

ABSTRACT

Title of Research Paper : Teachers' Satisfaction in Personnel Management by
School Administrators : A Study of Government
Primary Schools Ra-ngae District, Narathiwat Province.
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There are 3 objectives for this research, i.e., 1. to study levels of satisfaction in the personnel administration of the school executive officials expressed by teachers of government primary schools in Ra-ngae District, Narathiwat Province, 2. to study factors affecting satisfaction in duty performance of these teachers, and 3. to find out problems and obstacles in promoting the satisfaction in duty performance of the teachers.

263 teachers of government primary schools in Ra-ngae District were selected as samples for this study. The main data collecting instrument is questionnaire.

Findings of this study can be summarised as follows :

1. Teachers are satisfied with the school executive officials' personnel administration as a whole in the moderate level.

2. When consider separately whether in aspects of work promotion, achievement, esteem, responsibility, advancement, policy and administration, superiority, working relation, working condition, salary and added benefits, all appear in the moderate level as well.

3. In hypothesis testing, it was found that position, tenure and salary related significantly to the teachers' satisfaction while sex, age and education were not .

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4. Important problems and obstacles are inadequate personnel and budget, discontinuity in supervision work, unfair promotion methods, not enough teachers' housing, among others .

The researcher recommends some important measures, for example, increased budget and personnel, continuity in supervision work by the superiors, creating a merit system in teachers' promotion, providing adequate housing for teachers and others.