwannapakdee
34) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Kraiwit Setavanich
(Country-Focused Group Training Course)		
35) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Ms. Kamolwan Siripanich
36) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Yongwit Thongnark
37) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Sittichai Luengruengroj
38) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Assadej Vanichchinchai
39) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Tawesak Hoonnark
40) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Noppadol Soonthornnon
41) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Sittikorn Kuakul
42) Productivity Management in Industry	1998. Jun. 30 ~ 1998. Jul. 25	Mr. Pintip Lamnirath

Annex 15 Machinery and Equipment Provided by the Japanese Side

1994 Japanese Fiscal Year

No.	Description of Goods		Quantity	Value (Amount) (¥)
	<< Equipment from Japan >>			
94-001-0	NISSAN VANNETTE SERENA SX		1 UNIT	2,160,000.-
	MDL : ABYARGFC23EH8			
©	SPARE PARTS FOR ITEM NO.1		1 LOT	216,000.-
94-002-0	2/3-INCH 3-CCD COLOR VIDEO			
	CAMERA W/VFx18 LENS	DXC-537APK	1 UNIT	1,280,000.-
94-003-0	BATTERY CASE FOR DXC-537APK			
	NP-1Bx2	DC-520	1	28,000.-
94-004-0	CLOSE UP LENS	ECL-8077	1	28,000.-
94-005-0	AC ADAPTOR FOR CAMERA & VTR	CMA-8ACE	1	65,000.-
94-006-0	HI-8 VIDEO CASSETTEE			
	RECORDER UNIT	EVV-9000P	1	470,000.-
94-007-0	6-INCH COLOR MONITOR 4SYSTEM	PVM-6041QM	1	120,000.-
94-008-0	VIEWING FOOD FOR PVM-6041QM	VF-504	1	12,000.-
©	RECHARGEABLE BATTERY PACK	NP-1B	10	96,000.-
94-009-0	BATTERY CHARGER	BC-410CE	1	120,000.-
94-010-0	TRIPOD W/DOLLY, SPREADER,			
	CARRYING BAG	LIBEC 70SD	1	390,000.-
94-011-1	ELECTRET CONDENSER MICROPHONE			
94-011-2	LAVALIER TYPE	ECM-77B	2	112,000.-
94-012-1	ELECTRET CONDSENSER MICROPHONE			
94-012-2	SHOT-GUN TYPE	ECM-672	2	58,000.-
94-013-0	MICROPHONE	MO-211	1	48,000.-
94-014-0	DYNAMIC MICROPHONE	F-115	1	25,000.-
94-015-0	MICROPHONE CABLE		1	35,000.-
94-016-0	PORTABLE LIGHTING KIT	CAT-KIT-4	1	160,000.-
©	LAMP 230 V 800W FOR CAT-KIT-4	B8-32	1	55,000.-
94-017-0	PORTABLE BATTERY LIGHT	L-2580B	1	168,000.-
©	LAMP 24V 200W FOR L-2580B	L-2580A-1	1	33,000.-
94-018-0	BELL TYPE BATTERY	L-2580A-2	1	94,000.-
©	PROFESSIONAL HI-8 TAPE 120MIN	P6-120HMEX	100	180,000.-
©	PROFESSIONAL HI-8 TAPE 60MIN	P6-60HMEX	100	140000.-
94-019-0	CONPACT MIXER	SS-332	1	330,000.-
94-020-0	AC POWER CABLE 20m		1	13,000.-
94-021-0	AC POWER CABLE 40m		1	10,000.-

