

ABSTRACT

Title of Research Paper : Work Morale of Agricultural Housing Officers in the Southern E-Sarn
Author : Miss Natsima Tummong
Degree : Master of Arts (Social Development)
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The purpose of the study was twofold : 1) to reveal the work morale of Agricultural Housing Officers in the Southern E-Sarn, and 2) to identify the factors related to their work morale. The data were collected from 115 Agricultural Housing officers in the Southern E-Sarn, which covered Nakhonratchasima, Chaiphum, Surin, Buriram, Srisaket, Ubonratchathani, Amnartehraen and Yasothron provinces. The questionnaire to collect the data was composed of three parts. The first part concerned the background data of the respondents : age, number of working years, C-level, salary, marital status and education. The second part measured the Agricultural Housing officers' work morale which covered 10 aspects : enthusiasm in work, a sense of belonging to the organization, willingness to follow work regulations and satisfaction with seven job components, which were nature of work, superior, colleagues, working environment, pay and welfare, organization policy and administration and career advancement. The last part contained open-ended questions to seek the respondents' opinions about the work problems and suggestions to boost the officers' work morale. The statistics for data analysis were percentage, mean, t-test, One-Way Analysis of Variance and correlation.

The findings were briefly stated as follows :

1. General characteristic of the samples. The average age of the respondents was 39.6 years. They had worked for the government for 13-39 years. About 41.7 percent were in C5 level. The average salary was 12,271 baht. About 60.0 percent were married. And about 84.3 percent had a Bachelor's degree.

2. The work morale of the Agricultural Housing officers was found to be moderate. The highest mean belonged to willingness to follow work regulations, followed by enthusiasm in work. The lowest mean was career advancement, after satisfaction with income and welfare.

3. All the background variables-i.e., age, number of working years, C-level, salary, marital status and education-were found to have no significant relationship with the officers' work morale. However, when individual components of the work morale were considered separately, the following were found :

3.1 Enthusiasm in work had a significantly positive relationship with age, number of working years, and salary. That is, the Agricultural Housing officers who were older, had a larger number of working years and had a higher enthusiasm in work than their counterparts.

3.2 A sense of belonging to the organization and satisfaction with the nature of work were found to have a significant relationship with the C-level of the officer. That is , the C 2-to C4 had a more sense of belonging to the organization and more satisfaction with the nature of work than there of C 5 or higher.

3.3 Pay and welfare was found to be significantly related to this education, that is , the officers with education lower than a Bachelor's degree had a higher satisfaction in pay and welfare than those with a Bachelor's degree.

4. From the answers to the open-ended questions, the most serious work problem was an inadequate budget, followed by too many responsibilities (looking after tambon and agricultural extension work too) but little opportunity to progress in work or a little pay, inadequate knowledge and skills to develop work. The sample group make the following suggestions: providing a chance to progress in work, increasing the work budget, providing training on work, and increasing allowances.

The following recommendations were made:

1. The superior should provide the subordinates with an opportunity to progress in their work by extending their C-level to higher than C5. Also, the Agricultural Hosing officers should be allowed to shift their work line.

2. The administrations should be fair to all the subordinates and serve as examples for them.

3. Enough budget should be allocated for allowance and for purchasing of office facilities and equipment, such as cars and machinery for product process.

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