

THESIS TITLE : RELATIONSHIPS BETWEEN THE LEADERSHIP BEHAVIOR OF THE
HEADS OF WORK UNITS AND THE LEVEL OF SELF-SATISFACTION
IN WORK AS PERCEIVED BY THE SUBORDINATES WHO WORK IN
THE DEANS' OFFICES OF KHON KAEN UNIVERSITY

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ABSTRACT

The purposes of this study were to 1) study the relationships between the leadership behaviors of the heads of work units and the satisfaction levels of subordinate officials, perceived by them, who were working in the deans' offices of Khon Kaen University. These relationships were classified by the leadership behaviors of the heads of work units and types of work units, 2) compare the relationships between the leadership behaviors of the heads of work units and the satisfaction levels of subordinate officials, perceived by them, who were working in the deans' offices of Khon Kaen University and had different working experiences. These relationships were classified by the leadership behaviors of the heads of work units and types of work units.

The subjects of this study were one hundred and seventy-six subordinate officials, drawn by Stratified Random Sampling, who were working in the deans' offices of all faculties in Khon Kaen University. The instruments used in this study were the leadership behavior questionnaire based on Halpin and Winer's theory and the work satisfaction questionnaire based on Herzberg's theory. For data analysis, the employed to analyze the data collected included, Percentage, Mean, Standard Deviation, the Pearson's Product Moment Correlation Coefficients. The statistical significance was tested by using T-test and Chi-square was used in comparing the correlation coefficients among the three work experience groups.

Findings

1. The leadership behaviors of the task oriented and interpersonal oriented unit heads were significantly related to work satisfaction as perceived by the subordinate officials in the Administrative and General Affairs Section, Finance and Supply Section, Academic Service Section, except Policy and Planning Section in the deans' offices of Khon Kaen University ($p < .05$).

2. Relationships between the leadership behaviors of the task oriented and interpersonal oriented unit heads with to work satisfaction as perceived by the subordinate officials in the Administrative and General Affairs Section, Finance and Supply Section, Academic Service Section and Policy and Planning Section in the deans' offices of Khon Kaen University, among the groups of subordinate officials whose work experiences were not more than 5 years, more than 5 but not more than 10 years, and more than 10 years, were not significantly different at .05 level.