

PIYARAT CHITPHAKDEE : THE STUDY OF REGIONAL COLLEGE OF PUBLIC HEALTH
INSTRUCTORS' JOB SATISFACTION. THESIS ADVISOR :

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Job satisfaction is a crucial aspect in increasing efficiency and quality of the work, including in retaining human resources. The objective of this research is studying the Regional College of Public Health instructors' job satisfaction. The 149 self-administered questionnaires were sent to all of the instructors in the colleges. The responded rate is 13 (91.95%).

It was founded that there are 137 instructors of these colleges; female are 91(66.4%), male are 46(3.1%). The group of 31-40 years old are the majority 59(43.1%). Most of their marital status were married 90(65.7%) and their highest education were bachelor degree 97(70.8%), and the major period of working is not more than 5 years 44(32.1%). The instructors indicated that much satisfy 45 (32.8%), moderate satisfy 76(55.5%), unsatisfy 16(26.2%). For the status of work in the future, they would continue working 70(51.1%), move or resign from government 54(39.4%) and were not answer 13 (9.5%).

From the analysis of satisfaction on the 11 groups specified activities, there are 25 activities which instructors more than 50% indicate that they much satisfy (score 4-5) and most of them indicated that they would continue working. There are three activities that more than 50% of them indicated that much unsatisfy (score 1-2) such as bad media, separation of groups and the unsuitable library. And most of them indicated that would move or resign from government.

The test of relationships between job satisfaction and the impact of work status is statistically significant ($P < 0.001$). Furthermore, the most of those who unsatisfy 92.9% would move or resign. The other factors that should be statistically significant with job satisfaction were the highest education ($P < 0.05$), the situation of work ($P < 0.05$) and regions of college ($P < 0.05$), the south move or resign.