

ABSTRACT

Title of Research Paper : Trend in Requesting for Transfer by Government Officials of the Community Development Department : A Case Study of Community Development Workers in Yala, Pattani and Narathiwass Provinces

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The research examined the trend in requesting for transfer to other departments of community development workers in Yala, Pattani and Narathiwass provinces and identified the causal factors related to the trend in requesting for transfer. The results would be presented to the administration of the Community Development Department so that they could use the information in personnel planning and development. The subjects included 149 CD workers in three provinces as mentioned earlier. A questionnaire was employed to collect the data. Percentage and Chi-square were the descriptive statistics used for data analysis. The research results were summed up as follows:

1. About 51.7 percent of the CD workers in the three southern provinces (Pattani, Yala and Narathiwass) under the study were male. Most were 31-45 years old (79.7%) and had a Bachelor's degree (65.8%) Also, the majority were in C 5 level (68.5%) and had worked for 11 years or more (66%). About 69.8 percent were married and lived with their spouses.
2. Job satisfaction : The CD workers were found to "moderately to highly" satisfied with their job. Their satisfaction with career advancement, the departmental policy and administration, and the role and responsibility of their agencies were found to be satisfying at a low level.
3. Trend in requesting for transfer or moving from the Community Development Department : It was found that the CD workers in Pattani, Yala and Narathiwass provinces had a tendency to ask for transfer or move from the Community Development Department at a moderate level. The factors contributing to their deciding so were (1) work problems and

obstacles, (2) wanting or not wanting to start learning a new job in a new work agency and (3) having or not having the right job.

4. Work problems/obstacles : The problems that hindered the CD workers to work efficiently were the requirement of preparing report on the community development activities, poor welfare, little chance for career advancement, the patronage system, and in adequacy of material and equipment for use in work.

5. Suggestions for solutions : The researcher made some suggestions for solving their work problems as follows: First, the Department should not take the assignments from other departments. Any overlapped job should be returned to the department directly responsible for that job. The Department should pay more attention to the well-being of CD workers, especially welfare and whatever that could facilitate their work. They should be given an opportunity to progress in their career. The patronage system should be given up, and the merit system be used instead.