

### ABSTRACT

RESEARCH PAPER : Job Satisfaction of Officers of the Department of Local Administration in Rayong Province

BY : Mr. Waeruch Tharasombat

DEGREE : Master of Arts (Social Development)

MAJOR : Social Analysis and Planning

ACADEMIC YEAR : 2000

The objectives of this study were to survey the level of job satisfaction of government officers of the Department of Local Administration in Rayong Province and finding the factors that have relation to the job satisfaction which are; level of position, education, and number of working years. The study should benefit and contribute the solution of overall aspect of personnel problems in order to increase degree of job satisfaction which or other hard, can be extend and applied for other units of the Department of Local Administration. The sample used of the study was 96 government officers of the Department of Local Administration in Rayong province. The data collection was done by distributing a questionnaire and participant observation.

The results to the study showed that job satisfaction of government officers of the Department of Local Administration in Rayong province was at the level. When compare the job satisfaction of the government officer related to various factors such as: level of position, income, educational level, salary and benefit, working years, benefit and working condition and location, it was found out respectively;

1. The government officers who have different level of position does not have difference of job satisfaction in all aspect.
2. The Government officers who had different education level, does not have difference in job satisfaction in all aspect's except the salary, benefit and working condition was difference.

TE 128794

(4)

3. The Government officers who had different in number of working years, has no difference in job satisfaction in all aspects except the salary benefit and working condition was difference.

4. And government officers who have different salary and location of office had no difference in job satisfaction in all aspects.

**Recommendation**

1. Implementation plan should be formulated and should be clear and understandable for those implementator.
2. Promote the factor or action plan which could contribute to the honor and value of the officers.
3. Put the right person in to the right job
4. Impulse all officer to express their ability
5. Promote the chance for officers to extend their knowledge
6. All level of executive should create good relationship and working condition with their subordinate.
7. Raise the income of the officer
8. Improve working condition, management material to the officer