

## ABSTRACT

Thesis Title : The Needs of Naval Personnels for Career Changing : A Case  
Study of Non – Commissioned Officers of Royal Thai Fleet

Student's Name : Pol Jedsada Deejaingam

Degree Sought : Master of Arts

Major : Political Science

Academic Year : 1999

Advisory Commitee :

- |                                    |             |
|------------------------------------|-------------|
| 1. Dr. Arasdharm Promma            | Chairperson |
| 2. Assoc. Prof. Sathian Homkachorn |             |
| 3. Assoc. Prof. Chalida Sornmanee  |             |

The objectives of this research are twofold :

1. To study the level of career changing needs of non-commissioned officers of Royal Thai Fleet.
2. To study the factors affecting the career changing needs of non-commissioned officers of Royal Thai Fleet.

The population in this research are 7,551 non-commissioned officers from 12 divisions of Royal Thai Fleet. Their ranks are petty – officer third class, petty-officer second class, petty-officer first class, chief petty-officer third class, chief petty-officer second class and chief petty-officer first class. 400 samples are selected by stratified and accidental random samplings. Questionnaire survey is used to collect data and statistical methods ; frequency, percentage and Chi-square test, are used to analyse them.

The research findings are as follows :

1. The level of career changing needs of non-commissioned officers of Royal Thai Fleet are at a medium level.

2. Non-commissioned officers' personal backgrounds, attitudes towards military career, satisfaction of working environment factors and commitment to their organizations are related to career changing needs at the statistical significant level 0.05. In the detail, it is found that :

2.1 The non-commissioned officers who are younger, have less tenures, less salaried, and lower graduated need to change their career more than the ones who are older, have more tenures, more salaried and higher graduated.

2.2 The non-commissioned officers who have negative attitude towards the advancement, job security and honour of military career need to change their career more than the ones who have positive attitude towards them.

2.3 The non-commissioned officers who are less satisfied with their salaries, compensations, welfare, promotion and military administrative system need to change their career more than the ones who are more satisfied with them.

2.4 The non-commissioned officers who have less sense of commitment to their organizations need to change their career more than the ones who have more.