No.	Description of Goods		Quantity	Value (Amount) (¥)
94-022-0	SINGLE REFLEX CAMERA W/Z00M			
	LENS 35-200mm	ALPHA 303Si	1	120,000.-
94-023-1	HI-8 VIDEO RECORDER W/TBC	EV0-9850P	3	2,700,000.-
94-023-2				
94-023-3				
94-024-0	WAVE FORM MONITOR PAL	5861-V	1	265,000.-
94-025-1	14-INCH COLOR MONITOR			
94-025-2	4-SYSTEM	PVM-1450QM	4	400,000.-
94-025-3				
94-025-4				
94-026-0	20-INCH COLOR MONITOR			
	4-SYSTEM	PVM-2130QM	1	187,000.-
94-027-0	EDITING CONTROL UNIT	PVE-500CE	1	396,000.-
94-028-0	CONNECTING CABLES FOR EDITING			
	SYSTEM		1	350,000.-
	• REMOTE CONTROL CABLE	RCC-5G	3	
	• VIDEO COAXIAL CABLE	UGC-5	6	
	• MIC EXTENSION CABLE 5m	EC-5XLR2	10	
	• AUDIO CABLE (RCA TYPE)		4	
	• Y/C CONNECTION CABLE		4	
	• CABLE TAG		1 LOT	
	• TOOL SET		1 SET	
	• CABLE STRIPER	TC3C	1	
	• TOOL FOR BNC	TC-35C	1	
	• SCREWDRIVER FOR ADJUSTMENT		1	
	• COAXIAL CABLE 100m	3C-2V	1	
	• AUDIO CABLE 100m	4E5	1	
	• CONNECTER BNC TYPE	BCP-C3B	60	
	• CONNECTER XLR TYPE		40	
	• CONNECTER RCA TYPE		20	
	• CABLE FOR POWER 100m	VCTF	1	
	• TERMINATION BNC TYPE		2	
94-029-0	VIDEO SWITCHER	DFS-500P	1	2,300,000.-
94-030-0	8-CHANNEL AUDIO MIXER	MXP-290	1	396,000.-
94-031-0	SPEAKER SYSTEM	MU-S331A	1	33,000.-
94-032-0	POWER AMPLIFIER	SRP-P2070	1	80,000.-
94-033-0	AUDIO MIXER WITH VIDEO SELECTOR	MU-X052V	1	100,000.-

No.	Description of Goods		Quantity	Value (Amount) (¥)
94-034-0	CCD HI-RESOLUTION B/W CAMERA	SSC-M370CE	1	124,000.-
94-035-0	CAMERA CONTROLLER FOR SSC-M370CE	YS-W130P	1	41,000.-
94-036-0	ZOOM LENS FOR SSC-M370CE	PH6 X 8-2	1	50,000.-
94-037-0	9-INCH B/W VIDEO MONITOR	PVM-95E	1	38,000.-
94-038-0	VIDEO TYPEWRITER THAI CHARACTER	VTW-180T	1	970,000.-
94-039-0	VIDEO TYPEWRITER ENGLISH CHARACTER	VTM-222S	1	380,000.-
94-040-0	CONSOLE FOR EDITING SYSTEM		1	840,000.-
94-041-0	AUDIO MIXER 12 CHANNEL	M-1516	1	260,000.-
94-042-1	DYNAMIC STEREO HEADPHONE	MDR-CD850	2	20,000.-
94-042-2				
94-043-1	DESKTOP TYPE MICROPHONE	ECM-530	2	68,000.-
94-043-2				
94-044-1	ELECTRET CONDENSER MICROPHONE	ECM-23F3PR	2	44,000.-
94-044-2				
94-045-0	MICROPHONE BOOM STAND	B-305B	1	16,000.-
94-046-0	MICROPHONE FLOOR STAND	B-500	1	22,000.-
94-047-0	TABLE MICROPHONE STAND	A-12	1	5,000.-
94-048-0	MICROPHONE STAND POLE	SAD-26	1	1,000.-
94-049-0	9-INCH COLOR MONITOR	PVM-9040ME	1	90,000.-
94-050-0	COUGH BOX		1	360,000.-
94-051-0	OPEN REEL TAPE RECORDER	MX-5050-II	1	490,000.-
94-052-0	STAND FOR MX-5050-II		1	88,000.-
94-053-0	COMPACT DISC PLAYER	CDP-X505ES	1	22,000.-
94-054-0	POWER AMPLIFIER	SRP-P2070	1	79,000.-
94-055-0	SPEAKER SYSTEM	MU-S331A	1	32,000.-
94-056-0	DESKTOP TYPE MICROPHONE	ECM-530	1	33,000.-
94-057-1	CASSETTE TAPE RECORDER	TC-K715S	2	186,000.-
94-057-2				
94-058-0	AUDIO MATCHING UNIT	LA-40MK2	1	158,000.-
94-059-0	CONSOLE FOR AUDIO SYSTEM		1	420,000.-
94-060-0	ANNOUNCE BOOTH		1	1,030,000.-
94-061-1	14-INCH COLOR VIDEO MONITOR			
94-061-2	4-SYSTEM	PVM-1450QM	2	210,000.-
94-062-1	VHS HI-FI RECORDER	SVO-170P	2	176,000.-
94-062-2				
94-063-0	AUDIO/VIDEO PATCHING BOARD		1	640,000.-
94-064-0	COPY MACHINE	FT-2260	1	450,000.-

