

Thesis Title	Job Satisfaction of Heads of District Non-Formal Education Service Centers, Department of Non-Formal Education.
Name	Banchong Huangthong
Concentration	Adult and Continuing Education
Department	Nonformal Education
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### ABSTRACT

The objective of the study was to investigate the job satisfaction of heads of district non-formal education service centers on the factors related to : types of work, responsibility, working conditions, relationships with co-workers, salary and fringe benefits. Also, it was aimed to compare the job satisfaction of heads of the DNFESC with different personal backgrounds as well as with different working regions. Population of the study were the heads of the DNFESC all over the country (except Bangkok). By means of the stratified random sampling technique and the simple random sampling technique, 486 samples were drawn into the study. Questionnaires were used to collect data. Data were analyzed by means of percentage, mean, standard deviation, t-test, and F-test.

The results showed that; job - satisfaction relating to types of work, relationships with co-workers, and responsibility among the heads of the DNEFESC were high. However, it was found that their satisfaction on the salary and fringe benefits was moderate.

The comparison of satisfaction between the two groups of the DNFESC showed that : male subjects had a statistical different level of satisfaction towards salary and fringe benefits from the female ones. Those who were over forty years old had a statistical different level of satisfaction towards working conditions and salary and fringe benefits from did the under forty years old subjects. Those who earned a Bachelor's degree had a statistical different level of satisfaction towards salary and fringe benefits from those who earned higher degrees. The subjects who lived with their family had a significant different satisfaction towards working conditions and salary and fringe benefits from those who did not live with

family. There was no significant difference in the level of satisfaction on all aspects investigated between those who used to be district co-ordinators and those who never worked as district co-ordinators.

When more than three groups of the heads of DNFESC were compared, it was found that job satisfaction of those who graduated from different educational institutes, namely; universities, teacher colleges or Rajabhat institutes, and others (i.e. Rajamangala Institute of Technology, Srisopon College, College of Vocational and Technology) was significantly different. However, the post hoc analysis did not show a significant difference between the groups. Subjects who were either single or married had a higher level of satisfaction than those who were widowed or divorced. There was a significant difference in satisfaction on responsibility and salary and fringe benefits among the groups of subject with 10 years or less, 10-15 years, and more than 16 years of government service. Yet, the post hoc analysis did not show a significant difference of satisfaction on factor related to responsibility between the groups. Those with more than 16 years of government service had a higher satisfaction level on salary and fringe benefits than those whose years of government service were between 10-15 years. Subjects who spent less than fifteen minutes to get to the office and those who spent between fifteen to thirty minutes to get to the office had a higher level of satisfaction on responsibility than those who spent the time on the road more than sixty minutes. Subjects who worked in the central region of Thailand had a higher satisfaction towards working condition than those who worked in the eastern region. Those who worked in the northeastern region had a higher satisfaction on type of work, responsibility, and salary and fringe benefits than those who worked in the eastern region. Finally, the heads of DNFESC who worked in the northern region had a higher satisfaction towards salary and fringe benefits than those who worked in the eastern region.