

Abstract

The Study on “Motivation and Welfare Needs of Personnel of Phra Pariyattitham Schools, General Education Division (Group 3),” aims to study motivation levels and welfare needs of personnel of Phra Pariyattitham schools, general education division. This study was the quantitative study with literature review and field research. The samples were 163 personnel working for Phra Pariyattitham schools, general education division, attached to Group 3. The study tools were sampling and questionnaire. The statistics covered percentage, mean, standard deviation, t-test and F-test, respectively.

From the study, most samples were male and ages between 20 – 30 years. Their domiciles were Angthong, followed by Uthaithani and Ayudhya, respectively. Most of them lived at parsonages and were householders. Most samples had the Bachelor's degree and their work experience was between 4 years. Most of their incomes were between 5,000 – 10,000 baht. With regard to finance issues, most of their answers were none. In all aspects, attitudes towards motivation at work were at the high level, ranked as follows; work accomplishment and authority in organization. In the overall picture of motivation at work, most personnel had morale and spirit at a good level. They believed that they contributed to society in terms of education and human development so people had both knowledge and ethics. Welfare needs on economy was at the highest level. In addition, top three required welfares were parents' medical allowance, personnel insurance and saving cooperative establishment in order to provide assistance to personnel. Welfare needs on society was at the high level. They needed the establishment of an instructor club and sport competition to tighten relationships between organizations.

From the study, the recommendations are that the recognition award program for personnel as social contributors in term of education should be set in order to enhance motivation and identify social positions more clearly. For instance, religious officers or specialists should be assigned. Welfare on lower loan rate, allowance, medical allowance, special allowance should be provided. In addition, welfares for all levels should be the same. This will enhance morale and spirit of personnel.