No:	Description of Goods		Quantity	Value (Amount) (¥)
94-065-0	ILLUMINANCE METER	T-1	1	100,000.-
94-066-0	100-INCH SCREEN W/TRIPOD	VPS-100	1	158,000.-
94-067-1	BOOKBINDING MACHINE	Q-BIND 50T	2	240,000.-
94-067-2				
©	FREECOVER A4(15) (50 SHEETS/BOX)		1	4,000.-
©	FREECOVER A4(30) (50 SHEETS/BOX)		1	5,000.-
©	FREECOVER A4(51) (50 SHEETS/BOX)		1	6,000.-
©	BINDINGCOVER A4(15) (50 SHEETS/BOX)		1	6,000.-
©	BINDINGCOVER A4(30) (50 SHEETS/BOX)		1	7,000.-
©	BINDINGCOVER A4(51) (50 SHEETS/BOX)		1	8,000.-
94-068-1	TRANSFORMER 220V/100V	UC-10N	2	42,000.-
94-068-2				
94-069-0	LAMINATOR	HB-320	1	320,000.-
©	FILM FOR HB-320	MP-220307	1	8,800.-
94-070-0	TRANSFORMER 220V/100V	UC-15N	1	25,000.-
94-071-0	DESKTOP PUBLISHING MACHINE	REFILE FF-1	1	890,000.-
		KEYBOARD	1	
94-072-0	SCANNER for FF-1	SC1400-EF-2	1	340,000.-
94-073-0	AUTO DOCUMENT FEEDER	DF-4		
94-074-0	LASER PRINTER for FF-1	LP-1410-EF	1	200,000.-
©	TONER CARTRIDGE FOR LP-1410-EF		5	35,000.-
94-075-0	TRANSFORMER 220V/100V	UC-15N	1	25,000.-
94-076-0	SLIDE PROJECTOR	EKTAPRO		
		9000	1	164,000.-
94-077-0	REMOTE CONTROL FOR EKTAPRO		1	98,000.-
94-078-0	SLIDE TRAY FOR EKTAPRO		1	4,000.-
©	LAMP FOR EXTAPRO		2	10,600.-
94-079-0	GRAPHIC RECORDER	GR-7	1	600,000.-
94-080-0	GRAPHIC RECORDER	GR-8	1	600,000.-
©	PRINTING PAPER FOR GR-7, GR-8		20	4,400.-
94-081-0	8mm VIDEO CAMERA PAL-SYSTEM	CCD-TR550E	1	125,000.-
©	RECHARGEABLE BATTERY PACK	NP-55	5	20,000.-
©	8MM VIDEO TAPE 120 MIN	E5-120HMED	10	20,000.-
94-082-1	STOP WATCH	SBCQ001	2	17,600.-
94-082-2				
94-083-0	SOUND LEVEL METER	NA-24	1	150,000.-
94-084-0	OVER HEAD PROJECTOR	HP-285P	1	98,000.-

No.	Description of Goods		Quantity	Value (Amount) (¥)
©	LAMP FOR HP-285P		5	13,000.-
94-085-0	VIDEO PROJECTOR	XV-530H	1	560,000.-
94-086-0	CASE FOR XV-530H		1	44,000.-
94-087-0	PEDESTAL FOR XV-530 H	TT-100W3	1	39,000.-
94-088-0	SLIDE PROJECTOR	AS-3000	1	176,000.-
©	LAMP FOR AS-3000		5	35,500.-
94-089-0	TRANSFORMER 800VA 220/110V	KD-600	1	13,200.-
94-090-0	COPY MACHINE	FT-6645	1	850,000.-
94-091-0	SHREDDING MACHINE	MS2270M	1	260,000.-
©	PACK FOR WASTE PAPER	MS PACK (200P/BOX)	3	36,000.-
94-092-0	TRANSFORMER 220V/100V	UC-10N	1	21,000.-
94-093-0	PERSONAL COMPUTER	Dyna Book EZ 486P	1	230,000.-
94-094-0	HARD DISK FOR 486P	J31HDP08	1	62,000.-
94-095-0	4MB RAM FOR 486P	MECOPA	1	30,500.-
©	INK CARTRIDGE FOR 486P	JWZ-200	2	4,000.-
94-096-0	TRANSFORMER 220V/100V	UC-15N	1	25,000.-
94-097-0	FACSIMILE	3000L	1	450,000.-
©	PRINTING PAPER FOR 3000L	A4 SIZE 2500 SHEET/BOX	2	7,000.-
94-098-1	PERSONAL COMPUTER	Dyna Book		
94-098-2		V486FV4332CW	2	740,000.-
94-099-1	MOUSE	J31MS002	2	
94-099-2				
94-100-0	SOFTWARE	ITITAROU Ver.5 for WINDOWS	1	17,6000.-
94-101-0	SOFTWARE	WORD PERFECT V5.2 for WINDOWS	1	60,000.-
94-102-0	PRINTER	J31 DMP06	1	230,000.-
©	RIBBON CARTRIDGE	R58	30	66,000.-
©	RIBBON CARTRIDGE	R59	10	66,000.-
94-103-1	4MB RAM	ME3C04JA	3	114,000.-
94-103-2				
94-103-3				

