

**ABSTRACT**

**Title of Research Paper** : The Work Morale of Municipality Teachers in Narathiwat Province

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The study of "The Work Morale of Municipality Teachers in Narathiwat Province" had 2 objectives: 1) to study the level of the work morale of Municipality teachers in Narathiwat Province and 2) to study factors affecting the work morale of Municipality teachers in Narathiwat Province. The sample consisted of 163 Municipality teachers in Narathiwat Province. The data was gathered by using questionnaires. And the data was analyzed by using frequencies, percentage, mean, standard deviation, t-test, F-test and Pearson Correlation.

**Results**

Most of them were female, age between 41-50 years, completed bachelor degree, marital status, working period more than 20 years, position level 7, teaching in the class, their income more than 10,000 baht. The average of their opinion toward work environment and the others including salary and benefit, relationship with their coworkers, work progressive, work safety, work place and their relationship with their supervisor were at a moderate level. In overall, their work morale was at a moderate level. When considering in each part that was: 1) in the work achievement, it was found that the average score of their work morale was at a high level, 2) in the work

unity and responsibility, it was found that the average score of their work morale was at a moderate level.

Factors affecting their work morale were the opinion toward work environment in the area of salary and benefit, relationship with coworker, work achievement, work safety , work place and relationship with their supervisor. However, factors had no relationship with their work morale were sex, age, education level, marital status, working period, position level, position and income.

### **Suggestions**

1. Their supervisors should encourage the relationship within the organization.
2. Everybody should had their work responsibility.
3. The related organization such as education administrator should study the work safety, salary and benefit in order to increase teachers work morale.
4. The comparison study between Municipality teachers and other teachers and also compares with other Municipality staff.
5. The depth study should be employed especially in the case of low result.