

**Title** Job Satisfaction of Personnel Officers in the Large  
Electronic Industry

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This study had 3 main purposes. The first one was to study the job satisfaction of personnel officers in the large electronic industry in the whole scale and in the sub scale of each component of job satisfaction. The second one was to order the rank of satisfaction scores in each component of job satisfaction in the total group. The third one was to investigate the relationship between the personal background variables and job satisfaction.

Data were collected from 108 personnel officers from 6 the large electronic companies. The research instrument was a questionnaire composed of 2 parts. The first part concerned about the respondents' personal backgrounds. The second part was job satisfaction scale. The scale was composed of 11 components of job satisfaction : achievement, recognition, the work itself,

responsibility, advancement, compensation and benefits, interpersonal relations with supervisor and co-worker, company policy and administration, security, working conditions and supervision.

Research results were as follows :

1) Job satisfaction : personnel officers had moderately high level of job satisfaction in the total and sub groups. It was also found that the supervision factor was the highest satisfaction whereas working condition factor was the lowest satisfaction.

2) The rank order of job satisfaction components from the highest satisfaction to the lowest one was as follows :

1) supervision 2) interpersonal relations with supervisor and co-worker 3) achievement 4) advancement 5) policy and administration 6) security 7) responsibility 8) the work itself 9) recognition 10) compensation and benefits 11) working condition

3) Personnel officers' personal background variables: sex, personal income and work-status level of personnel officers were significantly correlated with job satisfaction. The age, marital status, education, years of service and years in the present position were not significantly correlated with job satisfaction.

The research results have indicated the relationship between some personal backgrounds and the job satisfaction of the personnel officers in the large electronic industry . They have led to the understanding of the attitude toward job of the personnel officers and to the suggestions for the improvement of job satisfaction through the organizational management. The improvement may result in the increasing of the work efficiency that may benefit the companies themselves.