No.	Description of Goods		Quantity	Value (Amount) (¥)
94-104-4	TRANSFORMER 220V/100V	UC-10N	2	42,000.-
94-104-2				
94-105-0	POLAROID CAMERA	PRO CAM	1	67,000.-
94-106-1	CAMERA	SLIM T	2	66,000.-
94-106-2				

© : Consumable items

No.	Description of Goods		Quantity	Value (Amount) (¥)
	<< Perchase from Local Agent>>			
94-107-0	CANON BUBBLE JET PRINTER BJ-330		1 SET	฿ 18,725.-
94-108-0	ZOOM LENS FOR EKTAPRO	100-200 MM		
		F3.5	1	฿ 8,730.-

© : Consumable items

1995 Japanese Fiscal Year

No.	Description of Goods	Quantity	Value (Amount)(¥)
	<< Equipment from Japan >>		
95-109-1	STOPWATCH	20 PCS	216,000.-
95-109-2			
95-109-3			
95-109-4			
95-109-5			
95-109-6			
95-109-7			
95-109-8			
95-109-9			
95-109-10			
95-109-11			
95-109-12			
95-109-13			
95-109-14			
95-109-15			
95-109-16			
95-109-17			
95-109-18			
95-109-19			
95-109-20			
	<< Perchase from Local Agent>>		
95-110-0	COMPUTER MONITOR COMPAQ SVGA 14"	1	฿ 8,560.-
95-111-0	MACINTOSH POWER BOOK DUO 250		
	HARD DISK 200/4 MB RAM	1 SET	฿ 42,800.-
95-112-0	DUO FLOPPY ADAPTER	1 SET	฿ 3,745.-
95-113-0	APPLE MOUSE	1 SET	฿ 2,568.-
95-114-0	CANNON BUBBLE JET PRINTER BJ-330	1 SET	฿ 18,832.-
95-115-1	CORDLESS TELEPHONE	2 SETS	฿ 3,998.-
95-115-2			
95-116-0	RICHO COPIER DOCUMENT FEEDER DF-60 FOR FT-6645	1 SET	฿ 62,000.-
95-117-0	RICHO COPIER SORTER STAPLER ST-25 FOR FT-6645	1 SET	฿ 85,600.-
95-118-0	RICHO COPIER LARGE CAPACITY TRAY RT-31 FOR FT-6645	1 SET	฿ 46,000.-
95-119-0	TV SONY KV-2169 MW	1 SET	฿ 13,900.-
95-120-0	VIDEO SONY SLV-X812 PS	1 SET	฿ 14,900.-
95-121-0	WHITE BOARD	1 SET	฿ 3,448.-
95-122-1	VIDEO CAMERA SONY CCD-TR670E	2 SETS	฿ 59,706.-
95-122-2			
95-123-1	TRIPOD	3 SETS	฿ 2,985.-
95-123-2			
95-123-3			

No.	Description of Goods		Quantity	Value (Amount)(¥)
	<< Equipment from Japan >>			
	TECHNICAL BOOKS			
	TRAINING MANUALS 46 VOLS/SET		2 SETS	1,988,000.-
	SUPPLEMENT BOOK LET 70 VOLS/SET		1 SET	555,000.-
	AV EQUIPMENT EDITING SYSTEM			
96-124-1	BETACAM SP RECORDER PAL	PVW-2800P	2	4,562,000.-
96-124-2				
96-125-0	BETACAM SP PLAYER WITH DT FUNCTION PAL	PVW-2650P	1	2,074,000.-
96-126-0	DSK BOARD FOR DFS-500P PAL	BKDF-504P	1	290,000.-
96-127-1	RACK MOUNT METAL	RMM-110	3	99,000.-
96-127-2				
96-127-3				
	CAMERA ADAPTOR			
96-128-0	COLOR VIDEO CAMERA PAL	DXC-637PK	1	1,348,000.-
96-129-0	BETACAM SP VTR DOCKABLE TYPEPAL	PVV-3P	1	1,089,000.-
96-130-0	PLAYBACK ADAPTOR CAMCORDER PAL	VA-300P	1	311,000.-
©	VIDEO TAPE FOR BETACAM SP 90 MIN	NB-1P	10	790,000.-
	ACCESSORIES			
96-131-0	AUDIO PATCH PANEL 20-DUAL PATCH JACKS	PPA-401	1	174,000.-
96-132-0	AUDIO PATCH CABLE(30 CM) 5 CABLES PER BUNDLE	PPA-B30	1	18,600.-
96-133-0	AUDIO PATCH CABLE (60 CM) 5 CABLES PER BUNDLE	PPA-B60	1	19,800.-
96-134-0	VIDEO/AUDIO DISTRIBUTION	DA-1400	1	142,000.-
96-135-0	CONTROL SIGNAL PATCH PANEL		1	323,000.-
96-136-1	REMOTE CONTROL CABLE 9PIN-9PIN 5M	RCC+5G	3	45,300.-
96-136-2				
96-136-3				
96-137-0	AUDIO/VIDEO CABLES		1	269,000.-
96-138-0	19-INCH SYSTEM RACK 175 CM 175 CM W/AC POWER UNIT & RMM		1	745,300.-

