

## **Abstract**

**Thesis** : Knowledge and Understanding of the Regulations on the Disciplines of State Enterprise Employees : A case Study of the Headquarters of the Provincial Water Works Authority of Thailand.

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The three main objectives of the study were (1) to determine the Knowledge and understanding of the regulations on the disciplines of state enterprise employees (2) to identify the important factors influencing it, and (3) to foreknow the problems and obstacles to it.

The sample group consisted of 363 employees of C 1-7 (position classification) from different sections at the headquarters of the Provincial Water Works Authority of Thailand. The data were collected by using a questionnaire. List responders Aged 31-40 and were married most had a bachelor's degree, were in the general work line, held C - 6 (position classification), and worked there for about 6-9 years.

### **The findings were summed up as follows :**

1. The knowledge and understanding of the regulations on the disciplines of state enterprise employees was found to be at a moderate.

2. The factors found to have a positive relationship with their knowledge and understanding of the regulations were education, leadership, relationship between the superior and subordinate, training and internal communication of the organization. The factors found to have no significant relationship with it were sex, number of working years and relationship with colleagues.

3. Regarding the problems and obstacles to their knowledge and understanding of the regulations, most of them thought it necessary to educate them about the disciplines using simple language so that they would easily understand them.

(4)

**The following were recommended.**

1. The superior should be keen in the controlling his subordinates to observe the organizational disciplines. He should serve as a good model for them, too.
2. There should be variety of media to spread the knowledge about the organizational disciplines.
3. Training on the organizational disciplines should be conducted for the employees in all the regions, and pre - and post - evaluation of the training should be made.
4. The enquiry service should be available for those who had some questions about the organizational disciplines .

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