

## ABSTRACT

The present research was aimed at systematic surveys and analyses of the employment situations and employer satisfaction of the SUT graduates in academic year 2005. Samples applied in statistical analyses consisted of 976 SUT graduates, 326 employers, and 54 academic advisors (in case graduates further studied at post-graduate levels). The instrument used in the employment and employer satisfaction surveys was questionnaires with five-point Likert rating scale. The employer satisfaction levels were rated through four priori dimensions: (1) humanware measured by six indicators; moral, professional ethics, understanding of cultural and individual differences, interpersonal relationships, cultural life, and belief in self efficiency, (2) orgaware measured by four indicators; thinking ability, vision and goal setting, management skills, and problem solving, (3) inforware measured by three indicators; learning ability, communication competency, and information usage, and (4) technoware measured by four indicators; professional knowledge and competency, general academic knowledge, ability to apply professional instrument and new technology, and working performance.

Important results could be summarized as follows: (1) From 976 SUT graduates; 722 were already employed (73.98%); 107 further studied at post-graduate levels (10.96%); mean salary was 14,093.55 Baht. (2) Employer satisfaction level was high only for humanware ( $\bar{X} = 3.74$ ), whereas those for technoware ( $\bar{X} = 3.48$ ), inforware ( $\bar{X} = 3.43$ ), and orgaware ( $\bar{X} = 3.39$ ) were only moderate, respectively. Academic advisor satisfactions were high for humanware ( $\bar{X} = 3.75$ ), technoware ( $\bar{X} = 3.61$ ) and inforware ( $\bar{X} = 3.58$ ), and only moderate for orgaware ( $\bar{X} = 3.42$ ). (3) It appeared that, according to the developed structural equation model, no independent variable significantly influenced employer satisfaction level. (4) Being graduates from the Institute of Engineering ( $\beta = 0.438$   $p < .01$ ) and GPAX ( $\beta = 0.113$   $p < .01$ ) significantly and positively affected salary rate of the SUT graduates.

Besides the knowledge from curriculum, most employers expected five important characteristics and competencies from the SUT graduates: (1) diligence, endeavor, determination and sacrifice, (2) learning ability, acquiring new knowledge, learning new jobs, and personal development, (3) honesty in jobs and organization, (4) interpersonal skills for good work, and (5) self confidence and self expression ability.

Since the analyses were made based on information obtained directly from the employers, the authors believed that the present results could be beneficial in the development of both academics and personality aspects of the forthcoming SUT graduates, as well as being foundations for in-depth investigations on problems which might affect quality and employment rate of SUT graduates. These are extremely important, since the development of the desired characteristics, personalities and competencies of graduates have been the pledge of SUT since the foundation.