No.	Description of Goods	Quantity	Value (Amount)(¥)
	<<Purchase from Local Agent >>		
96-139-0	DATA PROJECTOR VPH-1252QM.	1	฿ 567,000.-
96-140-0	IFU-1271M.	1	฿ 43,000.-
96-141-0	IFB-20	1	฿ 15,500.-
96-142-0	SIC-10	1	฿ 8,100.-
96-143-0	SIC-22 VGA INTERFACE CABLE	1	฿ 8,100.-
96-144-0	VID-P100 VIDEO PRESENTATION	1	฿ 137,500.-
96-145-0	SLV-K881ML	1	฿ 24,900.-
96-146-0	VCS-63A	1	฿ 12,700.-
96-147-0	LG-955	1	฿ 11,000.-
96-148-1	MS-2500H	2	฿ 59,000.-
96-148-2			
96-149-0	N/D257B & FLOOR STAND	1	฿ 7,550.-
96-150-0	SPILIT LIVE 4	1	฿ 105,000.-
96-151-0	SP-D07	1	฿ 38,200.-
96-152-1	ELECTRO-VOICE 7100	2	฿ 51,720.-
96-152-2			
96-153-1	ELECTRO-VOICE 7200	2	฿ 56,220.-
96-153-2			
96-154-1	SX-100	2	฿ 47,640.-
96-154-2			
96-155-1	TS8-2	3	฿ 23,610.-
96-155-2			
96-155-3			
96-156-0	TL-3512	1	฿ 40,700.-
96-157-0	W-850R	1	฿ 14,000.-
96-158-0	CELING MOUNTING	1	฿ 8,000.-
96-159-0	STEEL CABINET RACK	1	฿ 14,000.-
96-160-0	SPEAKER CABLE	1	฿ 66,560.-

© : Consumable items

1997 Japanese Fiscal Year

No.	Description of Goods	Quantity	Value (Amount)(¥)
	<< Equipment from Japan >>		
	PRACTICAL KAIZEN FOR PRODUCTIVITY FACILITATORS,1	20 VOLS	100,000.-
	PRACTICAL KAIZEN FOR PRODUCTIVITY FACILITATORS, II	15 VOLS	75,000.-
97-161-0	SOFT WARE SPSS 7.5.2	1 SET	336,000.-
	BASE SYSTEM		
	PROFESSIONAL STATISTICS		
	ADVANCED STATISTICS		
	TABLES		
	<<Purchase From Local Agent>>		
97-162-1 97-162-2	LCD PROJECTOR PJ-SVGA MT-800	2 SETS	~~B~~ 362,700.-

© : Consumable items

Annex - 16 EXPENSES BY THE JAPANESE SIDE

As of November 1998 (Unit : Thousand Yen)

Japanese Fiscal Year	1992	1993	1994	1995	1996	1997	1998	Total
Acceptance of C/P in Japan			1,771	1,424	946	925	930	5,996
Dispatch of Experts		1,837	110,006	121,243	131,589	146,846	140,000	651,521
Dispatch of Study Team	4,615	13,727	3,614	2,452	2,594	3,089	7,933	38,024
Provision of Machinery and Equipment		133	41,140	2,870	20,748	4,104	0	68,995
Local Cost born by Japanese side			5,243	4,042	2,700	2,552	2,211	16,748
Total	4,615	15,697	161,774	132,031	158,577	157,516	151,074	781,284

Note : Expenses in Japanese Fiscal Year 1997 includes estimate.

