

**ABSTRACT**

**Title of Research Paper** : Organizational Atmosphere and Job Satisfaction of the Government officials at the Su-ngikolok in Narathiwat Province

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**Degree** : Master of Arts (Social Development Management)

**Year** : 2001

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The study examined the organizational atmosphere in the eye of the government officials at the Su-ngaikolok Hospital in Narathiwat Province and their job satisfaction, including the relationship between the organizational atmosphere and the job satisfaction.

The data were collected from 234 permanent officials at Su-ngaikolok Hospital in Narathiwat Province. A questionnaire was employed as a research instrument. Frequency, percentage, mean and standard deviation were used to describe the data, and Pearson Correlation and F-test to test the hypotheses.

The findings could be summed up as follows:

1. Most of the officials at the hospital were females, aged 21-30. They were single and had worked there for 1-10 years. They were certificate nurses.
2. The overall organizational atmosphere was found to be at a moderate level. When each dimension was considered, the dimensions found to be at a low level were non cooperation, estrangement and hindrance.
3. The Su-ngaikolok Hospital was found to have both close and open organizational atmospheres at the same degree.
4. The overall job satisfaction of the officials at the hospital was found to be at a moderate level. When each dimension was considered, the dimensions found to be satisfactory at a high level were work position, relationship with colleagues and responsibility.
5. All of the eight dimensions of the organizational atmosphere considered separately and as a whole were found to be significantly related to the job satisfaction. However, the dimensions found to have a negative relationship with the job satisfaction were non-cooperation, hindrance and estrangement, respectively.

6. Eleven dimensions of job satisfaction found to have a significant relationship with all the dimensions of the organizational atmosphere. Only satisfaction with work environment and work position were found to have no relationship with all the dimensions of the organizational atmosphere.
7. Six different patterns of the organizational atmosphere were found to significantly affect the job satisfaction.

### **Recommendations**

1. Activities or projects should be held to create good relationships and unity among the personal. Also, equal importance should be given to all kinds of work.
2. There should be discussions and daily planning together before the work starts every day in order to help solve the problems together with will being good results to the service.
3. Monthly meetings should be held to explain the policy to all staff levels. The staff should be divided into groups on the basis of the nature of work, and each group attends the meeting of the people of the similar work. This will create a good understanding among them. The meeting can also be a channel for the administrators and the staff to communicate with each other.
4. Unnecessary steps in the work system should be reduced, including the recording of overlapped information.
5. The workload for each staff member should be more or less the same, and each job should be assigned to the right person.
6. The staff should be provided with welfare, recreational facilities, lodgings, and gymnasium. Different clubs should be formed at the hospital to promote unity and good health.
7. Evaluation criteria should be clearly defined for fair yearly promotion.
8. Modern technology like computers should be available, especially in the work units that deal with complicated data. Also, the LAN system should be used to speed up the work.