

## Abstract

The Study on “An Approach for Welfare Services Development for Motivate of Personnel in College of Music, Mahidol University” aims to study the preparation of a policy on personnel welfare, characteristics of existing welfares, and needs on welfare amendment enhancing personnel motivation. This study was the descriptive research. The tool was the questionnaire and 118 sets of questionnaires were returned. The data was statistically analyzed by percentage, mean, standard deviation while the variable difference was analyzed by t – test and F – test at the statistical significant level of 0.05. The study results are summarized as follows.

Most personnel were male, ages between 26 – 30 years, single, and worked in the operation line (employee). Their salaries were between 10,001 - 15,000 baht. They had 1-3 year work experience in the College. Their welfare satisfaction was at the high level. Their satisfaction towards welfare management was at the moderate level. They agreed with 6 principles of welfare management, namely, response, participation, ability to pay, flexibility, equality and motivation principles, for working efficiency at the moderate level. The personnel had needs on welfare amendment at the high level. Welfare amendment in term of economy was the most required, namely, the establishment of the Provident Fund, and opportunities for personnel to express ideas and make decisions on the benefit management under the same welfare. From the study on data relationship, it was found that the personal of different ages, marriage statuses, operational lines and salaries had different opinions towards the welfare management of the College at the statistical significant level of 0.05.

The recommendations were as follows: At the policy level, College of Music, Mahidol University should prepare an annual plan, revise personnel regulations by identifying clear personnel benefit, and have in a place public relations system on news and information. At the operational level, participation should be enhanced. The College should survey personnel opinions, establish the Provident Fund, Health Center and increase training for operational lines in order to enhance higher work motivation.