List of Counterpart Personnel and Record of C/P Training

Annex17

1. Consulting Skills and HRD

	1994	1995	1996	1997	1998	1999
TPDP	Feb/18 Started					Feb/17 End
FTPI		Jul/1 Established				
(Consulting Skills)	Working experience(yrs)					
Mr. Sangvorn Rutnarak (Director)			Nov/1			
1. Mr. Sitthinath Sanpanich (C)	10.0		Mar/18 C1 C2	C3 C4 C5 C12 C11	C6	
2. Mr. Amornrat Sontithai (A)	1.6	Aug/15 C1 C2 C7-10	C14	C3 C4 C5 C11	C6	
3. Mr. Chamluck Khunplokaew (A)	6.0	Aug/15 C1 C2 C7-10	C12	C3 C4 C5 C11	C6	
4. Mr. Kittipong Wiwakanond (A)	4.0	Aug/15 C1 C2 C7-10	C12	C3 C4 C5 C11	C6	
5. Ms. Nuchsara Techapunyachai (A)	5.5	Aug/15 C1 C2 C7-10	C12	C3 C4 C5 C11	C6	
6. Mr. Srawut Sittipod (A)	1.5	Aug/15 C1 C2 C7-10	C12	C3 C4 C5 C11	C6	
7. Mr. Supphasak Ponganant (B)	0.0	Aug/15 C1 C2 C7-10		C3 C4 C5 C11 C12	C6	
8. Mr. Thanee Aum-or (B)	0.3	Aug/15 C1 C2 C7-10		C3 C4 C5 C11 C12	C6	
9. Mr. Kijja Tangkitiwongporn (C)	6.0		Mar/1 C1 C2 C12	C3 C4 C5 C11	C6	
10. Ms. Panarat Sae-Diew (C)	3.0		Jul/15 C1 C2	C3 C4 C5 C11 C12		
11. Mr. Suchart Yuwaree (C)	13.0		Apr/1 C1 C2	C3 C4 C5 C12 C11	C6	
12. Mr. Thanya Limsakoune (C)	13.0		Apr/1 C1 C2	C3 C4 C5 C12 C11	C6	
13. Mr. Chadej Tangcharoen (D)	10.0			Jun/16 C1, 2, C5 C3 C12	C6	
14. Ms. Kamolwan Siripanich (D)	0.5			Feb/3 C1 C2 C5* C3	C6 C5 C12	
15. Mr. Kraiwit Sethavanich (D)	13.0			Jun/2 C1, 2, C5 C3	C6 C12	
16. Ms. Kritsana Suwannapakdee (D)	2.0			Jul/2 C1, 2, C5 C3	C6 C12	
17. Mr. Mana Chaiwongroj (D)	9.0			Jun/16 C1, 2, C5 C3 C12	C6	
18. Ms. Pilirake Wongsanganan (D)	7.0		ISO	Apr/1 C1 C2, C5 C3	C6 C12	
19. Mr. Yongwit Thongnark (D)	3.0			Mar/1 C1 C2 C5* C3	C6 C5 C12	

*complete with supplement

C1 : Introductory course
C2 : Productivity Consultant-Basic
C3 : Basic Management Consultant Development
C4 : Intensive "Kaizen" workshop
C5 : Consulting Skills - Intermediate
C6 : Consulting Skills - Advanced
C7 : Productivity Concept
C8 : Training & Development
C9 : OJT Instructor
C10: Basic Supervisory
C11: Intermediate Financial Management
C12: CP Training in Japan (Spore)

List of Thai Counterpart Personnel and Record of C/P Training

		1994	1995	1996	1997	1998	1999
TPDP		Feb/18 Started					Feb/17 End
FTPI			Jul/1 Established				
		Working experience(yrs)					
(HRD)							
1 Mr. Warong Yamabhai	(A)	6.0	Aug/15	H1~6 H 11	H7~10	H12-14 H16-18	
2 Ms. Araya Charoenkul	(B)	5.0	Aug/15	H1~6	H7~11	H12-18	
3 Mr. Prachaya Permthongkum	(B)	2.0	Aug/15	H1~6	H7~11	H12-18	
4 Ms. Weena Khositsurangkakul	(B)	1.0	Aug/15	H1~6	H7~11	H 12 H 16-18	

H 1 : Introductory
H 2 : Productivity Concept
H 3 : Training & Development
H 4 : OJT Instructor
H 5 : Basic Supervisory
H 6 : Productivity Consultant-Basic
H 7 : Facilitator Training
H 8 : Supervisory/Middle Management Development
H 9 : Intermediat Financial Management
H 10 : Basic Management Consultant Development
H 11 : CP Training in Japan
H 12 : Personnel Management System
H 13 : Middle Management Development
H 14 : Supervisory OJT
H 15 : Facilitator OJT
H 16 : HRD Consulting
H 17 : Supervisory Trainig (APO)
H 18 : Supervisory Development (APO)

