

**ABSTRACT**

**RESEARCH PAPER** : Job Satisfaction of Policemen of the Kokkian  
Tambon Police Station, Narathiwat Province

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

**MAJOR** : Social Development Management

**ACADEMIC YEAR** : 2001

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The study was aimed at finding out the police officers' job satisfaction and the factors related to their job satisfaction. The sample consisted of all the police officers, or 55, working at the Provincial Police Station in Tambon Kokkien, Muang District, Narathiwat Province, in 2001. Questionnaires were used to collect the data. Percentage, mean, t-test and F-test were employed for data analysis.

It was found that the police officers there were moderately satisfied with their job. When individual components of job satisfaction were considered, two found to be very satisfactory, they were (1) relationship with colleagues and (2) relationship with the superior. Also, those found to be moderately satisfactory were (1) the policy, (2) nature of work, (3) career advancement (4) work place, and (5) salary and welfare. Moreover, age, marital status, education, rank and number of working years were all found to have a significant relationship with their job satisfaction at the 0.05 level. On the other hand, the number of working years at the police station and the salary were found to have no relationship with their job satisfaction at the 0.05 level.

(4)

Recommendations were made as follows:

1. Two urgent matters to be improved are

1.1 Setting enough budget, reducing the procedures for payment requests, and allowing cash loans for carrying out activities.

1.2 Improving the work environment, such as provision of adequate places, material and equipment necessary for carrying out work.

2. Three long-term improvements should be the following:

2.1 The superior should put the right man in the right position. Work should be rotated as appropriate. Training should be offered to the police officers. They should be allowed to choose the work they are keen for

2.2 The way to set the policy should be changed by providing the implementation with an opportunity to participate in establishing the policy for field implementation. The policy should be clearly transferred, and the regulations that hinder work should be revised.

2.3 The superior should be fair to all the subordinated, and standards should be set for promotion and reward.