

Abstract

The study on “The Attitude Towards Work Progress of the Social Security’s Employees” has an aim to study specific characteristics on self development of the Social Security employees and to study attitudes towards work progress of them. The samples were 315 social security employees in the head office, area offices and provincial social security offices. Questionnaires were used to collect data. The collected data was processed by SPSS program. Statistical techniques used in data analysis were percentage, means, standard deviation, t-test, F-test and correlations testing was done by Pearson’s product moment correlation coefficient. The results of the study are as follows.

Most of the samples are female, age 31-35 years. The level of education is bachelor degree with duration of work 1-3 years at the most 30.80% and only 2.20% have work experiences more than 16 years. Most of them are high level employees and the rest are middle level. It was found that the overall characteristics on self development was at high level especially the self assessment was higher than others. The characteristics on self development consist of 4 areas. They were work responsibilities, self assessment, target development and planning for career path including self development through lifelong learning. In part of the attitude towards work progress of the social security employees in 5 areas, it was found that their satisfaction was at medium level consisting of the following 4 areas respectively : special promotion, assignment of work according to their potential, qualification of each position and suitable number of personnel. The low level of satisfaction was in the area of skill and knowledge development.

It was recommended by the result of the study that the Social Security Office should set up the project on development of work progress in part of the position, improve and amend the regulations related to promotion clearly and suitably. The SSO should assign work according to the potential of employees, enhance knowledge development for the new personnel through orientation and training. The SSO should have policy to provide training to all personnel and transfer knowledge from the training to other personnel who do not receive training. Moreover, the SSO should support scholarship to the employees and allow them to take leave for study without any obligation to keep good and high ability personnel with the SSO as long as possible.