

## ABSTRACT

**RESEARCH PAPER :** Job Satisfaction of Public Health Officers of the  
Narathiwat Public Health Office

**BY :** Mrs. Jarupun Kaewloan

**DEGREE :** Master of Arts ( Social Development )

**MAJOR :** Social Development Management

**ACADEMIC YEAR :** 2001

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The main purpose of the study was to find out the public health officers' job satisfaction and the factors related to their work. The sample group consisted of 62 officers working at the Provincial Public Health Office in Narathiwat Province in 2000. Questionnaires were employed to collect the data, and percentage, t-test and F-test were used for data analysis.

It was found that the overall job satisfaction of the public health officers was moderate. When the components of the job satisfaction were considered individually, those found to be very satisfactory were (1) nature of the work (2) work achievement and (3) recognition. The six components that were moderately satisfactory were (1) relationship with the superior and the colleagues, (2) career advancement, (3) work environment, (4) supervisory method, (5) policy and administration, and (6) salary and welfare. Regarding the factors significantly related to the overall job satisfaction, it was found that the number of working years in the current position, work position, C-level and salary level had a significantly positive relationship with their job satisfaction at the 0.05 level. On the contrary, sex, age, education, marital status and number of working years were found to have no relationship with their job satisfaction at the 0.05 level.

(4)

The following recommendations were made:

1. Improvement is urgently needed in two aspects, i.e.,

1.1 Finding some ways for the officers to earn extra income and providing an adequate supply of welfare for them.

1.2 Holding a meeting to explain to them the importance of coordination in carrying out activities and keeping them inform of necessary information.

2. Long-term improvement should be made on the following four aspects:

2.1 The work policy should be reviewed to make it clear to the implementations and a standard for reward and promotion should be established.

2.2 The work environment should be improved by supplying enough material and equipment, including vehicles for working outside.

2.3 The officers should be encouraged to improve themselves for career advancement by permitting them to further their education and having higher positions available for them after they have completed their education.

2.4 A meeting should be held to explain to them the importance of coordination within the agency. Also, some activities should be arranged for the officers to get together to create unity.