

ABSTRACT

Title of Research Paper : Job Satisfaction of Officials of the Election Commission of
Thailand Office : A Case of the Officials in the Headquarters
Office.

Author : Mr. Prawing Kachacheewa
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The study of "Job Satisfaction of Officials of the Election Commission of Thailand Office : A Case of the Officials in the Headquarters Office" had the following objectives;

1. to study the job satisfaction level of the election officials in the headquarters office.
2. to study the factors relating job satisfaction of the election officials in the headquarters office.
3. to find out the improvement of job in the Office of the Election Commission of Thailand.

Data were collected by using questionnaire as a tool. The sample group were 120 from the election officials in the headquarters office. The statistics used was frequency, percentage, mean and standard deviation. The hypotheses were tested by using t-test and F-test.

Results

1. The sample groups for this study , the number of male and female were close, 51.66 percentage, more than half were between 18-30 yearsold, 58.33 percentage, marital status were two out of three, 73.33 percentage were single, over fifty percent were graduated with bachelor degree, 65.00 percentage, two out of three were had a previous job, 77.50 percentage, most of them work more than 1 year, 80.00 percentage, two out of three were level 1-4, 72.50 percentage, 60.83 percentage of with monthly income below 10,000 bath, and one out of four were working in the Department of General Administration, 41.66 percentage.

2. In overall picture, the job satisfaction of the election officials in the headquarters office was at moderate level. Most of them satisfy to be part of the organization, follow by work achievement, progress in career part, and to be respect. However, the least satisfaction was job security.

3. The factors which related to job satisfaction for the election officials in the headquarters office were work characteristic, job environment, immediate superior, colleague, remuneration, and welfare.

4. The factors which unrelated to job satisfaction for the election officials in the headquarters office were sex, age, marital status, education level, work experience, working period, position, income, and agency.

Recommendations

1. For job security, the Human Resources Department should be strengthen to prevent unfair intervention from management level.

2. For being part of the organization, staff should involve in planning and setting organization goal, include complimenting and reward to excellent official.

3. For work environment, office equipment should be provided.

4. With regard to welfare, all kinds of public welfare should be provided to official to motivate moral and spirit.