

ABSTRACT

Thesis Title : The Opinions of Municipal Officials Criterion of Salary
Increasing: A Case study of Phrapradang and Municipal of
Petchaboon

Student's Name : Mrs. Chantana Prakransamut

Degree Sought : Master of Arts

Major : Political Science

Academic Year : 2001

Advisory Committee :

1. Assoc. Prof. Chalida Sornmanee Chairperson
2. Assoc. Prof. Pongsan Sriomsap
3. Assoc. Prof. Chalernpol Srihong

The study has objectives to study the municipality officer's knowledge and understanding on performance appraisal principles and practices in order to promote in special case (2 steps) and to survey their officer's attitudes on special promotion.

A sample size is composed of 54 municipality officers of Muang Prapadeang and 69 persons of Muang Petchaboon. Data is collected by questionnaires and analyzed by percentage, mean average, t-test and one-way ANOVA.

It is found in this research:

1. The officer's backgrounds such as years of service, educational level, ranking, division and experience on special promotion are related significantly to their knowledge and understanding on performance appraisal principles and practices and to their attitudes on special promotion.

2. The officer's knowledge and understanding on special promotion (2 steps) in both municipalities are very different.

3. The officers in both municipalities have different attitudes on special promotion (2steps).

The majority of officers as 58.44% give an opinion that special promotion (2 steps) is appropriate because the officers who work hard and have responsibilities should receive normally special promotion. And the rest of 41.56% considers that it is unsuitable due to spoiled system and supervisor's bias. Therefore, apply performance-based bonus instead.