List of Thai Counterpart Personnel and Record of C/P Training

2. Promotion/Survey/AV

	1994	1995	1996	1997	1998	1999
TPDP	Feb/18 Started					Feb/17 End
FTPI		Jul/1 Established				
(Promotion)	Working experience(yrs)					
Ms. Manussawee Dhadasih (Director)	23.0	Aug/1				
1. Mr. Phajon Chalermsarn	6.0		Jun/15 1	4 3	14 12	
2. Ms. Pornchan Shantavasinkul	18.0	Aug/15 7	1	4	14	
3. Mr. Supachai Archiwaranguprok	1.4	Aug/15 7	1	4 3	14 12	
4. Ms. Nantaka Adireksombat	0.0	Aug/15 7		4 2 3	14 12	
5. Mr. Sittikorn Kuakul	1.0			Feb/5 2 5	14 11 12	
6. Ms. Pintip Iamnirath	1.0			Feb/10 2 5	14 11 12	
7. Ms. Nareerat Homhual	3.0			Feb/17 2 5	14 12	
8. Ms. Nopphakao Siriphonpaiboon	2.0		Apr/1	4 2 3	14 12	
(Survey)						
1. Dr. Em-Amorn Kumnuch	4.0			Jan/14 8	9 13	
2. Ms. Parichat Sanoi	3.0		Mar/1 1	8	9 13	
(AV)						
1. Mr. Suchote Far-Arun	3.0	Aug/15 6	10			
2. Mr. Krisana Kalaranee	5.0	Aug/15 6	10			
3. Ms. Monthakarn Chalitpibool	5.0		Jun/1			
4. Mr. Preechapon Janpleng	3.0	Aug/15 6	10			
5. Mr. Kotchakorn Booranaritthawee	2.0	Aug/15 6	10			
6. Mr. Ruttavut Srivisut	2.0			Feb/3		

Note

1. Introductory Training for CPs(I) (1996.7~9)
2. Introductory Training for CPs(II) (1997.2~4)
3. C/P Training in Japan(I) (1997.9~10)
4. Basic Management Consultant Development Course(I) (1997.1~3)
5. Basic Management Consultant Development Course(II) (1997.10~12)
6. Practical Training by STE (ISHIMARU) (1995.12)
7. Practical Training by STE (INOUE) (1995.12)
8. Practical Training by STE (TOKUDA) (1998.1~4)
9. Practical Training by STE (TOKUDA) (1998.1~)
10. Intensive AV Training by LTE (KOSAKI) (1996.1~5)
11. C/P Training in Japan (II) (1998.6~7)
12. Practical Training by STE (SASE) (1998.9~10)
13. Practical Training by STE (TOKUDA) (1998.11~12)
14. Facilitator Trainer Training (1998.4~5)

Machinery and Equipment Provided by the Thai Side

- Expert's desks : 8
- Expert's chairs : 16
- Secretary's desks : 8
- Secretary's chairs : 4
- Desks for meeting rooms : 2
- Chairs for meeting rooms : 8
- Computer desks : 8
- Bookshelves : 8
- Suite for head/leader office : 1
- Steel cabinets : 5
- Desktop Computer : 1

EXPENSES BY THE THAI SIDE

LOCAL COST FOR TPDP BORN BY FTPI (BAHT)

	1994	1995	1996	1997	1998
1. Building & Facilities					
a. Office Space Rental	153,900	923,400	923,400	831,060	831,060
b. Utility Charges (Included Telephone & Fax Charges)	49,634	132,114	185,431	250,855	280,000
2. Personnel Expenses					
a. Driver's (SERENA) Salary & Maid Charges)	60,000	180,000	180,000	180,000	180,000
3. Office Equipment Purchase	◀		300,000		▶
TOTAL	263,534	1,235,514	1,588,831	1,261,915	1,291,060

3－4　ﾌｫﾛｰｱｯﾌﾟ協力の概要

（1）ﾌｫﾛｰｱｯﾌﾟ協力に係るR/D及びミニッツ署名日
1998年12月28日

（2）背景と目的
97年7月来の通貨危機を背景としたﾀｲ国における生産性向上に対するﾆｰｽﾞの高まり、特に産業構造調整事業(IRP)の実施に際し、FTPIがIRPの生産性向上分野のﾌﾟﾛｸﾞﾗﾑにおいて中心的な役割を担うことを期待されていることに応えるため、ﾌﾟﾛｼﾞｪｸﾄ活動を継続して質の高いｽﾀｯﾌの数を増やすことを目的とする。

