

Title : Morale and Job Satisfaction of Probation
Officer : A Case Study of the Probation
Offices in the Central Area, Ministry of
Justice

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Degree : Master of Business Administration

Major Field : Personnel Management

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The study of "Morale and Job Satisfaction of Probation Officer : A Case Study of the Probation Offices in the Central Area, Ministry of Justice" is aimed at studying the levels of morale and job satisfaction of the probation officers who have different social backgrounds. The population size employed in this study consists of 79 probation officers in the probation offices in the central area. In this connection, 79 questionnaires are distributed to the population target and 75 questionnaires are returned. Only 70 questionnaires are completed which are equal to 88.60 percent. Data analysis is analyzed by ready-made

computer program spss^x. Statistical techniques used for data analysis were percentage, mean, standard deviation, t-test and ANOVA with statistical significance set at .05 and .01 levels respectively.

The research findings are as follows :

1. The level of morale and job satisfaction of probation officers in the central area is at the average of medium level ($\bar{x} = 3.34$)

2. As for the test of the assumption "differences of social background and the level of morale and job satisfaction" we find that;

Differences in sex, age and positions held, shall make the difference to the levels of morale and job satisfaction.

As for the differences in marital status, duration of work in the government service and education level, they do not make differences for the level of morale and job satisfaction.