（3）技術移転分野
生産性ｺﾝｻﾙﾃｨﾝｸﾞ技術分野、及び人材育成・労使関係(HRD/LMR)分野。

（4）対象となるC/P
当初協力期間で技術移転の対象となったC/Pとするが、HRD/LMR分野については、潜在能力の高いC/Pが最近になってFTPIに採用されていることから、この限りではない。

（5）ﾌｫﾛｰｱｯﾌﾟ協力期間
1999年2月18日（当初協力期間終了後）から2年間。

（6）進捗管理、ﾓﾆﾀﾘﾝｸﾞ、評価
ア　PDM、活動計画（PO）
今次終了時評価調査の際に評価用として用いたPDM、及び同PDMを元に確認したPOをﾌｫﾛｰｱｯﾌﾟ協力の際の進捗管理、ﾓﾆﾀﾘﾝｸﾞ、評価等に用いることとする。
イ　C/Pの達成度測定方法
当初協力期間に用いた、C/P育成計画、及びC/Pの達成度測定表を、ﾌｫﾛｰｱｯﾌﾟ協力の際のC/Pの達成度測定方法としても用いることとする。

（7）技術移転の方法
ア　座学
専門家からC/Pへの講義等に加え、一部項目に関しては上位ﾚﾍﾞﾙのC/Pが下位ﾚﾍﾞﾙのC/Pに対して講義等を実施する。
イ　企業訪問による事例研究
専門家の指導のもと、C/Pが実際の優良企業において、生産性向上に係る事項の具体的な実施例について調査分析し、結果をﾚﾎﾟｰﾄとしてとりまとめる。
ウ　OJT
C/Pが実地経験を積むことを目的として選ばれたﾓﾃﾞﾙ企業において、原則として専門家の、但しﾌｫﾛｰｱｯﾌﾟ期間の後半は上位ﾚﾍﾞﾙC/Pの指導のもと、C/Pが企業に対するｺﾝｻﾙﾃｨﾝｸﾞや企業内ﾄﾚｰﾆﾝｸﾞを実施する。

（8）技術移転項目
以下の各項目について座学やOJTを実施する。
ア　生産性ｺﾝｻﾙﾃｨﾝｸﾞ技術分野
（ア）生産管理、品質管理、原価管理、納期管理等の工場管理全般。
（イ）JIT、TQM、TPM等の生産性ﾂｰﾙ。
（ウ）問題認識、目標設定、生産性ﾂｰﾙ、効果測定等を効果的に組み合わせた、工場全体に対する生産性向上活動の実施。
イ　HRD/LMR分野
（ア）座学を中心に、生産性の基礎、生産性ﾌｧｼﾘﾃｰﾀｰ教育、経営ｺﾝｻﾙﾃｨﾝｸﾞ基礎等。
（イ）監督者、管理者を対象とした、企業内階層別教育訓練ﾌﾟﾛｸﾞﾗﾑの開発・

実施。

（ウ）企業の人事管理ｼｽﾃﾑの診断、また改善のための提言。

（エ）労使関係に関連し、経営者と従業員間のよりよいｺﾐｭﾆｹｰｼｮﾝ、相互関係の形成に関する情報提供。

（９）日本側投入

（ア）専門家派遣

技術専門家については、生産性ｺﾝｻﾙﾃｨﾝｸﾞ技術、HRD/LMRの各分野について長期専門家を派遣する。短期専門家については必要に応じ派遣する。

（イ）研修員受入れ

原則として実施しない。

（ウ）機材供与

原則として実施しない。

（１０）特記事項

（ア）運営委員会(Steering Committee）の設置

ﾌｫﾛｰｱｯﾌﾟ協力の運営管理の主体はﾀｲ側であることを確認し、それを具現化するため、円滑なﾌﾟﾛｼﾞｪｸﾄの実施を目的とした運営委員会(Steering Committee）をFTPI内に設け、最低3ヶ月に一回開催することとする。C/P育成計画の策定、ﾓﾃﾞﾙ企業の選択、技術移転に関するﾓﾆﾀﾘﾝｸﾞ等を具体的な活動項目とする。なお、日本人専門家はｱﾄﾞﾊﾞｲｻﾞｰとして参加する。

（イ）C/Pのﾌﾟﾛｼﾞｪｸﾄへの時間配分

C/Pは原則として週2日の頻度でﾌﾟﾛｼﾞｪｸﾄ活動に参加することとする。

以　上